



General Meeting Minutes

Room LB 322, 11:40 a.m. – 12:50 p.m., Tues, Nov 29, 2011

Chair: Tim Acton, President

A. Agenda Approval

Sue Gardner moved, Bob Sherrin seconded

That the agenda be approved as posted on the website.

Carried.

B. Introduction and Welcome New Members

No new members were introduced.

C. Approval of GM Minutes, Nov 15, 2011

Chris Pearson moved, Nanci Lucas seconded

That the minutes be approved as posted on the website.

Carried

D. Announcements

1. Parking Stickers – A reminder will be sent on Friday, with a link to the application on the CFA website
2. Succession planning – Pension Advisory and Trustee – Training Workshops
Anyone interested in diligently representing Capilano on the pension committee in the future is encouraged to attend a [pension workshop from Jan 22-27, 2012](#). Course fees and substitution costs will be covered by FPSE and CFA.
3. Sun Run – Registration billed to and paid by CFA, rather than individually. Link on <http://capilanofaculty.ca>; get password from Lou (4948) or John (1760).
4. Bill 18 Update.
Fifteen hundred emails were sent through the Facebook link, and the bill did not go to the second reading. It could come back in the spring. The Minister of Advanced Education will meet with FPSE's president this week.
5. CFA Awards for Fall term were approved and recipients notified: 18 standard students and two retirees were reimbursed \$12,756.23.
6. Food Bank Collection. Non-perishable food items for the North Shore's Harvest Project will be collected in the CFA office, Fir 501e, until Fri morning, Dec 2, 2011.

E. Laserfiche Update

The president said he has received some information from FPSE but there will be more discussion by the executive to see whether or not they recommend purchasing the setup and subscription.

F. Capilano University President Kris Bulcroft – Q&A

The president apologized for being late, as she was in a risk-analysis workshop and did not want to leave before voting. She talked about last night's convocation and an all-expense paid trip to Budapest last week to attend a science forum, courtesy of the Fulbright Foundation. Following her summation, which included a description of her fund-raising endeavours, China partnerships, and accreditation, the president opened the floor to questions and comments.

Academic Freedom

The president posed the first question by asking the faculty to explain the issue of academic freedom at Capilano. The chief steward said faculty are not protected under the Collective Agreement if brought up on charges around academic freedom. While academic freedom is included in Senate policy it could be taken away, which would not happen if academic freedom were written into the Collective Agreement. It is a bargaining item. Other institutions do have it in their collective agreements. President Bulcroft asked for a definition of academic freedom and was informed the language is on the [bargaining] table. She said she would take a look.

A member also drew attention to course outlines that seem to be serving more and more as legal documents. Other concerns were freedom to choose research materials and required class readings, and the ability to criticise the institution one works for.

Weakening of the Collegial Model

A member, using the visioning statement as an example, said she thought it odd that faculty would not be consulted on such a document. The president said, in essence, the vision statement needed to be written in a way that would differentiate Cap from other institutions, all of which are going after the same money, and attract fund-raising dollars. She said it is a work in progress, but she thought it more appropriate to give the draft to her boss, the Board, to see if it would pass the litmus test before involving the rest of the university. The Board approved the draft, so the next iteration will go to the campus community including faculty and staff, for comment. If it seems controversial, Kris will hold a public forum on the issue.

Cost of moving the executive offices from Birch to Arbutus

A member said she heard the cost was \$250,000 and compared that cost to ABE and CDO cuts, which were also in the quarter-million-dollar range. President Bulcroft said the primary impetus was to make the executive more accessible and visible to students, faculty, and staff. The money that paid for the move came from an unrestricted gift from the North Shore Credit Union in return for renaming the performing arts theatre after the NSCU. This funding was a one-time gift and therefore different from ongoing operating money, which is where the cuts came from. The president said she was unsure exactly how much was spent on the move, but offered to find out.

Accessibility and visibility

A couple of members said the VPs seemed less accessible in their new space and that there was a feeling of having to pass through a gate or security. The president said she wouldn't call it a security system; she would call it a welcoming system.

CEO layoff compensations

A member said he felt the layoff packages were very high. The president said the compensation had to do with buying out the contracts.

Budget

A member asked if there was a transparent plan to have hard discussions about whether courses and programs will stay or go. President Bulcroft said she believes the new study will have, in addition to the standard stats, information around workplace needs and unique programs that are offered at Cap. She thinks there are new variables in the equation, but she hopes outcomes will be based on the best data available to make informed decisions. But they will be tough decisions and some pathways will probably be forever closed to some students. She said they have just started crunching numbers and she hopes the reductions, if any, will be nominal.

Strategy to get students to attend while in class

This was in reference to designing an institutional strategy that says essentially when you come here we want you to actually spend some time studying (not texting, visiting Facebook, etc.). President Bulcroft said she would be interested in continuing dialogue around the topic.

Institution-wide survey to gauge satisfaction

The president said she, and probably the Board, too, would be interested in a survey that would set benchmarks.

Fair wages campus wide

Using food services workers as examples, a member said there was a huge disparity of wages on campus, and he asked President Bulcroft if she would support a fair wage policy. The president said she was concerned about wages, some of the staff wages being “shameful,” but that there wasn't much that could be done about contract workers. She said Cap has trouble attracting good people because the pay scale is so low. Attracting, retaining and supporting people on a living wage is important. She would love to support the living wage, but she said figuring out how to do it is the challenge. Analysis is now underway to determine which salaries are “out of whack” so that we will be ready to adjust when the budgetary situation changes.

Funding, budget, admin salaries

The president said she would like to hear any ideas anyone has about cutting non-essential services. A member said Cap used to function with one vice president and it now has three. The president said the world has changed: reporting for the ministry is heavier; facilities are more complex; accommodating international students is costly... Last year she made decisions about restructuring that would align Cap more closely with similar institutions. As years go on, things may change again. She said her vice presidents work very hard and the university would suffer a serious loss if any one of them left or if the positions were reduced. She said Cap's VPs are dead last on the pay scale compared to other VPs in the system.

A member pointed out that there has been a doubling, almost tripling, of the number of excluded and/or administrative positions at Cap but there hasn't been a similar increase in faculty or staff or student services.

The Bosa Centre

A member asked how the new film centre would be maintained, if there is nothing in the operating budget. Kris Bulcroft said they are hopeful that the industry will have sufficient interest in the building to help with ongoing support, particularly with equipment. Admin has also looked at renting out part of the facility, such as the sound stage. She agreed it is a concern. A member said his understanding was that the University Act prevented that type of construction without ongoing money in the operating budget, to which President Bulcroft agreed and said somehow the building was funded without that consideration.

The president said she likes Naomi [Yamamoto - Minister of Advanced Education] very much and believes as a former Board member she understands the situation at Cap well, but she does not seem to be in a position to do anything about it.

G. Adjournment

The president thanked Dr. Bulcroft for coming and adjourned the meeting at 1:05 p.m.