

**November 2012 Pre-Workshops, Annual Workshop and Speakers
Updated October 26th, 2012**

Pre-Workshops – Wednesday, November 7, 2012

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| A. 8:00 am to 9:00 am | Registration and Continental Breakfast |
| B. 9:00 am to 1:00 pm | <p>Changing the Dialogue with Faculty Associations
 <i>Designed to highlight recent experiences and best practices from across Canada, the pre-workshop will include informed presentations, respondent reflections and structured discussion and input from all attendees.</i>
 Dr. Jonathan Rittenhouse, FBS Field Officer – Session Coordinator
 Dr. David Graham, Senior Advisor to the President on International Strategy, Concordia University
 Lise Labine, Assistant Vice-President, Human Resources, Carleton University
 Dr. Jerry Tomberlin, Dean of the Sprott School of Business, Carleton University
 Morgan Cooper, Director, Office of Faculty Relations, Memorial University
 Jay Spark, Vice-Provost (Faculty Relations), University of Alberta
 Alex Usher, President of Higher Education Strategy Associates</p> |
| C. 10:30 am to 10:45 am | Break |
| D. 1:00 pm to 2:00 pm | Lunch |
| E. 2:00 pm to 3:00 pm | <p>Introduction to the NEW FBS iPad Application
 <i>FBS and Industrial Media will provide a demonstration and training session on the new FBS mobile (iPad) application to the Information Repository.</i>
 Dr. Sharon Cochran, FBS Director - Session Coordinator
 Dr. Jonathan Rittenhouse, FBS Field Officer
 Jeff Horne, President and CEO, Industrial Media</p> |
| F. 3:30 pm to 4:30 pm | <p>Drop in for individual Database users</p> <p>New Database Users - Effective Use of the FBS Information Repository
 <i>This session will include a presentation on understanding and refining searches using the FBS Database and a question and answer period.</i>
 Marie-Hélène Villeneuve, FBS Labour Relations Analyst & Data Systems Operator</p> <p>Experienced Database Users - How Experienced Users Can Refine Their Use of the Search Page
 <i>How experienced users can refine their use of the search page. Bring your questions.</i>
 Sandy Darling, FBS Research Director/Field Officer</p> |

Free evening

- A. 7:30 am to 8:30 am** **Registration and Breakfast**
- B. 8:30 am to 8:45 am** **Opening Remarks**
Brett Fairbairn, Chair of FBS Management Committee
- C. 8:45 am to 10:15 am** **Plenary Session: The Past and the Future in Labour Relations**
The panelists will consider the past and future direction of labour relations and present their views on how universities should lead during collective bargaining.
Dr. Sharon Cochran, FBS Director - Session Coordinator
Jamie Cassels, former Vice-President Academic and Provost, University of Victoria
Dan Bradshaw, Associate Vice-Principal (Faculty Relations), Queen's University
Dan Julius, Executive Director, The Levin Institute, SUNY Global Center, Visiting Scholar, Center for Studies in Higher Education, University of California Berkeley
- D. 10:15 am to 10:30 am** **Break**
- E. 10:30 am to 11:45 am** **Plenary Session: Academic Salaries: Just the Facts**
This session reports on the findings of a research project that examined full-time faculty salary levels and changes in salaries in Ontario in the context of salary levels and changes in salary levels for professional groups in the public and private sectors and full-time faculty members in other jurisdictions. The purpose of the project was to shed some light on the relative position of Ontario's faculty salary levels and look at the evidence to help determine if, as some critics and higher education commentators assert, salary levels are 'out of line' and the annual increases unsustainable.
Nancy Sullivan, FBS Field Officer - Session Coordinator
Dr. Peter Gooch, Senior Director, Policy and Analysis, Council of Ontario Universities
Ken Snowdon, President Snowdon & Associates
- F. 11:45 am to 12:30 pm** **Networking Lunch**
- G. 12:30 pm to 1:30 pm** **Plenary Session: Re-engaging the Community After Strikes**
McGill, Vancouver Island and York universities have all experienced lengthy (one month or longer) strikes in the past three years. Panelists will describe the strategies each institution has employed to re-engage the university community (faculty, staff, and students) once the strike was over and the striking employees returned to work. The focus will be on the lessons learned in the development and implementation of processes and policies that each university believes may be transferrable to other institutions faced with the challenge of reintegrating their employees and moving the institution forward.
Nancy Sullivan, FBS Field Officer - Session Coordinator
Gary Brewer, Vice-President, Finance and Administration, York University
Lynne Gervais, Associate Vice-Principal (Human Resources), McGill University
Dr. Steven M. Lane, Associate Vice-President, Academic Planning and Aboriginal Initiatives, Vancouver Island University
- H. 1:45 pm to 2:30 pm** **Simultaneous Sessions 1**
- Pooling of Benefits and Pensions**
Governments are encouraging organizations to pool benefits and pensions in order to save money and provide greater stability. Participants will discuss advantages and disadvantages of pooling, and how to proceed if one seeks to pool benefits or pensions.
Sandy Darling, FBS Research Director/Field Officer - Session Coordinator
Lois Devoe, Director, Human Resources, Cape Breton University
Allan Shapira, Senior Principal and Consulting Actuary, Retirement and Financial Management Practice, Aon Hewitt
Greg Durant, Chief Actuary, Health and Benefits Practice, Aon Hewitt
Nancy Walker, Vice-President (Finance and Administration), University of Lethbridge

The Trials and Tribulations of Negotiating Teaching-Only Positions

Presentations related to the evolving nature of teaching-only positions.

Dr. Jonathan Rittenhouse, FBS Field Officer - Session Coordinator

Edith Hillan, Vice-Provost, Faculty and Academic Life, University of Toronto

Kim Hart-Wensley, Associate Vice-President, Faculty Relations and Academic Administration, University of Victoria

Impact of Accommodation Requirements on Academic Personnel Processes

Recent developments are reviewed from both legal and practitioner perspectives.

Glenn Harris, FBS Field Officer - Session Coordinator

Lynn Joly, Associate Vice-President Human Resources, Royal Roads University

Erin Kleisinger, Partner, McDougall Gauley LLP

I. 2:30 pm to 3:00 pm

Networking Break

J. 3:00 pm to 3:45 pm

Simultaneous Sessions 2

Exercising Management and Statutory Rights to Achieve Change

Management rights associated with collective agreements and the statutory powers provided in university acts provide university administrations with tools to achieve change. The session is designed to show how these powers can be used effectively to achieve change and provide examples of changes that can be achieved without negotiation.

Sandy Darling, FBS Research Director/Field Officer - Session Coordinator

Fran Watters, Director, Faculty Relations, University of British Columbia

Darren Harper, Associate Vice-President, Human Resources, Brock University

Current Issues at the Table and Negotiation Strategies (1)

Panelists from different parts of the country speak to issues and strategies associated with current/recent bargaining at their institutions.

Glenn Harris, FBS Field Officer - Session Coordinator

Katherine Sheehan, Assistant Vice-President, Human Resources, Dalhousie University

Edith Hillan, Vice-Provost, Faculty and Academic Life, University of Toronto

Negotiating More Accountability: Faculty Performance

The speaker will discuss effective ways to imbed more accountability into faculty collective agreements.

Barbara Richards, FBS Field Officer - Session Coordinator

Dr. Deborah MacLatchy, Vice-President: Academic & Provost, Wilfrid Laurier University

K. 4:00 pm to 4:45 pm

Simultaneous Sessions 3

Current Issues at the Table and Negotiation Strategies (2)

Panelists from different parts of the country speak to issues and strategies associated with current/recent bargaining at their institutions.

Glenn Harris, FBS Field Officer - Session Coordinator

Maurice René de Cotret, Director, Employee and Labour Relations, Concordia University

Kelly Kummerfield, Associate Vice-President, Human Resources, University of Regina

Career Development Opportunities for Academic Personnel

FBS is engaged in a study of "Faculty Career Development" programs in Canadian universities. Based on a literature review and structured interviews with a number of Canadian institutions, the speaker will seek input on the preliminary findings. A final report will be prepared for FBS members.

Dr. Sharon Cochran, FBS Director - Session Coordinator

Jacques Samson, Former Director, FBS

L. 5:30 pm to 7:00 pm

Wine and Cheese Reception – Hicks Morley

A wine and cheese reception is being hosted by Hicks Morley, an Ontario legal firm that has been an active participant in FBS activities. This is an opportunity to network with colleagues in a lovely setting with a gorgeous view of Toronto. The office is within walking distance of the Radisson Admiral Hotel and is located at 77 King Street West, 39th floor.

Following the reception, you are encouraged to go out to dinner at one of Toronto's great restaurants. A suggested list of restaurants will be provided in your delegate binder.

Friday, November 9, 2012

A. 7:30 am to 8:15 am

Breakfast and FBS Service Update

B. 8:15 am to 9:15 am

Plenary Session: Legal Issues - Yearly review of Academic Contract Administration Cases

Michael Kennedy from Hicks Morley will present an overview of key caselaw developments in academic labour arbitrations over the past year.

Barbara Richards, FBS Field Officer - Session Coordinator

Michael Kennedy, Partner, Hicks Morley

C. 9:15 am to 10:15 am

Plenary Session: Academic Freedom

Last year (October 2011), the Association of Universities and Colleges of Canada (AUCC) adopted a new Statement on Academic Freedom replacing one that had been in place for almost a quarter of a century.

Following a meeting of its Council, the CAUT issued its own Policy Statement on Academic Freedom.

The panelists will discuss the differences between the two association's views on academic freedom and the implications for collective bargaining.

Nancy Sullivan, FBS Field Officer - Session Coordinator

Dr. Max Blouw, President and Vice-Chancellor, Wilfrid Laurier University

Dr. Thomas Chase, Provost and Vice-President (Academic), University of Regina

Jim Turk, Executive Director, CAUT

D. 10:15 am to 10:30 am

Break

E. 10:30 am to 12:00 pm

Plenary Session: Best Practices and Audit Questions Roundtable:

- **Tenure and Promotion Processes**
- **Career Progress, Merit and Salary Structures**
- **Appointment Processes**

Participants will work in small groups to discuss the FBS developed best practices and audit questions on three important academic topics: Tenure and Promotion Processes; Career Progress, Merit and Salary Structures; and Appointment Processes. The three reports on these topics will be provided in advance of the session and the recommendations and audit questions will be finalized based on input from the discussions.

Glenn Harris and Barbara Richards, FBS Field Officers - Session Coordinators

F. 12:00 pm to 12:15 pm

Closing Remarks

Brett Fairbairn, Chair of FBS Management Committee

Please note that meals provided on Friday include Breakfast and AM break.