

Report from PSDC/FPSE March 5 & 6, 2021 meeting
For CapU CFA AGM May 11, 2021

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Major themes in the reports from my counterparts

1. Noticeable and significant drop in applications for PD funds because of the pandemic
2. Many applications for funds to buy equipment (e.g., better quality cameras, microphones, backdrops, lighting), which led to an extended discussion among all committee chairs on how most policies and Terms of References were not flexible enough to meet this need
3. Discussions on how to change TORs and policies to address the observation that applications this year were for lesser amounts than needed because travel was not possible or allowed. Significant numbers spoke in favour of re-thinking having funds available on a biannual amount instead switching to an annual amount to reflect the significantly smaller amount being access. Ideas were discussed on how to change TORs for many other potential solutions too to find a better balance for this coming year and then the return to on-campus work again.
4. Other discussions on how TORs and policies need work to reflect the new ways faculty can access PD while working from home and, potentially, handling childcare and eldercare responsibilities at home too simultaneously. Many ideas were discussed by the collective. Further research will be needed before the most common practices will be named and suggested across the sector.
5. Other discussions came up about concerns faculty members have for yet more advanced degrees in an ever-increasingly tight job market; yet, few solutions were obvious to the discussants without significant increases in funding from the government.

Goals for the coming year

1. Collecting data on members accessing PD funds to find how WFM and the pandemic has changed behaviours, especially if there has been a reduction in women applying for funds.
2. Focusing on improving access to equity seeking groups accessing faculty development by conducting a policy scan.
3. Gap analysis to show what if any actions are being taken to remove the barriers to accessing PD funds.
4. Identify any broader discussions and work on applying an equity lens to work towards equity, diversity, and inclusion in the realm of faculty development