

JOINT COMMITTEE ON THE
ADMINISTRATION OF THE AGREEMENT
(JCOAA)

MINUTES OF MEETING HELD
February 1, 2013.

390 York Lanes

Association: John Amanatides, Brenda Spotton Visano (Co-Chair), Sheila Embleton, Leslie Sanders, Ida Ferrara, Heidi Bishop

Employer: Barry Miller (Co-Chair), Alice Pitt, Don Hastie, Hyacinth James

Chair: Barry Miller

Recording Secretary: Hyacinth James

Regrets: Harvey Skinner

Minutes

The Minutes of January 25th were confirmed as amended. The amended minutes will be forwarded to Heidi Bishop.

JCOAA

Update on Reimbursement for Meal Expenses

B. Miller reported that the PRASE working group on this item continues to meet with Faculty Councils. Separate from the decision of whether to have a single, uniform approach to expense reimbursement or to have a two-track approach, the group is working on a reimbursement process that addresses circumstances in which receipts cannot reasonably be obtained. B. Miller indicated his intention to provide an update to JCOAA in March.

Strategic Mandate Agreement (Seneca-York Partnership: Framework for Collaboration)

The Association indicated that it was surprised that the S-YP document was only coming forward for discussion at JCOAA at this point and further expressed concern that it appeared to represent a change in the way in which York-CAAT programs/collaborations have been developed in the past. In particular, Association representatives were concerned by the absence of an explicit indication that any joint programs would be collegially developed from the "bottom up." Further concern was expressed that York-CAAT programs could have implications for members including workload; curriculum planning and contracting out of teaching. S. Embleton noted that there are significant service responsibilities related to curriculum/program-linkages between universities and colleges in the British Columbia and Alberta systems.

A. Pitt explained that the document had been developed over several years and its impetus was, in part, a view that earlier collaborations between the University and Seneca relating the

TEL Building were not developed to the degree that some had hoped. The objective of the S-YP is to provide a principles-based framework for discussions about collaborations and, in the context of the Strategic Mandate Agreement, to demonstrate that the University and Seneca are discussing the types of collaborations in which the Government has an interest. A. Pitt also reported that a project manager has been hired to assist in bringing together various discussions currently underway.

A. Pitt pointed out that the S-YP document raises the potential for collaboration at the level of programs and at the level of the institutions and does not envision a model like the University of Guelph-Humber campus.

The Association queried whether the draft document distributed to JCOAA for discussion was the same version as that included as an appendix of the Strategic Mandate Agreement, and the Employer indicated that it would follow up and provide the Association with a copy of the submitted Framework document.

B. Miller noted that as any collaborate programs begin to take shape, they will be included on the LRP agenda for discussion.

Employee Engagement Survey

The Association indicated that concerns have emerged among members about how the results of the survey will be used. In particular, the Association noted that a concern has been expressed over whether the results of questions pertaining to units, including questions pertaining to the chair or director, will be used to review departments and department personnel.

In response to concerns expressed about a communication distributed to librarians, which the Association understood to indicate that results of the survey were available, B. Miller indicated that the Employer has not yet received the results. He further indicated that the Employer would be meeting at a later date to review the results once they were available and discuss how they would be made available to the community.

L. Sanders indicated that she had a concern about providing survey results on a department by department basis. Aside from a concern about possible implications for chairs, she queried what the value would be in identifying that members of particular units are “dissatisfied.”

B. Miller responded that the intent of the survey was to obtain baseline information from faculty and staff which would assist in identifying and prioritizing possible initiatives to strengthen or improve the workplace. He also indicated that survey results will be reviewed with the University’s employee groups as part of the general communication of results.

The Association asked whether the Employer would commit to providing the results to the Faculty Association prior to their release. B. Miller indicated that there was an appreciation of the value of a shared exercise in identifying concerns which the Faculty Association had about any planned roll-out of the results prior to initiating the roll-out and indicated that he would follow up. The Association indicated that it did not agree to a characterization of such an exercise as a “shared” exercise and noted that the survey questions had not been shared with the Association for input.

The Association commented that what it sees as possible design problems of the survey may obscure the real issues of concern to faculty and that the validity of the survey may be questioned. It was noted, for example, that the survey did not appear to provide an opportunity to specifically comment on issues at the Faculty vs. unit level.

B. Miller indicated that there would no doubt be learnings from the first iteration of the survey which could assist in improving the survey instrument in future exercises and that he would convey the concerns expressed by the Association to the group overseeing the survey.

Other Business

B. Miller advised the Association that he intends to bring forward notice of intent to change practice around Alternate Stream teaching load at the next meeting of the JCOAA Co-Chairs.

The meeting was adjourned.