



General Meeting Minutes

Room LB 322, 11:40 a.m. – 12:50 p.m., Tues, Jan 31, 2012

Chair: Tim Acton, President

A. Agenda Approval

Melanie Fahlman moved, Stan Greenspoon seconded

That the agenda be approved as posted on the website

Carried.

B. Introduction and Welcome New Members

The president welcomed back Joseph Fall. Two new French instructors were introduced and welcomed: Farah Leplat and Arezou Hashemi.

C. Approval of GM Minutes, Jan 17, 2012

Sandra Seekins moved, David Lambert seconded

That the minutes be approved as posted on the website.

Carried.

D. Announcements

The president referred to the following announcements:

1. **FPSE International Solidarity Fund Proposal** – deadline is Feb 17, 2012:
<http://fpse.ca/committees/hrisc/isf>.
2. **Executive Elections** – are scheduled for late March.
3. **Chief Negotiator Election** – will be officially announced next week and nomination forms will be available on the website prior to the General Meeting
4. **Committee Elections** – take place May 1, at the CFA AGM; nomination forms go out in March or April.
5. **Vancouver Sun Run Faculty Team** – early bird registration deadline is Feb 17, 2012. Faculty registration fees will be paid by the CFA. Obtain the online corporate registration password from John Wilson or Lou in the CFA office.
6. **General Meeting Feb 7, 2012** – PD funding will be among the items of interest
7. **Joint Occupational Health & Safety** – With the departure of Lorraine Douville, members who need to report an incident should contact any member of the health and safety committee: Heather Sloat, Laverne Thompson, Susan Le Blanc.

E. Dr. Kris Bulcroft – Part II

The president welcomed and introduced Capilano University's president, Dr. Kris Bulcroft, who in turn introduced Parveen Carnahan, the new director of human resources. Parveen said she has been working in human relations and labour for 15 years; much of her role involved bargaining within the social services sector, which has 15,000 employees and 14 unions province-wide.

Before opening the floor to questions, President Bulcroft gave a summation of recent and upcoming meetings and activities, mentioned our budgetary challenges, and then talked about trust and maintaining a respectful workplace environment

In response to the president's request for ideas or examples that foster good community relations between faculty and staff, a member mentioned [Earthworks](#) as an example of a cooperative on-campus project.

Faculty members expressed concerns about the sudden recent departure of Lorraine Douville and Leslie Walsh. Their concerns centred on the lack of information to the campus community (and the consequent growth of rumour and speculation), the apparent lack of respect to valued and supportive employees, and the worry over access to and control of personal health information.

Parveen responded by saying Barb Ottley will be filling the role for now, and Parveen will instruct her to contact people in the library, whose faculty members expressed particular concern. Parveen said the HR department is going through a transition because of workload issues. She added that perhaps HR needs to look at communicating issues in a respectful way while still maintaining privacy issues.

Another member said that the Collective Agreement essentially dictates that past practices need to be considered. Parveen said the people being discussed were part of HR, and not covered under the Collective Agreement.

CFA's past president said many administrators and staff have left over the years and announcements were made to acknowledge their departures, for whatever reason. Members would have liked an opportunity to say goodbye and possibly thank those people with whom they had worked closely. He said there is a feeling of "if this is how they treat their own, how will they treat one of us?" Parveen said if that sort of misconception is out there, she wants to know about it. She said Leslie and Lorraine were very much involved in what happened, and she is very reluctant to discuss particulars. She said an announcement was made. It seems, however, faculty members were not aware of an announcement. Parveen said she will look into the method of dissemination; meanwhile, she reiterated that Barb Ottley is the contact person and an announcement was posted on the website. Manulife and all those affected have been contacted and are aware of any pertinent changes.

President Bulcroft said difficult decisions have to be made in times of cultural change. It is not always easy to combine openness and transparency while at the same time protecting individuals' privacy. She will initiate a discussion about how to bring faculty and staff into the conversation.

Before leaving the topic, a member pointed out that when quick and sudden action has taken place, the union should immediately be notified so they in turn can assist members if necessary. CFA's president, Tim Acton, reinforced this perspective by stating that of course there are/were privacy concerns but there was a structural gap. Parveen invited people to call her directly if they have any questions or if there is any confusion about who to talk to.

The past president commented that there have been occasions where collaboration has been lacking and it seems the cooperative opportunities have come too late to have any real effect. Referring to the staff satisfaction survey, President Bulcroft said her style is to get things done, and so she has drafted surveys, which will be going to the three groups for input.

A member said there seems to be a large gap between effort and reward. President Bulcroft agreed and said she wants to look at doing things differently and creatively.

One of the two faculty members who will be taking part in tomorrow's conceptual development planning session asked why only two faculty members and two staff will be involved in a workshop that examines something very big and should be in line with our vision to have a lasting impact on teaching and student experiences. President Bulcroft, herself, is not sure but said a consulting group was hired to work with the campus community. Her understanding was that the consultants talked to various constituent groups. She believes tomorrow is a chance to talk to various groups to gather their impressions of the consultants' findings. She is not sure but thinks this consultation is the first stage of the facilities master plan. She also assumes the District will attend to see what the consultants are saying. Communicating information about

space changes has not always been well done, so this is an attempt to communicate better with the community.

F. Adjournment

Towser Jones moved, Richard Brand seconded

That the meeting adjourn at 12:53 p.m.

Carried.