

University Affairs Committee Report

November 2018

Submitted by: Kris Nordgren, Chair

The University Affairs Committee (UAC) is tasked with addressing issues and reviewing updates to the Administrative AD.10 policies – those items that govern our relationship with SFU, but that are non-financial in nature.

It is my pleasure to thank the committee members:

Current members:

Andrew Boden, Pat Graca, Catherine Price, Shelley Sluggett and the APSA staff: Anne Mason, Kelsey Newsham/ and Yasmin Irani for their support.

UAC is directly linked with the Joint University/Association Committee (JUAC), which is the body responsible for discussing and negotiating changes to the AD.10 policies, and is officially composed of three University representatives and three UAC representatives.

Policy updates or changes discussed and negotiated by UAC go to APSA Board of Directors for approval. Then the policy will be forwarded by the University JUAC representative (HR) to the Board of Governors with the recommendation to adopt.

The JUAC met once during this reporting period (November 2017 to November 2018).

Updates:

The following AD 10 policies have been revised and are now posted:

AD10.01 – Employment policies – definitions

<http://www.sfu.ca/policies/gazette/administrative/10-01.html>

AD10.8 – Leaves with and without pay

<http://www.sfu.ca/policies/gazette/administrative/10-8.html>

AD10.11 – Reimbursement of professional development expenses

<http://www.sfu.ca/policies/gazette/administrative/10-11.html>

AD10.12 – Tuition waiver

<http://www.sfu.ca/policies/gazette/administrative/10-12.html>

AD10.16 – Performance Evaluation Policy

<http://www.sfu.ca/policies/gazette/administrative/10-16.html>

Letter of Agreement – AD 10.19 & GP 44

UAC reviewed and supported the Letter of Agreement between APSA and SFU regarding the interaction between AD 10.19, Discipline and Termination of Employment, and GP 44, Sexual Violence and Misconduct Prevention, Education and Support.

Policies currently under discussion

AD10.3 Posting and Filling of Positions

Ongoing review of the length of positions and posting requirements.

AD10.6 Position Evaluation and Salary Administration

Ongoing review of temporary promotions/positions extending past one year, into multiple years.

AD10.8 Leaves With and Without Pay

Language regarding parental leave length.

AD10.10, 10.11, 10.12, 10.13 10.16

Ongoing review of policies with reference to the Performance Development Plan program.

Letter of Agreement

Request to move Variable Scheduled Work Week LoA to AD 10.6

Questions, Comments?

We are always happy to receive comments/questions/ideas for policy change:

Kris Nordgren, UAC Chair – kdn1@sfu.ca