

JACFA GENERAL ASSEMBLY MINUTES

Wednesday, December 14, 2011

Faye Trecartin opened the meeting.

01. Adoption of Agenda

Moved by *Ute Beffert, Nursing*

Seconded by *Sharon Rozen-Aspler, Sociology*

Adopted unanimously

02. Adoption of Minutes

Moved by *Karl Raudsepp, Theatre and Music*

Seconded by *Jim Vanstone, HEPS*

Adopted unanimously

03. Announcements

Bus for the Christmas lunch leaves at 12:00 from the Casgrain ramp and will return to the College at around 2:30 p.m.

Peggy Miller, Business Administration, announced an Annual Solstice Party to benefit Ste-Anne's Food Bank on December 17 at 7 pm. There will be music and the event will be catered by donations from Twigs and other places. Participants pay for the food and the money goes to charity. Tickets are \$15.00 and 100% goes to the food bank.

Mark Beers, English, announced a pedagogical day in January on writing in the disciplines. A McGill professor who is an expert on teaching writing and rhetoric will be the keynote speaker; there will also be a panel from Dawson and JAC.

1. Faculty Question Period – Special Invitation to New Faculty

Roy Fu, H/P/R: The Arts and Sciences program committee will be reconstituted once the local agreement between the administration and JACFA is signed. The Arts and Sciences program would like to follow the Liberal Arts model. Roy is concerned about General Education faculty being adequately represented. He asked what the status of the local agreement is.

Jim Leeke, JACFA Executive: the JACFA Executive has met with the administration and has a proposal. The wording is under discussion. He assured Roy that his concern would be addressed. There will still be representatives from General Education on the committee. There will be additional representatives designated by their departments.

Sharon Rozen-Aspler, Sociology: what will happen to the releases to be on these committees?

Jim Leeke: the releases are under review. The administration is concerned because some individuals have only a few meetings a semester and receive releases. There are concerns over lack of equity. The release might be less, from .25 to .125. We are over allocated in *Volet 2*. Some department chairs are concerned that they are not getting enough release.

Paul Jones, H/P/R: thought that departments are not the equivalent to General Education. He thought Leeke's explanation was problematic. Jones thinks that Humanities will not be represented. He asked where Humanities might fit into this new structure. He thought that we had to insure that departments will have the right to name people to be on the committee.

Jim Leeke said that if someone claims to speak for the department then they have to have a mandate. Either all the departments participating in General Education have representation or none have it. Teachers from Arts and Sciences and Humanities have expressed the desire to follow the Liberal Arts model.

Paul Jones responded that the power of the department is being whittled away by people wearing two hats.

Jim Leeke replied that we, ourselves, have whittled it away because we have wanted to be there to help make decisions. But in fact, program committees are exclusively consultative, and they don't make decisions. The departments make decisions.

2. Financial Motions

VOTE

a) 2011 Faculty Lecture Series / Simon Kevan Lecture - \$350

Motion: Be it resolved that JACFA contribute \$350 to the 2011 Faculty Lecture Series / Simon Kevan Lecture Series - Moved by Roy Fu, seconded by Sandra Stephenson

Roy Fu, H/P/R, announced the lecture series commemorates a faculty member who passed away. Roy has organized two lectures and has used up the treasury of \$250.

Karl Raudsepp, Theatre and Music, had a general question for all the financial motions: why are the requests for different amounts?

Faye Trecartin, JACFA President, replied that the amounts are different because they are whatever groups asked for.

Daniel Gosselin, JACFA Executive asked if this was retroactive if the money they were requesting was already spent.

Roy Fu said that this is money that has not been spent yet.

Alex Panassenko, JACFA Executive, noted that these amounts are all within the budget.

Motion passed with 1 abstention.

b) CSN Christmas Basket Campaign - \$300

Motion: Be it resolved that JACFA donate \$300 to the CSN Christmas Basket Campaign - Executive Motion

Alex Panassenko: the CSN requests this donation every year. The amount asked for depends on how many people are in the union.

Passed unanimously.

c) Women's Studies and Gender Relations - \$500

Be it resolved that JACFA donate \$500 to Women's Studies and Gender Relations for the purpose of funding International Women's Day activities. Moved by Peggy Miller, seconded by Eileen Kerwin-Jones

Eileen Kerwin-Jones, H/P/R and Co-Chair of Women's Studies, thanked the assembly for considering this motion. She announced that they were celebrating International Women's day on March 14 and 19. The money is for the March 19 speaker event. On March 14 they want to sponsor a day of music but they have a limited budget.

Murray Bronet, Chemistry, asked if this was going to be open to the whole College.

Kerwin-Jones affirmed it would be.

Sandra Stephenson, H/P/R, asked how much of the budget is coming from administration.

Kerwin-Jones replied that it was a very small amount.

Peggy Miller, Co-Chair of Women's Studies, affirmed that they have a very small budget of \$300.

Stephen Bryce, Geosciences, mentioned that when the celebration began at the college JACFA gave about \$1000.

Maureen Godfrey, Nursing, wondered if the name should be changed, suggesting a focus on males not just females.

Kerwin-Jones said that at the last event on December 6, the white ribbon, attendance was mostly male students. This is not just about women because a women's focus is about liberating males too.

Godfrey responded that the male profile in post-secondary and secondary education is falling. They need to be reached.

Motion passed with one abstention.

3. German/INCA Surplus - \$892,387

DISCUSSION

Special Individual Professional Development Fund

Jim Leeke reported that this figure is the current surplus in the fund. The College takes in foreign students who are not officially registered. Going back a few years, the teachers' allocation pot got some of the tuition, in the amount of between four to five teacher equivalents. From that account, we pay for extra sections. It is given mostly to the General Education, Math and Foreign Languages, among others. We could not allocate all the sections because of space, so we ended up with a surplus. Therefore, we

created a professional development fund, which expired in December 2010. We spent \$468,000 by giving teachers \$1200 per person. We approached the College to renew it and to raise the amount to \$1500. The Director General wanted to look into the legality of it and it turns out it is legal to accept these students. So we proposed the professional development fund again. They came back with a problem -- if you buy something in your name it is a taxable benefit. JACFA met with Donna Yates and the Director General to propose paying faculty a bonus, but they said support staff was resentful last time so bonuses would have to be paid to everyone, including managers. We disagreed because the staff should ask the College for bonuses from the College because it is making millions off this program.

The Director General proposed: Firstly, the College could buy us super computers, worth around \$2000, but the College would own them. The college would write them off in a few years. JACFA responded that not every teacher wants or needs a computer. Secondly, we could use this money to give release time to develop international projects. We said that this would only benefit a few teachers and the use of this allocation must be done collectively. If we gave every faculty member a 2% bonus, we would spend \$600-700,000. We will come back to the General Assembly for a vote. We would like to consult with you to find out if this is the right direction.

Gayle Irwin, English, felt strongly that as teachers we should not get bonuses.

Sandra Stephenson, H/P/R, said that she didn't think the German students are informed about how much money the College makes and that they over paid for their tuition.

Ed Holland, Anthropology, said some of us did not buy a computer. He prefers to use this as a professional development fund, to go to a conference, for example. He doesn't want it to be taxable.

Jim Leeke said that something like a conference would not be taxable if the College approves this option. There is also already the professional development fund -- FPDC.

Terry Berghello, Nursing, asked about different tax rates for taxable bonuses and salary.

Peggy Miller said there is very little difference in tax. These are operating expenses and capital expenses. Capital items like computers, desks, etc. are non-taxable. Regarding salary or bonuses, we should not get into this. Bonuses are some kind of merit pay, but this is money that we have already earned -- it is not merit pay. She doesn't think that we should go there. We should all think of some capital item we need so that it is not taxed.

Stephen Bryce, Geoscience, thought the capital expenditure was an interesting idea. But we should not lose the professional development aspect of this. We could allocate this money to increase the FPDC fund. This is allocation money and it is paid to the budget to pay teachers. We have added sections and hired people.

Karl Raudsepp, Theatre and Music, felt uncomfortable with a bonus.

David Hill, Phys.Ed., said this is money we earned and it sounds like its natural home is our salary, but it will increase our taxes. He thinks that we should invest in professional development and capital items.

Daniel Gosselin said the issue of the tax is, do you want \$1,500 or \$900? We could have a list of things that would be paid for that are not taxable. There are limits to what the College would offer and this means less choice.

Peter Solonysznyj, History, suggested offering a form with check boxes with some taxable things and some capital things. These could be a limited number of reasonable options that the college agrees to. This would allow for personal choice.

Guylaine Benoit, French, asked if the Chinese students were part of this question.

Jim Leeke said that this is different matter. The province has a fund and it gets paid for the Chinese students. In response to a question from Peggy Miller, 25 extra sections were created this year for these students and many disciplines are represented such as Math, Spanish, and Psychology. This is money beyond the collective agreement, but it pays for labour costs. He is not sure how we can have a mixed approach. He has noted that people are uncomfortable with the term "bonus" and the JACFA Executive will consider this. This is still early days because we are not even sure they will pay us "extra salary." We have been under-hired; we don't have the room for new teachers.

Paul Jones, H/P/R, thought that we have to think about how we turn away Quebec students for international students. We are denying someone in Quebec a space. He wanted Jim Leeke to leave here today with a mandate because there are a lot of different opinions. He would like to see us receive it as salary and we get taxes back since we are public sector employees.

Ed Holland, Anthropology, thought that we should insist that people not get technology that will be outdated. He would rather pay taxes than have a committee decide who gets it. We should all get it

equally.

Gayle Irwin wanted a show of hands to get a sense of these opinions.

Jim Leeke objected to that. He thought we should hold proper debate and vote.

4. College Committees

REPORT

IR&D, CITC, FPDC

IR&D (Institutional Research and Development)

Murray Bronet, Chemistry, reported on the IR&D committee, which approves of any kind of research at the College. There is a lot of Performa Master Program research. The Committee makes sure that researchers followed basic ethical guidelines of the College. They have made a list of projects, which will be posted on the portal. Their mandate this year is to advertise the new IR&D policy, which was recently adopted by Academic Council and by the Board of Governors. They have also received accreditation from NSERC (National Science and Engineering Research Council). The Board of Governors has to rubber stamp it now. The faculty requested the new policy because they wanted to apply for grants. We will now apply for SHIRC accreditation and since we have NSERC, it will be easily approved. We need to all abide by this policy.

Ed Holland, Anthropology: We need to be serious about informed consent, and the use of human subjects, and other policies that are not followed here at this College. Second, the administration is outside this policy.

Murray Bronet said that the committee's goal was to get NSERC accreditation. This is a first step. It is a living document that will be built on.

Faye Trecartin, JACFA President, thanked Murray and his committee for the considerable work it has done to create the new IR&D policy.

Stephen Bryce, Geoscience, said that this will be reviewed in a few years like every policy. The line of what is research and what is planning is difficult at the administrative level. Where we draw lines between research and teaching is also difficult. We will have to look at these things as institution.

Wendi Hadd, Sociology, asked if all student projects have to pass through this review board.

Murray Bronet replied that we will have to provide a sample of titles to present to the review board, which would not be us. The Board is not connected to the College and it contains outside lawyers, ethicists, etc.

Wendi Hadd is concerned because all students have to do a research project to graduate.

Faye Trecartin asked if it would be possible for the IR&D Committee to meet with the program committees and Bronet said yes.

CITC (College Information Technology Committee)

Gayle Irwin, English, spoke about CITC: This is the capital request committee. It is about very specific things not just computers and furniture. They deal with technology labs. If you have any requests for smart boards, computers for labs, etc., she invited us to contact her. People with computers with a 7000 number or less can replace them with new computer. One has to make a request on Octopus.

Penny Stewart, Humanities, wants there to be more feedback with teachers about what technology will be put into classrooms.

Gayle Irwin said that the technology people have not taken much advisement from our committee. We have just received more money to refurbish the classrooms.

Roxane Millette, Biology, requested that the committee please re-send the survey for feedback. She and many others did not receive it.

Stephen Bryce, Geoscience, said that this money is coming from an increase in the capital budget.

FPDC (Faculty Professional Development Committee)

Alice Macleod, Mathematics, reported on FPDC. She explained how teachers can go to the portal for more details on the guidelines for applying. You have to watch the guidelines. They only accept applications between the two deadlines, not early or retroactively. Non-permanents are not eligible for two-year funding.

Frank Lo Vasco, Mathematics, moved to adjourn.

Alex Panassenko, Mathematics, seconded the motion.