

General Meeting
Friday, March 6, 2009 12:30 – 2:30 pm
Room 309, Talbot College

Speaker: Jeffrey Stokes

President: Mike Carroll

The Speaker called the meeting to order at 12:35 p.m. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

1. Approval of the Agenda:

MOVED: G. Smith/J. Ciriello

THAT the Agenda be approved. CARRIED

2 Minutes of the General Meeting of 7 November 2008

Declared correct as circulated.

3. Business Arising: None

4. President's Report: M. Carroll

M. Carroll reported on the following:

- **Meeting with new UWO President, Amit Chakma:** UWOFA requested a meeting with the new UWO President, Amit Chakma. That meeting took place on Friday, February 20, 2009 at the UWOFA office. Several Board Members were in attendance.
- **UWO Budget:** UWOFA has sent to the Membership several emails regarding the UWO budget:
 - The motion passed by the UWOFA Board calling for a Town Hall meeting with the Board of Governors (copy of email will be kept with the minutes);
 - Analysis of the UWO budget, "Is UWO broke" by Ann Bigelow (BMOS), with input from Mike Dawes (Mathematics) and Jim Davies (Economics) (copy of email and analysis will be kept with the minutes); and
 - M. Carroll's email announcing the Administration's planned Town Hall meeting on the budget along with Carroll's comment on the meeting (copy of the email and Carroll's comments will be kept with the minutes). The Town Hall meeting planned by the Administration was held on Tuesday, March 3, 2009. The meeting was well attended by faculty and UWOSA staff. Representing the Administration were Paul Davenport (President and Vice-Chancellor), Fred Longstaffe (Vice-President, Academic) and Gitta Kulczycki (Vice-President, Resources & Operations).

Deans were given their budgets in mid-February 2009. The cuts each year for the next two years will be: 4% in Social Science and Education; 6% in Arts & Humanities, Libraries and Music; 6.5% in Law, Medicine, Engineering, FIMS, Health Sciences, and Ivey. In response to the budget cuts the Administration is offering UWOSA and PMA early retirement packages. Detailed information can be found at: <http://www.uwo.ca/humanresources/volretire.htm> .

- **Dependents' Scholarship Plans:** There has been a change in the interpretation of how the Dependents' Scholarship Plans will be taxed. The value of the scholarship will now be taxed in the hands of the dependent receiving the scholarship not in the hands of the employee. Human Resources will make the change on the employees 2008 T4 slip. They are also working on a template letter employees can use for the 2007 tax year and talking with lawyers about what is possible for earlier years;
- **UWOFA Librarians and Archivists Negotiations:** The members of the Negotiating are Mike Dawes (Chief Negotiator), Ruth Wallace (Deputy Chief Negotiator), Bev Brereton, Linda Dunn, Vince Gray, Kim McPhee, John Sadler and Aniko Varpalotai. An UWOFA-LA Strike Committee has been formed. Members are Marisa Mitchell (Chair), John Fracasso, Denise Horoky, John Lutman, Courtney Waugh and Walter Zimmerman;
- **Faculty Negotiations:** The UWOFA Board has recommended Mike Dawes as Chief Negotiator. Dawes will be assembling a Negotiating Team, and his proposal will go before the UWOFA Board

and then the Membership for approval. Once formed the Negotiating Team will become the core of the Contract Committee which will begin meeting immediately;

- **Unity Group:** International Union of Operating Engineers - Local 772 have recently ratified their new Collective Agreement. It is a two year Agreement with a salary increase of about 3.7% per year;
- **CAUT Council:** At its November 2008 council meeting CAUT took a number of actions:
 - CAUT imposed censure on First Nations University of Canada. This censure dates to events that occurred in 2005. An investigative report by the All-Chiefs Council recommended that governance structures be revised. The report recommended that the size of the Board be reduced and that most Board members not be political appointees. CAUT endorsed that recommendation but to date that has not happened. The motion to impose censure was passed unanimously;
 - Notice of censure for Acadia University was passed. The case involved a tenured professor and Acting Dean who was fired for “failing to maintain appropriate standards of behavior and violation of University computer use policy”. CAUT contends that this was an inappropriate intrusion into the professor’s private life and activity unrelated to his professional duties. The censure will be imposed if the professor is not reinstated;
 - Nancy Oliveri: Nancy Oliveri was involved in testing a drug for Apotex. She found that in some patients the drug scarred the liver. She published her findings even though the drug company did not want that information published and claimed that her contract gave them the right to prohibit publication. A legal battle ensued. As part of the settlement Nancy Oliveri agreed not to disparage the drug company or the drug. The drug company is now accusing her of violating the settlement. The issue of interest for CAUT is the long list on incidents that are alleged in the public court documents. For example, a Wikipedia entry written by someone else about the case is cited as an example of Nancy Oliveri disparaging Apotex. Another incident is the fact that Nancy Oliveri chaired a conference on academic freedom, even though she said nothing about Apotex or the drug. Basically, Nancy Oliveri is being held responsible for what others have said publicly or for any association with matters relating to academic freedom;
- **Scholars at Risk:** This is a network of universities that provide support of one sort or another to scholars who suffer threats in their home country. At the moment the University of Toronto is the only Canadian University that belongs. CAUT contact UWOFA to see if we might propose the UWO join this network. A joint UWO/UWOFA committee has been formed to oversee this process. The Committee has now met three times. It seems fairly certain that UWO will be joining the network but the nature of support to be provided is unclear.

5. **Nominating Committee Report:** R. Darnell

MOVED: Darnell

THAT James Compton (FIMS) be nominated for Vice-President.

Seeing no other nominations, the Speaker declared nominations closed for Vice-President and declared James Compton acclaimed as Vice-President.

MOVED: Darnell

THAT Anne Skoczylas be nominated as Secretary.

Seeing no other nominations, the Speaker declared nominations closed for Secretary and declared Anne Skoczylas acclaimed as Secretary.

Designated Faculty Seats

MOVED: Darnell

THAT the following slate for Designated Faculty Seats (two-year term) be nominated.

Arts & Humanities	Marjorie Ratcliffe
FIMS	Bernd Frohmann
Health Science	Sandi Spaulding
Librarians and Archivists	Melanie Mills, Denise Horoky (elect one)
Science	Bob Webber
Social Science	Graham Smith

Seeing no other nominations, the Speaker declared nominations closed for Designated Faculty Seats (two-year term) and declared the following acclaimed for Designated Seats (two-year term).

Arts & Humanities	Marjorie Ratcliffe
FIMS	Bernd Frohmann
Health Science	Sandi Spaulding
Science	Bob Webber
Social Science	Graham Smith

The Speaker declared that as there are two nominees for the Designated Faculty Seat, Librarians and Archivist, there will be an electronic ballot.

MOVED: Darnell

THAT the following slate for Designated Faculty Seat (one-year term) be nominated.

Music	Suzie O'Neill
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Seeing no other nominations, the Speaker declared nominations closed for Designated Faculty Seat (one-year term, replacing a Board Member who will be on a sabbatical leave) and declared the following acclaimed for Designated Faculty Seat, (one-year term, replacing a Board Member who will be on a sabbatical leave):

Music	Suzie O'Neill
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At-Large Seats

MOVED: Darnell

THAT the following slate for Board Members (Part-Time Member) — At-Large Seats be nominated.

Oliver Whitehead	Modern Languages and Literatures
Lauren Barr	Sociology
Gaile McGregor	Sociology
Daphne Heywood	Sociology

Seeing no other nominations, the Speaker declared nominations closed for Board Members (Part-Time Member) — At-Large Seats (two-year term).

The Speaker announced that as there are four nominees for one seat, there will be an electronic ballot.

MOVED: Darnell

THAT the following slate for Board Members (Full-Time Member) — At-Large Seats be nominated.

Clive Seligman	Psychology
John Ciriello	Physiology & Pharmacology
Patricia Gray	Biology
Walid Busaba	Ivey School of Business

A. Bigelow presented a list of nine possible alternatives to the budget crisis:

- 1) Cut capital spending. Don't provide matching funds for capital works if it means layoffs will be caused! Remember also, new buildings will need future staff to maintain them, and will require ongoing maintenance costs, which will put further strain on the operating budget.
- 2) Run a deficit. Many public sector organizations are taking this step. As long as the deficit is controlled, it will not harm future generations.
- 3) Use invested non-endowed funds (\$281 million as of December 31, 2008). Some of these funds are available due to surpluses from past years. They can be thought of, in part, as a rainy day fund. The rainy day is here!
- 4) Allow spending of up to 4% of invested non-endowed funds as is being permitted for endowed funds that are not "under water".
- 5) Change the arbitrary 4-year planning horizon. We are currently in year 3 of a 4 year plan. There is no reason this can't be changed to year 1 of a 5-year plan. Ensure the planning horizon and the Investment Policy are coordinated.
- 6) Increase the arbitrary borrowing limit per FTE student to \$10,000, which would provide access to approximately \$70 million at a time when interest rates are at a historical low.
- 7) There was \$55 million in Departmental Carryforward money at the end of the last fiscal year. A substantial amount no doubt remains. This will prevent layoffs in faculties with carryforwards, but not in those that have already used them up. Let faculties with excess carryforwards lend to those that do not have enough.
- 8) Change the arbitrary rule that the operating surplus cannot fall below \$2.5 million. This rule was apparently developed in 1984. Has nothing changed in the past 25 years?
- 9) Offer attractive early retirement options to faculty and staff. Borrowing to do this would be self-financing, in view of the salary savings obtained. The arbitrary \$2.5 million operating surplus could also be used for this purpose.

The meeting discussed the above list and the following motion was presented:

MOVED: Hooks/Darnell

THAT the UWOFA President is directed to publicize A. Bigelow's possible alternative solutions to this budget crisis. **CARRIED**

7. **Treasurer's Report:** H. Sendov

Sendov reviewed the Income Statement as of January 31, 2009. Sendov explained that the Legal and Arbitration account is over budget. At the January 15, 2009, Board Meeting the Board approved reducing the transfer to the Collective Bargaining and Grievance Reserve Fund by \$48,000 and moving that \$48,000 into the Legal and Arbitration account. The new annual total for the transfer to the Collective Bargaining and Grievance Reserve Fund will be \$148,597 and the new annual total for the Legal and Arbitration account will be \$168,000.

8. **Committee Reports:**

a) Joint Committee: M. Dawes

Dawes reported on the following:

- Bachelor of Health Sciences program is being converted to the School of Health Studies;
- The following subcommittees of the Joint Committee have submitted reports: The Student Evaluations of Teaching subcommittee and the subcommittee that is developing and recommending a policy and guidelines to support faculty members in employment and/or supervisory relationships with Graduate Research Assistants, Post-Doctoral Fellows and other research collaborators.
- Interdisciplinary appointments are not directly covered in the Appointments article in the Collective Agreement. UWOFA is working through a proposal from the Administration on how interdisciplinary appointments were to be made. UWOFA wants to ensure that those parts of the Appointments article that should apply, even when the appointment is not made directly to a specific department, do apply.

b) Grievance Committee Report: T. Hooks

There are thirty arbitration dates set between February 1, 2009 and February 1, 2010.

Hooks commented that our legal costs have increased and in her opinion it is result of UWOFA doing what it is obliged to do as a Union which is to protect our negotiated rights under our Collective Agreement and if we have to go to arbitration to do that it is what we are expected to do.

Hooks presented a summary of some of the cases before the Grievance Committee:

Two cases of sabbatical denial;

Group grievance for the Librarians and Archivists group;

Two discipline cases;

It was agreed by general consent to extend the meeting by ten minutes.

c) Librarians and Archivists Contract Committee: L. Dunn

At the February 19, 2009 Board Meeting the Board approved the first set of article goals for the upcoming negotiations of the Librarians and Archivist (LA) Collective Agreement. The LA membership voted and approved that first set of article goals. The LA Contract Committee will be presenting the second set (which is anticipated to be the last set) of article goals at the March 23, 2009 Board Meeting.

Dunn expressed gratitude to faculty members of UWOFA for their continued support.

9. New Business: None

10. The meeting adjourned at 2:35 pm.