



UWOFA Meeting of Members Agenda

Wednesday, November 26, 2025

9:30 a.m. to 11:30 a.m.

Via Zoom

To connect to the meeting: <https://westernuniversity.zoom.us/j/98606802451>

Meeting ID: 986 0680 2451

Passcode: 333000

OR Dial: 1-647-558-0588

Press pound (#) when prompted for the participant ID

1. Approval of the Agenda
2. OCUFA Report: *Rob Kristofferson and Jenny Ahn* (OCUFA President and Executive Director)
3. Approval of Minutes of the Meeting of Members March 28, 2025 – **EXHIBIT I**
4. Business Arising
5. President's Report: *S. Hendrikx* – **EXHIBIT II**
6. Treasurer's Report: *N. de Gannes*
Presentation of UWOFA's budget for the new fiscal year, November 1, 2025 to October 31, 2026 – **EXHIBIT III**.
7. Revisions to UWOFA By-laws: *K. Verwaayen*
Motion: That the membership confirm the revised By-law No. 2 (Responsibilities of Officers) as presented in **EXHIBIT IV**, which was adopted by the board of directors on April 10, 2025.
8. Discussion: UWOFA's continued involvement in the Scholars at Risk program: *S. Hendrikx*
9. Update on Preparations for Faculty Negotiations: *J. Tennant & E. Nouvet*
10. New Business
11. Adjournment

Minutes
UWOFA Annual Meeting of Members
Friday, March 28, 2025

Speaker: Phil King

President: Johanna Weststar

The meeting was held remotely by conference call and was called to order at 10:04 a.m. Attendance was recorded (and quorum established) based on Members participating in Zoom video conference. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

T. Granadillo provided a Land Acknowledgement statement.

1. Approval of the Agenda

MOVED: C. Maco/D. Heap
That the agenda be adopted.

J. Weststar asked that the agenda be amended to add the solidarity motion under New Business.

The motion carried unanimously as amended.

2. CAUT Report: *Peter McInnis* (CAUT President)

Peter McInnis presented on behalf of the Canadian Association of University Teachers (CAUT) a report on CAUT's national challenges and efforts.

P. McInnis left the meeting.

3. Approval of Minutes of the Meeting of Members November 14, 2024 – EXHIBIT I

MOVED: J. Tennant/K. Verwaayen
That the minutes from the November 14, 2024 Meeting of Members be approved.

The motion carried unanimously.

4. Business Arising: There was no business arising from the November 14, 2025 Meeting.

5. President's Report: *J. Weststar* – EXHIBIT II

J. Weststar presented the President's report in Exhibit II, adding that solidarity is vital at this time, extended appreciation to those who will be leaving UWOFA leadership roles this year, and highlighted UWOFA's position on the proposed Navitas partnership.

6. Audited Financial Statements: *C. Maco*

MOVED: K. MacAlpine/G. Santos
That the membership approve the audited financial statements for the fiscal year ended October 31, 2024 as presented in **EXHIBIT III**.

UWOFA's financial position remains strong.

The motion carried unanimously.

7. Appointment of the Public Accountant: C. Maco

MOVED: K. Verwaayen/C. Maco

That the membership approve appointing MNP LLP (London) as the Public Accountant.

The motion carried unanimously.

8. Nominations of Directors and Speakers – EXHIBIT IV: R. Heydon and S. Hendrikx

i. Kimberly Verwaayen for Vice-President

Seeing no other nominations, the Speaker declared nominations closed and declared Kimberly Verwaayen acclaimed as Vice-President.

ii. Ben Rubin for Secretary

Seeing no other nominations, the Speaker declared nominations closed and declared Ben Rubin acclaimed as Secretary.

iii. N/A for Treasurer (one-year term)

Seeing no nominations, the Speaker declared nominations closed and declared that the position remains vacant.

iv. The following nominees for Designated Faculty Seats (two-year terms: July 1, 2025 to June 30, 2027)

Arts & Humanities
FIMS
Health Sciences
Science
Social Science

Kim Solga
Paulette Rothbauer
Shauna Burke
Brian Pagenkopf
Tania Granadillo

Seeing no other nominations, the Speaker declared nominations closed and declared the nominees acclaimed to the Designated Faculty Seats.

v. The following nominees for Designated Membership Seat (two year terms: July 1, 2025 to June 30, 2027)

Librarian or Archivist Member

Courtney Waugh

Seeing no other nominations, the Speaker declared nominations closed and declared the nominees acclaimed to the Designated Membership Seats.

vi. The following nominees for At-Large Seats (two year terms: July 1, 2025 to June 30, 2027, except as noted)

Full-Time Member
Full-Time Member
Part-Time Member
Librarian or Archivist Member (one-year term)

Alexander Timoshenko
Zheng Zhang
Kelly-Ann MacAlpine
Meagan Stanley

Seeing no other nominations, the Speaker declared nominations closed and declared the nominees acclaimed to the At-Large Seats:

vii. Phil King for UWOFA Speaker (one-year term)

Seeing no other nominations, the Speaker declared nominations closed and declared Phil King acclaimed as UWOFA Speaker.

viii. Erin Bourgard as UWOFA-LA Speaker (one-year term)

Seeing no other nominations, the Speaker declared nominations closed and declared Erin Bourgard acclaimed as UWOFA-LA Speaker.

ix. Bobby Glushko as UWOFA-LA Secretary (one-year term)

Seeing no other nominations, the Speaker declared nominations closed and declared Bobby Glushko acclaimed as UWOFA-LA Secretary.

x. The following nominees for Senate Observer (one-year term)

Limited-Term Membership	Jack Scott
Limited-Term Membership – alternate	Ruth Ann Strickland
Librarian or Archivist Member	Elizabeth Marshall
	Roxanne Isard
Librarian or Archivist Member – alternate	Courtney Waugh

Seeing no other nominations, the Speaker declared nominations closed and declared Jack Scott acclaimed as Limited-Term Senate Observer, Ruth Ann Strickland acclaimed as Limited-Term alternate Senate Observer, Courtney Waugh acclaimed as Librarian or Archivist alternate Senate Observer. The Speaker declared there will be an online vote of all members in the relevant membership group to elect the Librarian or Archivist Senate Observer as there are two nominees.

For Information: Continuing Officers and Directors in 2025-26

Officers

President	Shawn Hendrikx
Past President	Johanna Weststar

Designated Faculty Seats

Education	Jennifer Ingrey
Engineering	Michael Naish
Ivey	Jana Seijts
Law	Gillian Demeryere
Music	Jonathan De Souza
Schulich School of Med. & Dent.	Gildo Santos

Designated Membership Seats

Limited-Term Member	Bobbi Thompson
Part-Time Member	Lucia Cedeira Serantes

At-large Seats

Full-Time Member

John Paul Minda

9. Chairs of UWOFA Committees 2025-2026: *J. Weststar* – EXHIBIT V

J. Weststar presented the names of the 2025–26 UWOFA Committee Chairs appointed by the Board of Directors and noted that the Grievance Officer position remains vacant.

10. Preparation for Faculty Negotiations: *J. Weststar*

The faculty collective agreement expires June 30, 2026. UWOFA's Board of Directors has appointed Jeff Tennant as the Chief Negotiator. The Deputy Chief Negotiator position remains vacant. J. Weststar encouraged members to express their interest in serving on the Negotiating Team.

11. Presentation of the Dan Belliveau Memorial Service Award: *J. Weststar*

The recipient for 2025 is Vaughan Radcliffe - biography in **EXHIBIT VI**.
J. Weststar congratulated Vaughan Radcliffe on receiving the award.

12. Presentation of the CAUT Dedicated Service Award: *J. Weststar*

The recipient for 2025 is Nigmendra Narain - biography in **EXHIBIT VII**.

The Executive Committee voted unanimously to nominate Nigmendra Narain for the CAUT Dedicated Service Award. J. Weststar congratulated Nigmendra Narain.

13. Annual Committee and Representative Reports

Questions were welcomed on any of the annual reports presented in **EXHIBIT VIII**. There were no questions.

14. New Business

UWOFA Solidarity Statement in Response to Trump Administration Threats

MOVED: J. Weststar/S. Hendrikx

That UWOFA release the following public statement:

UWOFA Solidarity Statement in Response to Trump Administration Threats

The University of Western Ontario Faculty Association (UWOFA), representing 1,700 faculty members, librarians, and archivists at The University of Western Ontario in London, Ontario, Canada stands united in condemning the actions of the Trump administration to target marginalized people, interfere in university affairs, research, and teaching in the United States, and undermine the integrity and independence of academic research in Canada.

We call on each other and academics across Canada to reconsider attending professional events in the United States and withdraw from academic activity with organizations and researchers in the U.S. This is not only a form of protest in the withholding of our bodies, ideas and our research dollars; it is an act of solidarity with those for whom travel to the United States is not a political choice, but a question of personal safety and well-being. It is also a gesture of support for those whose academic livelihoods are at risk due to the marginalization and defunding of their research.

We encourage each other to reflect not only on our own participation in U.S. based events, but also on the increasing vulnerability of other members of our research teams - including students and post-doctoral fellows - who face escalating repressive conditions in the United States.

For those of us who are adjusting or cancelling research and knowledge mobilization plans that involve U.S. travel, we call on our Employer to implement a Performance Evaluation process, similar to the COVID-19 “checklist”, that acknowledges how the hostile scholarly climate in the United States has impacted research production and academic work, both now and in the future.

On behalf of our Members and of all University community members who may face interrogation and possible detention at the United States border, we call on our governments and our Employer to publicly support the rights of faculty, librarians and archivists, students, and staff to travel freely and return to their homes without harassment or barriers. For those researchers who may need to flee U.S. institutions due to persecution, we urge the Western administration to resume and reinforce our joint work through Scholars At Risk, and to establish fast-track enrollment processes for vulnerable students seeking refuge.

MOVED: D. Heap/K. Verwaayen

That the meeting be extended to a time at the discretion of the Chair to 12:10 p.m.

The motion carried, with 1 opposed.

MOVED: D. Heap/M. Adler

That the statement be amended to replace the word “withdraw from” in the second paragraph with the word “reconsider” and to replace the word “implement” in the fourth paragraph with the word “negotiate”.

The motion to amend carried unanimously.

MOVED: S. Bonner/D. Woolford

That the main motion be tabled to a later meeting of members.

The motion to table tied, with 14 in favour and 14 opposed.

A second vote was held. The motion to table failed, with 13 in favour and 16 opposed.

The main amended motion carried, with 22 in favour and 5 opposed.

15. Adjournment

MOVED: K. MacAlpine/P. Chidiac

That the meeting adjourn. In the absence of any objection, motion carried (12:19 p.m.).

Dear Colleagues,

Western faces systemic challenges due to provincial, national, and international political and economic forces. The Ontario government isn't interested in the long-term financial health of post-secondary education. The federal government maintains research funding while cutting international student permits, and global events disrupt conference travel and knowledge exchange. Despite these headwinds, Western is in a strong position relative to peer institutions.

You have been given an austerity narrative that offers no real vision to promote academic flourishing. Instead, you face uncertainty over whether your contract will be renewed or if a vacancy in your unit will be left empty. Your capacity to focus on research and teaching is impacted as support staff are suddenly reduced and reorganized. Class enrollment minimums jeopardize the breadth of courses while other classes balloon in size. These changes are demoralizing, and units and colleagues are often pitted against one another for scarce resources.

I encourage you to resist this narrative and mobilize against cutting through attrition. Now is the time to invest in faculty, librarians, and archivists so that Western can preserve its reputation for high quality teaching and research. Western cannot build itself out of this situation.

I'm pleased to announce our new Chief Steward Laurel Shire and Deputy Chief Steward Ruth Ann Strickland leading the Faculty Stewards Council. Your Steward is your UWOFA connection for Collective Agreement questions and mobilization efforts. You can also keep an eye on our Weekly email messages for opportunities to engage in various campaigns, rallies, and meetings. Your participation is crucial as we approach faculty bargaining in 2026 and librarian and archivist bargaining in 2027.

Bargaining preparations are underway, led by veteran Chief Negotiator Jeff Tennant and Deputy Chief Negotiator Elysée Nouvet. In October, the UWOFA Board of Directors participated in a retreat with the Collective Bargaining Committee to identify preliminary themes and bargaining goals. A bargaining survey will be distributed to faculty members soon.

UWOFA is reviewing Western's implementation of the Western International Campus (Navitas) with a focus on protecting collegial appointments processes and academic freedom. Any agreement affecting Collective Agreement processes will be achieved through collective bargaining.

UWOFA continues its education and advocacy campaign for Members to consider a bargaining goal to switch their pension to the UPP. We acknowledge a range of individual preferences between our current plan and the UPP, and we look forward to hearing from you in the January pension survey to inform UWOFA's bargaining goals.

Outside bargaining preparations, this Fall UWOFA signed a joint letter with KUCFA and HUCFA expressing disappointment with Western's decision to remove affiliate and part-time faculty from the campus clinic roster. We also signed a joint letter with UWOSA sharing our frustration with the sudden staff cuts in Arts & Humanities following a rally in front of University College (the drumming circle is seeking a new drummer). In September UWOFA invited local MPPs alongside HUCFA and KUCFA leaders to discuss issues facing the post-secondary sector in London, and I joined an online panel hosted by the London District Labour Council to speak to how provincial funding is affecting us at Western.

In addition to these efforts, UWOFA has also donated in solidarity with faculty on strike and local groups:

- Dalhousie Faculty Association: \$3000
- CUPE 3912 (Mount Saint Vincent University and Saint Mary's University): \$2000
- London District Labour Council 2025 Labour Day Picnic: \$750
- Workers' Arts and Heritage Centre: \$600
- 2025 London Pride Festival: \$100

Thank you to our flying picketers for showing solidarity on the picket line.

Campus safety is also a concern for Members following the swatting incident in Weldon Library and reports of hateful and threatening language directed against certain groups on campus. UWOFA continues to press the Employer to listen to Member safety concerns and improve training.

All of this work would be impossible without the commitment of Members serving in UWOFA. I also recognize the hard work of UWOFA staff and welcome our new Research and Data Officer, Leslie Boisvert, and our Finance and Office Manager, Magdi Osman. We all need to be engaged in this work to ensure collegial governance principles are upheld and your working conditions are protected. Whether you are sitting on a UWOFA Committee, supporting a colleague as a Steward, or simply filling out a survey, we need you involved in order to hold the Employer accountable and achieve a fair deal through bargaining. You are UWOFA.

In Solidarity,

Shawn

UWOFA Approved Budget for the fiscal year November 1, 2025 to October 31, 2026

	Approved Budget 2025-2026
Revenue	
Membership Dues	\$ 2,425,817
Supplementary Out-of-Country Medical Insurance	50,942
Interest Revenue - Operating Funds	13,000
Interest Revenue - BMO	58,397
Interest Revenue - Collective Bargaining & Grievance Fund	18,457
Interest Revenue - Post Employment Benefit	3,728
Interest Revenue - Special Reserve	1,242
Libro Class A Shares Dividends	1,200
Total Revenue	\$ 2,572,783
Set Asides	
UWOFA Scholarship	\$ 54,000
Supplementary Out-of-Country Medical Insurance	52,155
Interest Revenue	58,397
Total Set Asides	\$ 164,552
Dues Expense	
CAUT	324,089
OCUFA	306,138
CAUT Defence Fund	128,856
Total Dues	\$ 759,083
Net Revenue	\$ 1,649,147
Operating Expenses	
Payroll and Release Time Expense	
Salaries and Wages	\$ 546,788
Employee Benefits	153,101
Release Time - Regular	131,702
Release Time - Negotiating	16,802
UWO Administration Service Fee	1,000
Honoraria	-
Total Payroll and Release Time Expense	\$ 849,393
General and Administrative Expenses	
Legal and Arbitration	\$ 500,000
Strike Preparation	50,000
Negotiations	15,000
Consulting	12,000
Audit	17,500
Grad Club Membership	24,475
Travel	20,000
Training	17,000
Rental and Cleaning	15,000
Meetings	7,000
CF Fund for Research and Professional Development	20,000
External Solidarity and Donations	12,500
Donation to Scholars at Risk program	15,000
Computer and Office Equipment	8,500
Computer Software	5,000
Office Supplies	5,000
Office Lunches and Annual Socials	5,000
Insurance	6,000
Advertising and Promotional Material	7,000
Website Hosting	5,000
Telephone	3,500
Printing and Postage	5,000
Appreciation Fund	3,000
Parking	1,800
Repairs and Maintenance	500
Storage	3,500
Cloud Storage - Western	420
Bank Charges	270
Total General and Administrative Expenses	\$ 784,965
Total Operating Expenses	\$ 1,634,358
Surplus (Deficit)	\$ 14,789

By-law No. 2: Responsibilities of Officers

The University of Western Ontario Faculty Association

Version	Effective Date	Supersedes
2.0	Approved by Board April 10, 2025	By-law No. 2 approved October 18, 2017
By-law Approver	By-law Owner	By-law Contact
Board of Directors UWOFA Membership	Policy & Governance Committee	UWOFA Vice-President
Last Reviewed	Next Review Date	Required Reviewers
March 2025	March 2027	Policy & Governance Committee

1. This by-law summarizes, for information and clarity, the responsibilities of each of UWOFA's officers. This by-law does not either restrict or expand the legal responsibilities of UWOFA's officers.
2. The President's responsibilities are set out in Appendix A.
3. The Vice-President's responsibilities are set out in Appendix B.
4. The Past President's responsibilities are set out in Appendix C.
5. The Treasurer's responsibilities are set out in Appendix D.
6. The Secretary's responsibilities are set out in Appendix E.

Appendix A

Responsibilities of the President

The President shall exercise overall responsibility for all of UWOFAs operations. This includes taking appropriate steps to ensure that what UWOFAs required to do or has decided to do is in fact done. This also includes oversight of UWOFAs activities performed by others.

The President shall defend the rights of Members, individually and collectively, and the integrity of the collective agreements covering those Members.

The President shall be aware of current issues in which UWOFAs is involved.

The President shall represent and speak for UWOFAs in its dealings with the university, other campus entities, and the community beyond the university. The President is UWOFAs representative to provincial and national federations (such as CAUT Council and the OCUFA Board of Directors).

The President shall be a member of the Executive Committee and shall chair its meetings. The President shall be a director and shall chair meetings of the Board.

The President shall prepare the agenda for Executive Committee meetings and shall propose for approval, by the Executive Committee and the Board respectively, the agenda for Board and membership meetings.

The President shall work closely as required with UWOFAs employees, supervise UWOFAs employees, and ensure the ongoing operation of UWOFAs personnel committee.

The President shall regularly report to the Board and to the Members about the President's ongoing activities.

The President shall be an ex officio member (non-voting) of the Grievance Committee and a member of the Joint Committee under the collective agreements covering UWOFAs Members.

The President shall attend meetings of the university Senate as an observer.

The President shall provide sufficient guidance and opportunities to the Vice-President so as to allow them to become familiar with the work of the President.

The President shall review this by-law with each other Officer at the start of their term.

Appendix B

Responsibilities of the Vice-President

The Vice-President shall become familiar with those aspects of UWOFA necessary to serve as its President, including being aware of current issues in which UWOFA is involved and UWOFA personnel matters.

The Vice-President shall accompany the President as requested to internal and external meetings.

The Vice-President shall be a member of the Executive Committee and shall be a director.

The Vice-President shall chair the Policy and Governance Committee, be a member of the Nominating Committee, and be a member of the Joint Committee under the collective agreements covering UWOFA's Members.

The Vice-President shall be an ex officio member (non-voting) of the Grievance Committee and an ex officio member (non-voting) of the Committee for Contract Faculty.

The Vice-President shall fill in for the President as necessary and shall attend to those additional matters reasonably assigned to them by the President or the Board.

The Vice-President shall work closely as required with UWOFA's employees.

Appendix C

Responsibilities of the Past President

The Past President shall provide UWOFA with the benefits of their experience, being available for consultation as requested, in particular with the President and Vice-President.

The Past President shall be a member of the Executive Committee and shall be a director.

The Past President shall be the chair of the Nominating Committee.

The Past President shall be an ex officio member (non-voting) of the Grievance Committee.

The Past President shall fill in for the President or Vice-President as necessary and shall attend to those additional matters reasonably assigned to them by the President or the Board.

The Past President shall work closely as required with UWOFA's employees.

Appendix D

Responsibilities of the Treasurer

The Treasurer shall have overall responsibility for all financial aspects of UWOFAs operations.

This includes overseeing:

- (i) the keeping of accurate records, in the proper form, of all transactions;
- (ii) the safeguarding of all funds;
- (iii) the collecting of funds payable; and
- (iv) the paying of funds due.

This also includes ensuring that appropriate financial processes are followed.

The Treasurer shall work closely with UWOFAs employees responsible for financial and operations management, and with other UWOFAs employees as required. The Treasurer will review and approve monthly reconciliations.

The Treasurer shall prepare and circulate an annual budget for UWOFAs to the Board for adoption, and present the annual budget to the Members.

The Treasurer shall make recommendations to the Board and to the Members about the appointment of the auditor of UWOFAs, shall review the ongoing performance of the appointed auditor, and shall make recommendations to the Board about the remuneration of the Public Accountant.

The Treasurer shall meet with the auditor and assist the auditor and any other external entity with proper requests for financial information.

The Treasurer shall present the audit service plan, the audited financial statements, and the audit findings to the Board. The Treasurer shall make recommendations to the Board about any comments made by the auditor. The Treasurer shall make recommendations to the Members about the audited financial statements.

The Treasurer shall, in consultation with the Executive Committee, manage UWOFAs investments. The Treasurer shall make recommendations to the Board about any policies on investment.

The Treasurer shall make recommendations to the Executive Committee about annual release time and payment in lieu, and present it to the Board for ratification.

The Treasurer shall, as appropriate, obtain Board approval for important financial management decisions.

The Treasurer shall regularly report on UWOFAs finances to the Board and to the membership.

The Treasurer shall be a member of the Executive Committee and shall be a director.

The Treasurer shall be a member of the Strike Action Committee (SAC) and shall Chair the SAC Finance Sub-Committee.

Appendix E

Responsibilities of the Secretary

The Secretary shall ensure that accurate records are maintained of all Members of UWOFA.

The Secretary shall coordinate the timing of, and notice for, Executive Committee, Board and membership meetings.

The Secretary shall assist the President in preparing the agenda for Executive Committee, Board and membership meetings.

The Secretary shall ensure that accurate minutes are kept, and subsequently approved, for Executive Committee, Board and membership meetings.

The Secretary shall support Officers, UWOFA employees, and others as needed, in the interpretation of UWOFA's bylaws and policies.

The Secretary shall support the Speaker in the handling of membership meetings.

The Secretary shall ensure that UWOFA files all required corporate information, including information about directors and officers, in a timely manner.

The Secretary shall ensure that chairs of committees have the records they require for the proper functioning of the committee.

The Secretary shall oversee the implementation of UWOFA's document management policy.

The Secretary shall be a member of the Executive Committee and shall be a director.

The Secretary shall work closely as required with UWOFA's employees responsible for operations management, and with other employees as required.