

DFA DIALOGUE

2018-19 Annual Report for the Dalhousie Faculty Association

Volume XXXII

2018-19 Annual General Meeting

Tuesday May 7, 2019

1:00 pm – 3:00 pm

Held in Halifax (B400 Killam)

Videoconference to Truro (Haley 254) & Saint John (DMNB 218)

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Territorial Acknowledgement

We acknowledge that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq and Maliseet people first signed with the British Crown in 1725. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Maliseet title and established the rules for what was to be an ongoing relationship between nations.

President's Report

Dave Westwood, President, 2018-19

I appreciate this opportunity to reflect on my first year as your President, particularly since I will be returning for another term in 2020-21. I agreed to run for the position at the polite insistence of then DFA President Dr. Laurene Rehman, a good friend and colleague from my home unit (Health and Human Performance). Now that I know how difficult it is to recruit a new President, I can only imagine how excited Laurene must have been when I did not immediately say no. Despite my 16 years at Dalhousie, I had no experience with the DFA Executive so I was hesitant to step forward for the role of President. I was looking for new challenges and opportunities but the idea of moving into 'senior administration' did not appeal to my idealistic tendencies, so I gave the DFA some consideration instead. As a mid-career academic I had been wrestling with the troubling changes that I had seen in the academy, such as the escalation in managerialism and measurement culture, and the yearly increases in workload. There was a clear and unwelcome move toward precarious employment in the form of limited-term appointments, and colleagues in many units were not satisfied with the level of support for their scholarly activities. In a nutshell, University leadership used the "U15" label when convenient, but not when it required significant investment in academic staff.

It was no small factor in my decision to step forward that my term as President would not include oversight of the collective bargaining process. In my mind, this decreased the likelihood that I could make a complete mess of things. As President-Elect, I was involved in the tail end of negotiations for the 2017-20 contract, and I learned the basic operations of the Association under the tutelage of long-serving and all-knowing DFA staff members such as Barbara MacLennan and Lynn Purves. DFA President Darren Abramson provided a model of strong leadership and he impressed on me the importance of paying careful attention to the University budget and the BAC process.

I began my term as President with a minimal set of goals and expectations. I intended to listen and learn. I hope I achieved the former and I know that I achieved the latter. In my report I will feature some of the key events that have shaped my Presidency, and I will end with some acknowledgments.

Two key events dominated the first half of my term and they could not have been more different: one was planned and positive, the other unplanned and devastating.

As you hopefully know by now, 2018 marked the 40th anniversary of the DFA's certification as a bargaining agent, and we commemorated this important event with a variety of events including a conference on academic workplace issues, and an evening reception featuring many former DFA Presidents. We prepared, published, and released a commemorative booklet featuring articles and photographs from our colourful history. Overall, the celebrations were a great success, thanks in large measure to the leadership and skills of DFA Communications Officer Catherine Wall.

The other major event was the fire in the Cox Building on our Agricultural campus in Truro, which created major challenges for virtually every person in the Faculty of Agriculture. Colleagues lost research laboratories, equipment, and irreplaceable samples. Books, manuals, and treasured artifacts were destroyed. People were displaced and emotions were high as stress levels increased. We did what we could to meet with Members in Truro and to liaise with folks in Administration who coordinated the immediate and long-term recovery efforts. During this process I learned a great deal about the people, programs, and facilities in Truro, and it became very clear that the DFA needs to do more to support our Members on this campus and to build a sense of connectedness and solidarity with those of us in Halifax, Saint John, and Yarmouth. I owe special thanks to Amy Birchall, Debbie Mellish (who retired in December 2018), and Kalyani Prithiviraj for their strong advocacy on behalf of Members in Truro, and for their willingness to engage with the DFA Executive despite the challenges of distance and time.

As you can read in the report from the Grievance Committee, we continued to advocate for strong collegial governance principles particularly in relation to the search procedures for Senior Academic Appointments such as the Vice-President Academic/Provost, Deans, and the President/Vice-Chancellor. It is too early to tell for certain, but I believe these efforts have had some impact: short-listed candidates for the Dean of Health vacancy gave public presentations unlike the previous search for this position. On the theme of collegial governance, I urge each of you to be an active participant in decision-making within your unit, Faculty, and broader University community. I appreciate that many of our Members experience varying degrees of precarity and that this can be a powerful deterrent to speaking up in important meetings; here, I believe that colleagues with higher levels of job security can play a leadership role through mentoring and by giving voice to those who fear the consequences of sharing controversial views or opinions.

Every year we pay careful attention to the development and details of the University budget, and this year was no exception. Money has been diverted away from the Academic Responsibility Centre for far too long, and we are facing a serious academic crisis due to the compounding effects of year-over-year funding shortfalls. Faculty budgets are wildly out of step with inflation despite perennial increases in tuition and enrolment. In 2018 a new Vice-President Academic/Provost was hired, but the financial message from central Administration is largely unchanged and the budgeting process essentially the same as past years. Several years ago, Senate endorsed a motion originally put forward by Marjorie Stone which mandated yearly reports from individual units on changes in faculty complement, outlining the impact on academic activities. It is not clear that this motion has been enacted, but it is clear that the spirit of the motion has had little impact on University budget processes. The underlying concept is simple: context matters, and academic units have different needs and vulnerabilities to proportional budget cuts. Dalhousie's budget is based on high-level consideration of revenues and expenditures without drilling down to the specific context and needs of individual units; predictably, this leads to a one-size-fits-all approach that is not serving the needs of any unit particularly well. This needs to change.

There are many other events and activities that I could highlight in this report but it is already longer than I intended.

Like so many things in life, little is achieved through solo effort. It has been my privilege to be the 'voice' and 'face' of the DFA for the past year, but there is nothing that I have said or done that did not involve a group of people working together behind the scenes. So, it is time to recognize and thank those people.

First of all, thank you to the hard-working, dedicated, and loyal staff that we employ. Barbara MacLennan has worked for the DFA for 30 years, and I was very pleased to provide a humble recognition of her outstanding service to the Association at an Executive Meeting earlier this year. As anyone who has met her can attest, Barbara is well and truly the heart and soul of the DFA and it has been my considerable good fortune to learn some of the nuances of our Collective Agreement through working with her on a wide range of matters. Lynn Purves does all of the complicated and detailed work behind the scenes, overseeing and managing everything to do with finances and paperwork. I can assure you that every penny of our money is scrutinized with the eye of a hawk, and that we all owe Lynn a huge thank-you for ensuring that our salaries are accurate. Catherine Wall is involved in anything and everything related to communications (email, social media, newsletters, events, speaker series, surveys, the list goes on), and her skill and expertise in this area is matched only by her sense of humour and commitment to what can only be described as extreme fitness. When asked what life is like as a DFA President, I usually reply that it consists mostly of meetings followed shortly by the production of large volumes of email messages. Kristin Hoyt, the newest member of our staff, is responsible for scheduling all of these meetings and it is a monumental task that does not get easier or more rewarding as time goes by. Of course, Kristin does much more than schedule meetings, and her careful work with our many administrative and financial tasks is greatly appreciated. Kristin learned from the best, and I would like to recognize the retirement of Linda Robertson in 2018 after many years of outstanding service to the DFA, and to thank her one more time for her work on our behalf.

Second, the DFA comprises various committees and I thank all the members of those various committees. I appreciate all the time and energy invested by the members of the DFA Executive Committee, and for engaging in many thoughtful discussions. To the members of the Communications Committee, thank you for your many contributions including the DFA Speaker Series, which has helped to build a bridge to the broader Nova Scotia Community by featuring the academic work done by our Members. I greatly appreciate the efforts of the DFA Equity Committee in continuing to advocate for Members from designated groups, and for bringing forward critical issues such as bias in Student Ratings of Instruction, and Employment Equity policies in relation to the Collective Agreement. Members of the Aboriginal Caucus provided valuable insight about many important issues such as efforts to Indigenize the academy, and ensuring that Traditional Ways of Knowing are appropriately understood and acknowledged when considering scholarly activity. The Grievance Committee is critical to our ability to take advantage of the provisions negotiated in our Collective Agreement, and I thank the members of

that Committee for their careful work and thoughtful analysis and discussion. The Finance Committee meets regularly to ensure that bills are paid and budgets are prepared and respected, and I would like to thank our Treasurer Susan Holmes for stepping forward to look after this important portfolio. Described once as ‘the hardest working committee on campus’, the Association-Board Committee (ABC) meets regularly to review a large volume and diverse range of matters that require careful analysis and interpretation of the Collective Agreement. ABC Co-Chair Tim Jukes deserves particular thanks and appreciation for his leadership and diligence.

Finally, I owe a huge debt of gratitude to Julia Wright who served as President-Elect for the 2018-19 period. Unlike me, Julia has a wealth of knowledge and expertise about University governance and she has her finger on the pulse of almost every important issue in the broader academic community. I have been extremely fortunate to learn from her wisdom, and I have benefitted greatly from her considerable talents in writing, logical reasoning, and analytical thinking. Julia was generous with her time and energy, and she did so much more than I expected of a President-Elect. I can say with confidence that the DFA is in excellent hands for the coming year, and we are all very fortunate to have a President with Julia’s tremendous skills and abilities.

Grievance Committee

Julia M. Wright (Chair); Darren Abramson, Catrina Brown, Tim Jukes, Debbie Mellish (to December 2018), Lynne Robinson, Maria Pacurar (from January 2019), David Westwood (ex-officio), Barbara MacLennan

Redistribution of Employment to non-DFA contracts: An LTA Member was informed that courses that the Member had taught for many years would become CUPE positions in 2019-20. The Administration took the position that the University was still in compliance with the “90/10” rule in 14.18(a), but the Grievance Committee was concerned about the redistribution of work from a terminated DFA position to non-DFA appointments. After failing to achieve a resolution through a Formal Grievance, we discussed taking it to arbitration. The Grievance Committee thoroughly considered the facts of the case, and it was determined, with legal advice, that it would not proceed with the grievance.

Dean Search in Faculty of Health: As noted last year, “The Board of Governors initiated a search for a Dean in the Faculty of Health deciding that the process would be ‘closed’ and that the short-listed applicants would not be asked to present public talks to the members of the Faculty.” The DFA grievance alleged a breach of Clause 9.01 of the Collective Agreement on collegial governance, including “the selection of academic administrators.” Soon after the Formal Grievance meeting, it was announced that the search had failed to lead to an appointment and so the process ended. A new process was launched in the fall, and includes open presentations by short-listed applicants. This matter is concluded.

Provost Search: This grievance proceeded on the same basis as the Dean Search noted above: that a closed process was incompatible with Clause 9.01 on collegial governance and specifically “the selection of academic administrators.” The administration’s position was that the Senior Administrative Appointments Policy allowed the Chair of the Committee to determine the terms of the interviews and consultations. There were broader discussions about the need to revise the Policy for clarity and consistency with the Collective Agreement, as well as an approved motion in Senate requesting in-camera Senate presentations by short-listed candidates (this was ultimately denied by the Chair of the Committee, former President Florizone). The matter was not pursued further as there was no viable remedy achievable through this process.

Targeted Searches Inconsistent with Collective Agreement Clauses (1.09, 4.01, 14.01): The University posted job ads that each specified a particular group rather than following Collective Agreement procedures to improve inclusion from designated groups: these include the DDFA program, the MOU in the last Collective Agreement, and Clause 14.01. The ads also used Federal Contractors Program categories rather than designated groups defined under Clause 1.09 of the Collective Agreement, which gives priority to Mi’kmaq and African Nova Scotian applicants as well as recognizes as a designated group “Persons protected under Clause 4.01 on the basis of sexual orientation, gender identity and gender expression.” These three groups are not recognized in the Federal Contractors Program. Clause 4.01, “No Discrimination,” includes (among general protections) the requirement that affirmative hiring practices must be in the Collective Agreement or agreed to by both parties, and part of our concern was the erosion of this important clause. This was unsuccessful at the Formal Grievance stage, so the Grievance Committee reviewed the matter and consulted DFA lawyer Ray Larkin. The DFA withdrew the grievance *without prejudice* and served notice to the Board that, upon the expiry of the current Collective Agreement, the DFA intends to enforce the provisions of Article 4.01 with regard to discrimination or favoritism regarding appointments to the academic staff.

Dalhousie Employee Benefits Advisory Committee

Lori Dithurbide & Stephanie Kapusta, DFA Representatives

The committee is made up of 12 voting members from the following employee and employer groups: DFA (two reps), NSGEU local 77 (two reps), NSGEU local 99 (one rep), DPMG (one rep), University Senate (one rep) and University (five reps) appointed by the Board of Governors.

The committee meets approximately bi-monthly throughout the year. Committee members use their experience to provide ideas, guidance, and feedback to effectively administer the plan. Major objectives of the committee are to:

- Develop health strategies (e.g., wellness);
- Ensure the plan is attractive and competitive compared to relevant Canadian employers;
- Promote employee knowledge of plan selections and cost management; and

- Provide consistent benefit coverage across all employee groups, as feasible.

The committee oversees the administration of employee benefits including Group Life Benefits, Survivor Income Benefits, Long-Term Disability, Major Medical Insurance, Health Travel Coverage, Dental Plan, Accidental Death and Dismemberment, Optional Life Insurance, and Voluntary Personal Accidental Insurance.

This year, the committee was chaired by Jenny White, Dalhousie HR. The DFA representatives were Drs. Lori Dithurbide and Stephanie Kapusta.

Some numbers: The total benefits spend for 2017-18 came to \$13.8M, 4.6% of the payroll (4.5% the previous year, 5.8% in 2015-16). Of this, \$5.63M was on Life and Long-term Disability, \$7.75M on Health and Dental, \$0.32M on Travel and Accidental Death and Dismemberment, and \$0.11M on Employee and Family Assistance.

The total health claims per employee for 2017-18 averaged \$1,332, an increase of 9% when compared to 2016-17 (most common therapy/medication classes: inflammatory, cancer, and immunosuppressant agents). The total drugs claims increased by 6%, the greatest amounts for treatment of rheumatoid arthritis and gastrointestinal conditions. The amounts claimed for speciality drugs have increased by 26.5% over the past five years, and this trend is expected to continue as 50% of drugs under development are speciality drugs (particularly for treating cancer and immune system disorders). Next year's total health spend is expected to rise by 4.4%.

The total dental claims in 2017-18 averaged \$1,052 per employee, an increase of 7% when compared with 2016-17 (most common services: polishing, restorative, and diagnostic).

Long-Term Disability claims for 2017-18 came to 32, a rise of 23% when compared to 2016-17. The claim approval rate was 91%, compared to 88% for 2016-17.

Renewal rates: The following group insurance renewal rate changes have been approved for 2019-20:

Manulife

- Long-Term Disability: No change
- Life: increase the rate by 40.0% (justified by the large increase in Basic Life Insurance claims in 2017-18)
- Survivor Income Benefit: no change
- Optional Life: decrease of 15% guaranteed for two years

Medavie Bluecross

- Health: decrease of 4.5%
- Dental: no change

Dalhousie Pension Advisory Committee

Jonathan Shapiro & Jodi Lazare, DFA Representatives

The Pension Advisory Committee (PAC) is a parity committee with equal representation from the Dalhousie Board of Governors, DFA and NSGEU (Locals 99 and 77). PAC also comprises representatives from the Dalhousie Professional and Managerial Group (DPMG), which has voice but no vote (and a veto over amendments to the plan) and the Association of Dalhousie Retired Persons (ADRP), which has voice but no vote.

Jonathan Shapiro and Jodi Lazare, both in the Faculty of Law, are DFA's representatives. Mr. Shapiro is the current Chair of PAC, and Assistant Vice-President Jasmine Walsh is the Vice-Chair of the Committee.

The Dalhousie Pension Plan: The latest quarterly figures for the Dalhousie Pension Plan indicate that the Plan has maintained its financial position much as it was at this stage last year. Markets over the past 12 months have been volatile, sometimes seeing very weak quarters and sometimes seeing very strong rebounds. The Plan is in a good financial position, with close to full funding on a going-concern basis. The Plan continues to have a significant solvency deficit, though that deficit has remained stable compared to one year ago. While the solvency measure is a useful tool to assess the health of the Plan, the best analytic measure is on a going-concern basis since the University will continue to operate for the foreseeable future, and the University enjoys full solvency relief from the provincial government.

Annual Pension Valuation: The Plan underwent an actuarial evaluation on March 31, 2018 for the second year in a row, as required by Nova Scotia's pension legislation. Because of the solvency deficit revealed in that valuation, the legislation requires the Plan to undergo evaluation on an annual basis (as opposed to every three years) so long as the deficit remains at the current level. Therefore a valuation is currently underway from March 31, 2019. We do not yet have the results of that valuation, but once we do it will be available to all DFA members. We anticipate that the Plan will have to undergo annual evaluation again by March 31, 2020.

Continued PTF Trustee Interest in the Abolition of the RTF: Dalhousie's pension plan is composed of two trust funds: the Pension Trust Fund (PTF) and the Retirees' Trust Fund (RTF). Generally, pension contributions of active employees are held in the PTF until retirement when an amount equal to the commuted value of the defined pension is transferred to the RTF. This is unusual compared to almost any other pension plan. The amount transferred to the RTF depends to a considerable extent on the post-retirement interest assumption (PRIA) of 4.55%. Because actual investment returns have generally, over time, exceeded PRIA, the net effect has been to create different funding levels in the two trust funds, with the PTF usually underfunded and the RTF usually in surplus. Discretionary indexing for retirees depends on the amount of surplus in the RTF.

Over the past several years, the Chair of the PTF has asked the Board to consider ceasing transfers to the RTF, and paying all future pensioners out of the PTF, effectively creating a single-fund plan into which active members would contribute and which would then pay out pensions to retirees. This would mimic the structure of most other defined benefit plans. Current retirees would continue to receive pensions out of the RTF.

The effect of this proposal would be to reduce the likelihood of indexing for retirees under the combined PTF for a lengthy period of time. The Board has continued to express its desire to move the Plan into a single-fund plan.

The DFA representatives continue to oppose this idea so long as the likelihood of indexing for future retirees will be negatively impacted, but continues to engage with the Board over the issues such a plan change could entail if the interests of current and retired members can be protected.

The Future: DFA members continue to contribute substantial amounts to the Plan. This year, the DFA member will contribute about 8.06% of pensionable salary, up to a maximum pensionable salary of \$147,222. The plan is a very good plan, at a time when university defined-benefit plans are under attack and in some cases ceasing to exist, or are being amalgamated with the provincial defined benefit plan. That plan is weaker in most respects than our own.

There have been recent changes to the Nova Scotia *Pension Benefits Act*, and while those changes have had no direct effect on the Plan, regulations under the *Act* have not yet been passed. We anticipate their release sometime in the late spring or early summer. Your DFA representatives continue to carefully monitor these developments for impacts on our Plan. Our pension plan is a primary reason why the futures of retired Members are relatively secure. We should continue to keep the long-term health and strength of the Plan in the forefront of our minds and to protect it from cost-cutting measures that reduce the financial security of all DFA Members, past and present.

Dalhousie Pension Trust Fund/Retirees' Trust Fund

Ronald A. Pink, Q.C., DFA Representative

I am pleased to provide to the Dalhousie Faculty Association Membership my report of the activities of the Dalhousie Pension Trust Fund and the Retirees' Trust Fund over the past 12 months. The Committee has continued to be most active and engaged. The Committee which oversees the investment of these two Funds has met regularly throughout the year with virtually full attendance by all the Members. The Committee acts in a most collegial way, always attempting to do what is in the best interest of the beneficiaries, both active and retired. The membership of the Committee has remained basically unchanged and is chaired by Aubrey Palmeter.

Since the last report to the DFA, the Trust Funds have had acceptable performance. The Pension Trust Fund (PTF) had a 2.22% rate of return and the Retirees' Trust Fund had a -0.64% rate of return. You can appreciate that market performance was quite volatile in the last quarter of 2018. I am most pleased to advise that for the twelve months ending December 31, 2018 the ESG Policy (Environmental Social Governance) of the Pension Trust Fund and the Retirees' Trust Fund has become operationalized. Our two funds are some of the first in North America to have analysis performed by major agencies to measure the environmental, social and governance quality of the investments. This review is becoming more essential to the analysis of our Committee and the performance of our funds. The process of measurement is in early stages; however, progress is being made. The view of the Committee is that investing in firms that have excellent performance in environmental, social and governance activities, is generally a good guidepost to review investments.

The Committee is of the belief that those investments which excel in ESG measures are also a good place for investments. As the beneficiaries can appreciate, the Committee reviews the rate of return of the funds and the performance of individual managers on both the short-term basis (1 to 4 years) as well as on a long-term basis (10 and 15 years). The appropriate rate of return for these measures is always something which is reflected upon. The Funds' performance as at December 31, 2018 are as follows:

Pension Trust Fund Rate of Return

	1 year	2 year	3 year	4 year	10 year	15 year
Total Fund	2.22%	5.54%	6.24%	6.77%	9.03%	7.07%
Benchmark	0.29%	4.99%	5.54%	6.00%	8.10%	6.46%
Fund Requirement	6.00%	6.00%	6.00%	6.00%	6.17%	6.47%

Retirees' Trust Fund Rate of Return

	1 year	2 year	3 year	4 year	10 year	15 year
Total Fund	-0.64%	3.99%	5.13%	5.22%	7.95%	6.65%
Benchmark	-0.79%	4.41%	5.18%	5.42%	7.42%	6.31%
Fund Requirement	5.05%	5.05%	5.05%	5.05%	5.05%	5.05%

From the foregoing, it can be seen that the Fund has performed most successfully. The Committee continues to benefit from excellent leadership and guidance from the Dalhousie Investment Team and from our external consultant, Mr. Robert Mitchell. In addition, I continue to be impressed by the dedication of the other Committee Members led by Chair Aubrey Palmeter. All Committee Members give of their time to ensure the success of the Pension Funds and their Members.

It is a pleasure to continue to serve on your behalf.

Association-Board Committee

Tim Jukes (DFA Co-Chair), David Westwood (DFA Nominee), Barbara MacLennan (DFA Nominee, DFA Professional Officer); Lynn Purves (DFA Observer, DFA Administrative Officer)

The Association-Board Committee (ABC) considers matters of interpretation or application of the Collective Agreement. Along with the DFA's three nominees, the Board is represented by Laura Neals (Director of Academic Staff Relations), David Gray (Dean, Faculty of Agriculture), and Marlo Shinyei (Academic Staff Relations Manager). ABC operates by concurrent majority. Agendas largely concern the administration of certain clauses of the Collective Agreement, including matters that would otherwise not be in compliance with the Collective Agreement and matters that require the approval of ABC as defined in the Collective Agreement. ABC also deals with issues of broad concern to our membership.

ABC meets monthly to deal with particular and recurring items such as waivers of advertising, extensions of limited-term appointments, spousal appointments, automatic renewals, special salary increases (SSIs), salaries above the maximum, administrative stipends and job descriptions, extensions to time-lines (e.g., anomalies fund, tenure limits), and parking fees.

ABC nominees also receive a copy of a monthly Academic Appointment Activity Report (AAAR) document which lists all academic staff changes (appointments, promotions, tenure, sabbaticals, etc.) and provides supporting documentation. We query missing documentation and, on occasion, note that the Collective Agreement will be violated if a proposed action is taken. Such items are brought to ABC to be resolved.

Pay Equity Committee: The DFA Nominees proposed a committee to review this matter, especially given the actions taken in the last bargaining round to address pay inequities. The Board has stated it is not interested in pursuing this avenue.

Joint Committee on Comparative Faculty Salaries: The DFA Nominees proposed reviving this committee, as its work was useful in past bargaining rounds, giving both parties agreed salary data for comparator universities by rank from which to negotiate. The Board is open to this process but has rejected formalizing this as a committee.

Academic Renewal: The renewal incentives introduced in the current Collective Agreement are beginning to work their way through and at the end of this academic year we will receive a report on the first year of this process. Early indications show some take-up, though the Faculty of Arts and Social Sciences (FASS) used only one of their dedicated five positions in the first year. ABC has agreed to carry forward the four remaining FASS positions into the next year.

Overload Stipends: Following up on new provisions in the Collective Agreement for overload stipends for designated group Members burdened with excessive administrative work (Article 20.09), the DFA

Nominees have requested details on how this process is working across the University. We await a report.

Timetable: Over the fall and winter terms a new timetabling process was put into practice leading to additional work for some Members and departmental administrators. ABC gathered feedback from Members and has discussed the process with representatives from the Registrar's Office. We have been told that though the new system will remain in place for the foreseeable future, the Registrar's Office will be undertaking a full review beginning this summer to try to reduce/avoid some of the problems that arose this past year.

Health Spending Account (HSA): The DFA Members identified an issue with HSA funds, particularly that those on less than 12-month appointments who were employed on July 1 received the full amount but those whose appointments began after July 1 received a pro-rated amount. The Board acknowledged this was unfair and has committed to no longer pro-rate the HSA.

Faculty of Agriculture: Members on the Truro campus continue to experience challenges related to last year's fire in the Cox building. The DFA Nominees have been monitoring this issue and have heard directly from the Dean of Agriculture, who is a Board Nominee to ABC. The DFA has also requested office space on the Truro campus and the Board has committed to finding a temporary space in the short-term and a dedicated space in the long-term.

Student Ratings of Instruction (SRIs): The DFA Nominees have raised the issue of SRIs in light of last year's arbitration ruling at Ryerson University. The Executive Director of the Centre for Learning and Teaching, under whose mandate SRIs fall, will be meeting with ABC to discuss the proposed committee that will begin work later this summer analysing Dalhousie's SRI data and developing a Dalhousie approach.

Two items from last year's report remain active topics at ABC:

Copyright: The ABC Nominees drafted a letter detailing their concerns related to (1) protection of Members' copyrighted course material, especially as this relates to students uploading course materials (notes, assignments, quizzes) to websites such as Course Hero, and (2) copyright issues related to courses shared by multiple instructors and/or courses in which Members contribute material to a program's core curriculum. The Board reported that the University's Legal Counsel's Office is available to provide support to a Member when a third-party site refuses/fails to take down material following a request from a Member. If this situation arises, contact Laura Neals (Laura.Neals@dal.ca). This matter continues.

Designated Group Searches: The DFA Nominees have continued to press the Board on the narrowing of searches to specific subcategories within the designated groups hiring process. We have also reiterated our position that the process built into the Dalhousie Diversity Faculty Award (DDFA) program works

well and has proven itself over a number of years, and should be the model on which we build further diversity in Dalhousie's faculty. The Board has not shown any interest in expanding the DDFA program.

Dalhousie Environmental Health & Safety Committee

Mark Obrovac, Mark Whalen, Emanuel Jannasch and Alex Speed (Halifax Campus)

Margie Tate, Margaret Hartling and Paul McNeil (Truro Campus)

Role of the Safety Committee: The Environmental Health and Safety Committee (Halifax) meets monthly to discuss all aspects of health and safety on campus. Committee membership includes University appointees and representatives from employee and student groups. There are positions for two DFA appointees – one Professorial and one Instructor member.

The Environmental Health and Safety Committee (Truro) also meets monthly to discuss all aspects of health and safety on the Truro campus. The committee consists of University appointees, members from employee groups, and EHS office members. There are two DFA appointees.

Information about the Committee can be found on Dalhousie's Office of Environmental Health and Safety website: <http://www.dal.ca/dept/safety/about-us/safety-committees/joint-occupational-health-and-safety-committee.html>

The committee's purpose is stated as: "The Joint Occupational Health and Safety Committee is established by the President to establish an Environmental Health and Safety Program as set out in the Nova Scotia Occupational Health and Safety Act. The Committee assists the University in attempting to achieve the highest possible standards of environmental health and safety. In cooperation with staff, faculty, students, and the University Administration, the Committee assists the University in creating and maintaining a safe and healthy environment."

DFA Membership (Halifax Campus)

- Mark Obrovac, Chair and DFA Faculty Representative (Jan. 2017 - present)
- Alex Speed, Alt. DFA Faculty Representative (May 2016 - present)
- Marc Whalen, Alt. DFA Instructor Representative (Sept. 2018 - present)
- Emanuel Jannasch, Alt. DFA Instructor Representative (Sept. 2018 - present)

DFA Membership (Truro Campus)

- Margie Tate, DFA Instructor Representative (Oct. 2016 – present)
- Margie Hartling, DFA Instructor Representative (Oct. 2016 – present)
- Paul McNeil, Alt., DFA Instructor Representative (June 2018 – present)

Summary of Events (Halifax Campus) Safety upgrades have been made to the Chemistry building in the form of eyewash stations, drench hoses and emergency showers.

The EHS office has developed a safety orientation video for use in new employee orientation sessions. The video is available on the EHS website: <https://www.dal.ca/dept/safety/programs-services.html>

In addition to their online WHMIS Chemical Safety course, the EHS office has developed a Laboratory Safety course. Both courses are available free of charge to all faculty, staff and students on the College of Continuing Education website. The EHS office also provides a fire safety training course. The WHMIS course is required for all Dalhousie employees working with chemicals. It is up to Department chairs and individual lab supervisors to determine if the Laboratory Safety or Fire Safety courses are required for employees or students under their supervision.

A major chemical spill in a common area of the chemistry building resulted in a number of improvements and policy changes. This includes an upgrade of all carts used to transport chemicals, refinishing floor surfaces to prevent spills, new policies regarding the transport of chemicals, and guidelines for fire wardens and the re-entry into buildings.

The EHS has established guidance on post-power outage re-entry into University laboratory buildings. It is recommended that a laboratory building (housing hazardous materials) remain unoccupied at least 60 minutes after the mechanical ventilation systems have resumed function following a power outage lasting longer than 60 minutes.

Summary of Events (Truro Campus): Upgrades have been made to fume hoods in the Haley building and training sessions have taken place.

Upgrades are ongoing to the sidewalk to the MacRae Library. Options are being discussed and a proposal should be forthcoming soon.

Truro campus continues to work through the aftermath of the Cox fire to ensure all safety and health issues are dealt with in a timely manner.

Dalhousie Transportation & Security Committee

Sherry Huybers, DFA Representative

The Transportation and Security Committee meets monthly from September to June. Membership is composed of voting representatives from all unions and prominent bodies on all campuses, including

the DFA, NSGEU (Local 77 and Local 99), DPMG, DSU, and Senate. Non-voting members include the Director of Security Services, the Traffic Officer, the Facilities Communications Officer, and the Office of Sustainability. The current co-chairs of the committee are Peter Jones (Sexton Campus) and Kurt Sampson (DPMG). Minutes for the monthly meetings are posted at <https://www.dal.ca/dept/facilities/parking-at-dal/transportation-security-committee/meeting-minutes.html>

Parking Rates: The parking rates for 2018-19 were presented and discussed at the May and June 2018 Transportation and Security Committee meetings. These rates were in accordance with the DFA Collective Agreement Clause 32.10 and were approved by this committee and the Association-Board Committee. The parking rates for 2019-20 will be presented and discussed at the May and June 2019 Transportation and Security Committee meetings. The current parking rates are posted at <https://www.dal.ca/dept/facilities/parking-at-dal/permits---parking/permit-rates.html>. The new 2019-20 rates will be posted in the summer.

The online parking permit system can be used to issue and renew your permits online at <https://parkingpermit.dal.ca/ParkingPass>. Current permits expire August 31, 2019, so returning faculty members should purchase their permits before this date. The estimated date passes will be for sale for 2019-20 is mid-August.

For further information regarding parking, visit <https://www.dal.ca/dept/facilities/parking-at-dal.html>.

Transportation Highlights: There will be intermittent parking closures at the general parking area by the CSB building over the next couple of years due to the construction to upgrade power supply. After the project is completed, the lot will be reconfigured and will have more spaces as a result.

There are now six spaces that are used for EV vehicles/charging.

The Security Office issued 2,500 parking tickets in 2018, the same number as the previous year. Of those, 2,175 tickets were issued to non-permit holders.

The E-Pass is still ongoing. E-Pass/sticker renewal and sign-ups took place from October 2018 to January 2019 for next year's employee bus pass.

The green corridor will be created. This is HRM property and not controlled by Dalhousie. The Institutional Demand Management Committee has been meeting with HRM and consists of members from the hospitals, SMU and Dalhousie. Design options for University Avenue include consideration for sidewalks, accessibility, loading, cycling, and vehicle traffic. The vendor who provides the best design with an incorporated green corridor, will be chosen to complete the work.

Security Highlights: Two new features have been added to the DalSafe application. "Your Guide to Responding When Someone Shares an Experience of Sexualized Violence" (the purple folder) has been

added to DalSafe. All reporting and information concerning sexualized violence will be private. Another new DalSafe feature that has been added is a chat function, which is directed to the Security Office desk.

The Security Office will be relocating to the building adjacent to the Economics house on Lemarchant Place, where the Grad House used to be. This will be more visible to the Dalhousie University community. It is hoped that the office will be fully moved by September 1.

President's Advisory Committee on Sexualized Violence

Brenda Beagan and Jacqueline Gahagan, DFA Representatives

The Committee met on March 14, 2019 the first time in a year. Chaired by Lisa DeLong (Director, Human Rights and Case Management), it includes Jasmine Walsh (Assistant Vice-President Human Resources) and Ivan Joseph (Vice-Provost Student Affairs); student members from the Student Union, South House, and the Survivor Support Centre; members from the Human Rights and Equity Office and Legal Counsel; Mike Burns, Chief of Security; and representatives of the DFA, DPMG, NSGEU, and CUPE.

The focus was on the implementation and roll out of the 2018 Sexualized Violence Policy, highlighting education, communication and consultation. A preliminary look at the annual data suggests a significant increase in reporting. The data will be made public on their website soon.

<https://www.dal.ca/dept/hres/sexual-violence/sexualized-violence.html>

There is a plan for policy review, emphasizing fine-tuning based on consultation with those who have experienced the new policy. There are no plans for major changes for at least two years. Dalhousie will be participating in a province-wide fall 2019 Climate Survey.

Staff have been active with training for Bystander Intervention and Break the Silence support for survivors of sexualized violence. <https://breakthesilencens.ca/training>.

Dalhousie Council on Employment Equity

Jacqueline Gahagan, DFA Representative

The Council on Employment Equity has met recently to discuss issues of the various surveys aimed at collecting data on how representative our campus community is and how to ensure we are meeting our Federal Contractors Program (FCP) targets. The issue of FCP not including SOGI has been raised and we will look to address this over the coming months. It was felt that FCP continues to be the focus of many

HR efforts and the suggestion was put forward to challenge the ways national labour market availability data are collected as these data do not include SOGI, which makes it challenging to have an accurate picture of the true nature of representation on campus and by discipline, etc.

The need for fair and transparent compensation for historically under-represented faculty members who are asked to take on high levels of equity-related service work was discussed. It was felt that leaving this up to the individual faculty member to advocate for compensation it not appropriate and it would be better handled in a more systematic way, such as through Deans of each Faculty.

DFA Equity Committee

Jacqueline Gahagan and Dave Westwood (Co-chairs), Heather Andreas, Catrina Brown, Cassandra Hanrahan, Ifeyinwa Mbakogu, Catherine Wall (DFA Staff, ex-officio)

The DFA Equity Committee has held meetings on an ad hoc basis to discuss issues of concern to our membership, including the following:

1. **Student Ratings of Instruction (SRIs)** and the impact this process can have on junior untenured faculty members, particularly those who are from historically under-represented populations. An invitation was extended to Brad Wuetherick from CLT to meet with the Equity Committee to look at other, more effective actions and appropriate measures of teaching effectiveness.
2. **The Queer Faculty & Staff Caucus (QFSC)** met with the DFA Equity Committee to discuss the lack of LGBTQ-specific Equity, Diversity and Inclusion (EDI) initiatives focused on the issues facing LGBTQ2S+ staff, students and faculty. The QFSC is meeting with Dal Administration in June to determine what actions are needed to address these gaps.
3. **DFA members with disabilities** were also invited to meet with the Equity Committee to discuss concerns about issues related to accommodation and the need for additional teaching and learning resources. More emphasis is needed on how 'disability-friendly' Dalhousie actually is for those who experience both physical and other types of disabilities. There is apparently an accessibility audit of buildings on campus and once the data are released, we will bring this forward for discussion and actions. This audit does not address the needs of DFA members with non-mobility disabilities.
4. There was concern expressed about the potential confusion related to how the **Federal Contractors Program's** current list of 'Equity Seeking Groups' may have implications for Sexual Orientation and Gender Identity (SOGI) applicants. We have asked to meet with HR to review the training materials they are using to 'calibrate' search committee members to better understand issues such as SOGI and how to understand and apply equity issues more broadly in the selection process.

5. **DDFA positions** are urgently needed and the committee discussed that to be truly effective, cluster hires are warranted. It was also discussed that the process of compensation for extra service work which often falls to DDFA hires or other historically under-represented populations needs to be clearer and more transparent. As it stands, individuals are expected to advocate for compensation, and it was felt that this should have more standardization and be directed by the Deans.

We are planning to hold a **CAUT Equity Workshop** in June to address some of the above issues, particularly in relation to our upcoming collective bargaining.

DFA Communications Co-ordination

Amy Birchall (Chair), Jason Brown, Melissa Helwig, Catrina Brown, David Westwood (ex-officio), and Catherine Wall (DFA Staff, ex-officio)

This committee had a really productive year focusing mostly on the successful launch and delivery of the DFA Speaker Series, sponsored by the DFA and the Public Libraries in Halifax and Colchester-East Hants.

Advertising was a joint effort between DFA and library representatives. A Facebook page was created for each event, a poster was distributed by the DFA and by the library through their community advertising resources. Catherine Wall looked after media relations for each event, and video recording was done at the talks in Halifax (we received permission from the Library to record.) Refreshments were provided by DFA.

Our series launch took place at Truro Central Library on September 26. Our first speaker was DFA Member Joye Sears, RVT, BSc. Joye is a Technical Instructor teaching in the Veterinary Technology Program on Truro Campus. Joye has an expertise in companion animal nutrition. In her talk, **Pet Food Myth & Facts**, Joye looked at the nutritional requirements of our domestic cats and dogs and the common misconceptions about the dietary options for our pets. DFA President Dave Westwood hosted this session and approximately 20 people from the community were in attendance. There were a lot of excellent questions and conversations about this controversial and highly-debated topic. We considered this to be a very successful launch of the series!

Our next event was the much anticipated **Math & Music: Yeah! Yeah! Yeah!** performance done by Jason Brown and his band. Jason, a member of this committee, has his PhD and teaches in the Department of Mathematics and Statistics in Halifax. This talk explained why we like certain scales and rhythms, why we are drawn to the blues, what mathematics can say about music authentication, and how to unravel some Beatles' mysteries. The event, held at the Halifax Central Library and hosted by Dave Westwood, saw our largest community attendance, filling the lecture theatre (approximately 150 people)! Everyone

loved the music and how math is connected to it. This was a very fun session that we certainly hope could happen again!

Our next speaker series event, held in Truro, was ***Frankenstein, Frankenfood, & the Forgotten Farmer*** by Deborah Stiles. Deborah is a PhD member of the DFA, teaching in the Department of Business and Social Sciences on Truro Campus. Her talk focused on the forgotten farmer through Mary Shelley's 1818 novel, *Frankenstein*, illuminating one of the 20th and 21st century's key ethical dilemmas – or, more accurately, quandaries—involving farmers and food. In the debates over GMOs, Mary Shelley's 200-hundred-year-old book provides some explanatory power. Amy Birchall hosted the event, and approximately 25 people attended with a strong presence of DFA members from Truro Campus and members of the community. This was an eye opening presentation as those of us in attendance had never looked at the classic novel under this light.

The final DFA speaker series event for this academic year was held April 2 at the Halifax Central Library and hosted by Jason Brown. The talk was **Perfectionism: The Good, The Bad, & The Ugly** by Simon Sherry. Simon, PhD, teaches in the Department of Psychology and Neuroscience. He also directs Dalhousie's Personality Research Team, working to advance our understanding between personality and mental health. He has worked for quite some time educating the public about mental health problems in a scientific, non-sensationalized way. This talk examined the link between perfectionism and depression, anxiety, eating disorders, relationship problems, and suicide. Approximately 25 people attended, and the group was very interactive with great conversation at the end of Simon's talk.

The launch and delivery of the DFA Speaker Series was very successful. At this time the plan is to start the series again in late September with Joye Sears presenting her talk, **Pet Food Myths & Facts** at the Halifax Central Library.

Much gratitude to the Halifax and Truro Central Libraries. Without their assistance this series would not be possible.

Thank you to the Members of the Communications Co-ordination Committee for another wonderful and successful year! Here's to reaching many more DFA Members in 2019-20.

DFA Aboriginal Caucus Committee

No report.

Southern African Student Education Project

Theresa Ulicki, DFA Representative

Purpose: From its inception, the purpose of SASEP has been to contribute to the development of South Africa by offering black South Africans – a historically disadvantaged group – a full scholarship to pursue graduate studies at the Master’s or PhD level at Dalhousie University. This is now extended to students in the Southern African region.

History: SASEP has been operating at Dalhousie since 1987. Initially, the South African Education Trust Fund (SAETF) in Ottawa matched all funds which SASEP raised. Once SAETF ceased operating in 1993, Dalhousie assumed full responsibility for the project and SASEP has been completely funded by the Dalhousie community ever since.

Financial Support: Contributions are made on an annual basis by the Dalhousie Student Union (DSU), the DFA, and individual faculty and staff members. The DSU contribution is a result of an agreement in the spring of 1990, which annually supports a \$1.00 contribution to SASEP from each full-time student at Dalhousie. Each year, the DFA contributes \$10,000 to the program.

SASEP is further supported by the University administration. First, the University has agreed to waive international student differential fees for SASEP students on an ongoing basis. Second, the SASEP Advisory Committee, made up of DFA faculty members who all share an interest in Southern Africa, provides administrative and academic support to the project.

SASEP covers the entire cost of student placements, including tuition, round trip airfare, a monthly stipend for living expenses, medical coverage and a modest allowance for books and warm clothing. The number of placements available is entirely dependent on successful fund-raising efforts, and the length of academic study of scholarship recipients. As of April 2019, 15 students have been awarded graduate degrees under SASEP.

Administration: SASEP funds are administered by FGS, while recruitment, selection and all academic matters are handled by the SASEP Advisory Committee, chaired by Theresa Ulicki.

Recruitment: SASEP is open to eligible candidates from historically disadvantaged groups who are citizens of the Commonwealth countries of Southern Africa (South Africa, Botswana, Lesotho, Malawi, Mozambique, Namibia, Swaziland, Zambia, Zimbabwe). The SASEP committee undertook recruitment for the 2019-20 year, receiving over 140 applications from interested students from across southern Africa. In the end, Liandrah Gapare from Zimbabwe was selected to complete the MSc program in Chemistry, beginning in September 2019. We will recruit again either in the fall of 2019 or 2020 for one placement at the Master’s level.

Thank you! We are very grateful for the support Dalhousie faculty and students have provided to this program over the course of many years. It is a tangible manifestation of internationalisation that underscores the strengths and outlook of the Dalhousie community. We hope that this community will continue to support SASEP as it adapts to the changing needs of Southern Africa, and contributes (in

however limited a way) to the development of intellectual leaders in a region with exceptional potential but extra-ordinary challenges.

WUSC Student Refugee Program

Isaac Saney, Halifax WUSC Student Committee Chair & Keltie Jones, Truro WUSC Faculty Advisor

Since 1981, the DFA has sponsored more than 50 refugee students through the Dalhousie University-World University Service of Canada Student Refugee Program (SRP), which sponsors refugee students to come to and study at Dalhousie. This past year, the DFA contributed more than \$29,000 to the WUSC SRP program.

Halifax Campus: Each year, two students are selected through a rigorous and competitive process. On average during the year there are around 10 students who are in various stages of their university studies. Working together, the University Administration, Student Union, Bookstore and Alumni Association, the DFA sponsors the students for their first year of study. These students are given financial assistance, academic support and mentorship. Guidance is also provided for settling into Halifax, in general, and Dalhousie, in particular. The WUSC campus committee co-ordinates these support activities, ensuring that the needs and concerns of the students are met. The role of the faculty advisor is to furnish academic support, while shepherding the student through their Dalhousie journey. In the 2018-19 academic year, two new students from Kenya - Ali Duane Abdi and Okito Michael James - were sponsored and entered the Faculty of Engineering. As with all WUSC sponsored students, they are dedicated students, who are highly motivated to succeed.

Agricultural Campus: In addition to the two students sponsored in Halifax, the Agricultural Campus welcomes a WUSC student each year. This year was our 33rd year of participating in the SRP, and we welcomed Farhia (from Somalia) who started an undergraduate degree in Engineering. Our students from the past two years continued in this program and provided important mentorship for the new student. Our student from 2016-17 will be moving to the Halifax campus to complete the Engineering program. We will miss his engagement with the campus and the community.

This year started with the challenge of losing all our supplies in the Cox Fire. The campus community stepped up without hesitation to make sure that we had the supplies to set up the new student in August. We had many campus activities and fundraisers, with students placing a particular focus on supporting the WUSC program's Fair Trade and "Shine a Light" initiatives. They held reverse trick-or-treating, SRP information sessions, and several bake sales to raise awareness about Fair Trade and funds for the SRP. Their efforts were recognized when they were given the Outstanding Contribution to our #OneWorld award for the second year in a row at the 2019 WUSC International Forum in January.

2019-20 DFA Executive Committee

Congratulations to the 2019-20 DFA Executive Committee. The following people assume their positions immediately following the AGM on May 7, 2019.

President	Julia M. Wright (English)
President-Elect	Dave Westwood (Health & Human Performance)
Second VP	Cindy Penney (Physiology & Biophysics)
Secretary	Lynne Robinson (Health & Human Performance)
Treasurer	Dominic Silvio (Killam Library)
Past-President	Dave Westwood (Health & Human Performance)
Members-at-Large	<i>(term ends April 2020)</i> <ul style="list-style-type: none">• Brenda Beagan (Occupational Therapy)• Lori Dithurbide (Health & Human Performance)• Jacqueline Gahagan (Health & Human Performance)• Roger Gillis (Killam Library)• Elizabeth Kay-Raining Bird (Communication Sciences & Disorders)
Members-at-Large	<i>(term ends April 2021)</i> <ul style="list-style-type: none">• Remi Agu (Pharmacy)• Amy Birchall (Animal Science & Aquaculture)• Philip Bennett (Physics & Atmospheric Science)• Jeff Hoyle (Plant, Food & Environmental Science)• Patti Doyle-Bedwell (Continuing Education)

The Non-Bargaining Unit member position is vacant.

Nominating Committee for the 2019-2020 DFA Executive Committee

- Julia M. Wright (English) Chair
- Darren Abramson (Philosophy)
- Matt Numer (Health & Human Performance)