

## DRAFT MINUTES OF THE CUFA COUNCIL

Held on Monday, January 27, 2020

9:30 AM – 11:30 AM in MB 9 A

**PRESENT:** Ian Rakita (Chair), Nayrouz Abu Hatoum, Ciprian Alecsandru, Anjali Awashti, Elena Benelli, Lorrie Blair, Greg Butler, June Chaikelson, Patrick Delaney, George Denès, Mary Di Michele, Charles Draimin, Steve Henle, Cody Hyndman, Wilson Jacob, Meaghan Joy, Ida Karimfazil, Lea Katsanis, Alexandru Lefter, Samuel Li, Heike Neumann, Pedro Peres-Neto, Mahesh Sharma, Ted Stathopoulos, Natalia Teplova, Geneviève Robichaud, Léa Roboam.

**ABSENT:** Maria Amer, Christopher Bober, Aaron Brauer, Pierre Gauthier, Vincent Graziano, Jorgen Hansen, Ming Li, James McLean, Pouya Valizddeh,

### 1. Approval of the Agenda

*Upon motion duly moved and seconded (Katsanis, Karimfazli) it was unanimously resolved that the Agenda be approved.*

### 2. Approval of the Minutes of the COUNCIL Meeting of December 27, 2019

*Upon motion duly moved and seconded (Joy, Henle) it was unanimously resolved that the minutes of the December 27, 2019 meeting be approved.*

### 3. President's Remarks

Ian reported on his recent conversation about advancement with President Carr, Carr mentioned some difficulties during his term as interim President, as donors are usually reticent with donations during periods of uncertainty. This has now changed with Carr's appointment. Heading into 2024, which will mark Concordia's 50<sup>th</sup> anniversary, the Administration is planning various activities to develop momentum regarding advancement. Ian also mentioned that we need to start preparing for the next round of negotiations. As of June 1, 2020, CUFA will be in a position to request that bargaining commence. We will of course need to begin preparations and CUFA is actively looking for a chief negotiator. As well, CUFA expects to meet with its various constituencies in April so that we can determine which articles need to be opened.

### 4. New Business

**a. Discussion on administrative tasks survey:** The CUFA report on the Administrative tasks survey was sent to councilors prior to this meeting. Members had many questions and comments. One councillor asked why hiring of students should be considered an extra administrative task. Ted explained that at issue is the paperwork involved in the hiring and not the selection of TAs itself. Another question pointed to the absence of language in the Collective Agreement quantifying service. The issue is about protecting younger faculty against service overload. However, quantifying service would be excessive while rewording the article pertaining to ETAs and its implications for other faculties would be useful. Ian explained that the CUFA Executive is starting to gather information for the next Collective Agreement around service and is looking for ideas to deal with the issue. It is worth mentioning that defining minimal and normal service for ETAs will have an impact on full-time faculty. Another councillor argued that service can be external to the University. The representative from the Department of Mathematics and Statistics provided his perspective as Chair by first mentioning how challenging it is to have full-time professors perform any service. The representative also cautioned that if all service is external, then departments would have difficulty functioning. Some departments want ETAs and junior

faculty to do all of the service, but it needs to be equitable. The representative also added that support staff in his department are burning out and going on sick leave because there is too much to do and disagrees with a rigid definition of service but advocates for guidelines and clarity. It was pointed out that instructions from the Provost's Office describe minimal service as normal and normal service as extraordinary. June suggested that Chairs receiving these instructions should send a copy to CUFA. Ian expressed reservations regarding structure as it will imply that professors have a work week. CUFA would like to resist the too restrictive 40-40-20 ratio for teaching, research and service. Greg asked councillors, by a show of hands, if there are ongoing workload discussions in their department and it seems that only Fine Arts and Applied Human Science hold such discussions. Workload is generally determined every two years as the three areas are being evaluated in the performance evaluation exercise. The representative from Mathematics and Statistics pointed out that the Chairs do not have much input since the DPC makes the recommendations to the Dean who then establishes workload for the next two years. The representative from Mathematics and Statistics also pointed out that downloading tasks to lower levels is a hierarchical thing in the University and therefore, the Administration shares part of the blame, but members defining service as anything taking them away from their research is also wrong. It has to be fair and everybody has to do their part so that the academic mission of the institution is carried out. Another councillor suggested going back to their departments to brainstorm and come back to Council with ideas and suggestions for the next Collective Agreement. Most members are wary of quantification but are favourable to having general guidelines. It was also mentioned that junior faculty should not be left in a grey area to decide the right amount of service to do. It was suggested that, since administrative tasks that used to be done by support staff are now being done by faculty, CUFA should offer guidance regarding distinction as to what members can take on and what they can't be responsible for. The representative from CMLL argued that some definition of service was provided in the six categories used in the survey. Finally, Ted reminded the Council that the survey was also intended to sensitize the Administration who received a copy of the report.

## 5. Business Arising:

- a. **Amendment to the CUFA Constitution:** Charles presented the proposed changes and the reasons for each change, namely 1) creation of the position of Past President on the CUFA Executive; 2) simplification of the process of electing representatives on CUFA Council; 3) providing for the creation of new committees to cover our new responsibilities within the University; 4) shorten the time for balloting, given that balloting is now done electronically. Charles also clarified some details regarding the distinction between "officers" and "members" of the Executive and noted the use of the term "officers" will be removed from the Constitution.

*Upon motion duly moved and seconded (Draimin, Katsanis) it was unanimously resolved that the proposed changes to the Constitution as presented, be adopted and sent to the membership for ratification.*

- b. **Course Evaluations Side Table Committee:** Council was informed that the Administration created two sub-committees, TEC and SLEC. TEC has representatives from CUFA, CUPFA and the Administration, as does SLEC which also has student representatives. June and Greg are serving on both committees and we are insisting that TEC completes its work before SLEC begins its work. The first two meetings for TEC have been scheduled on February 4 and February 26. Ted added that both committees will issue non-binding recommendations.

## 6. Reports

- a. **Negotiations – ETA Workload:** Geneviève explained that a plan is in place to re-evaluate ETAs workload and though it means extra work for Chairs and DPCs, it is necessary to define service as it is performed in each department. The deadline for departments to issue guidelines for establishing normal services has been extended to February 7. Ted alerted the Council to the danger of normal service being defined as extraordinary, as it seems to be now articulated by the Provost's Office and we must safeguard against this.
- b. **EDI Committee:** Geneviève reported for Nicola Nixon. Nicola has received names of potential members willing to serve, making the final composition of the Committee imminent.
- c. **Pension and Benefits:** June reported that the working committee is currently exploring avenues for restructuring health benefits. Discussions are at a very early stage and changes won't be put in place until 2022. June then answered questions on the various options being considered and indicated that the working committee will make its recommendations to the Benefits Committee, which will then make its recommendations to the Board of Governors.
- d. **Treasurer's Report:** Nothing to report.
- e. **Appeals and Grievances:** Two grievances have been settled. There is a longstanding grievance (more than ten years) involving CUPFA that has been delayed because of the availability of the arbitrator. But the grievance is expected to be settled one way or another. In the case of a member who was denied promotion to Professor, the member lost the appeal.

## 7. Adjournment

The meeting was adjourned at 11:35 AM.