



University of the Fraser Valley
Faculty and Staff Association

STRATEGIC PLAN 2016 - 2021

February 2017

MISSION

The mission of the Faculty and Staff Association is to promote and protect the welfare and professional interests of the association membership.

CORE VALUES

We measure our success by the improvements for those members who are most vulnerable. We will protect the rights of our members and the integrity of our collective agreement. To this end, the Faculty and Staff Association is guided by the following values:

Accountability

We demonstrate competence in our representation of members. We engage in regular assessment of our actions and activities. We practice responsible stewardship of association resources. We operate in a transparent manner.

Collegiality

We work to promote an environment where responsibility and authority (including governance) is shared among our members, as well as with the employer.

Consensus Building

We seek to mediate our differences through building consensus; in other words, we work with our members to find an end result that they can live with without compromising the interests of other members.

Diversity and Inclusiveness

We respect and accept the diversity of our members, and we celebrate the richness of our differences. We strive to provide a safe, nurturing and positive space in which we can explore these strengths and differences. We work to provide an environment where all members, particularly those who might otherwise feel excluded or marginalized, are included. We are committed to ensuring a work environment free from discrimination, harassment and bullying.

Due Process and Natural Justice

We work to ensure that all our members are afforded the equal and fair process accorded them by law and our collective agreement. We rely on principles of natural justice to ensure due process: audi alteram partem, or “the duty to give persons affected by a decision a reasonable opportunity to present their case” (i.e., the right to be heard); and, nemo iudex in causa sua debet esse, or “the duty to reach a decision untainted by bias.”

https://www.concordia.ca/content/dam/common/docs/policies/official-policies/2011_Natural_Justice.pdf)

Engagement

We actively promote solidarity and members' commitment to the association and its goals by educating members, building and supporting relationships between members and the association, and by encouraging and providing opportunities for members to act on that commitment.

Equity

We seek to be fair, unbiased, and just in our actions. We will endeavour to ensure that all members have access to the resources, opportunities, power and responsibility necessary for them to reach their full potential.

Fair Process

We believe in involving members in the decisions that affect them. We will seek members' input and provide the opportunity for peer review. We respect individuals for their ideas. Where appropriate, we clarify expectations arising from decisions.

Integrity

Our actions and decisions are based on honesty and a strong commitment to moral principles and social justice. Our goal is always to do the right thing, regardless of the consequences. We adhere to the highest standards of conduct.

Respect for Democracy

We operate on the principles of democracy, which include: 1) the active participation of our members in the work of the association; 2) free and fair elections of representatives; 3) protection of the rights of our members; and 4) equal and fair application of policies and procedures.

Respect for Members' Autonomy

We respect our members' capacity to make informed, un-coerced decisions.

Transparency

We seek to operate within an environment of openness and accountability. It is important that our members understand the rationale behind our decisions and actions, and that we take responsibility for those decisions and actions. Communication among members is vital in ensuring transparency.

VISION TO 2021

The vision of the Faculty and Staff Association for 2016 to 2021 has two main areas of focus.

First, we envision members with a greater understanding of each other and engaged in the association through events and as well as knowledge of leadership and issues evidenced through solidarity. There will be greater access to information and records for members across institutions and access to the history of the FSA.

Second, we envision a healthy relationship between the University and the Faculty and Staff Association. This will be evident through the employers' consultation with the FSA regarding institutional needs and decisions. The FSA will be valued for its input on jobs, benefits, and employee health and wellness. Workload issues will be resolved and the FSA will be involved in academic co-governance.

STRATEGIC INITIATIVES FOR 2016 - 2017

Member Engagement

Building shared values and solidarity through activities and events.

Labour-Management & Governance

Addressing workload issues; building relationships between the association and the UFV Board, faculty councils, and students; offering training for members engaged in association activities; sharing information and consulting with members.

FSA Operations

Reviewing executive structure; focusing on communication; improving records management; addressing constitutional changes.

GOALS AND ACTIVITIES FOR 2016 - 2017

Member Engagement

1. Increase communication via:
 - Issues-based forums, e.g., workload, job descriptions, non-regular members, and other issues reflecting member concerns &/or rights
 - FSA participation at New Employee Orientation (late August)
2. Conduct surveys of the membership to establish priorities (once per semester?)
3. Focus on members' health and wellness:
 - Bring back fitness challenge
 - Hold social events (4 times/year)
 - Get support from management for events (e.g. nature walks, bowling, fantasy football pools)

Labour-Management & Governance

Priorities for Labour-Management include:

1. Establish bargaining priorities (long-term vision, preparation for 2019)
2. Fund staff ad hoc meetings regarding collective agreement rights, policy changes & updates
3. Establish new member welcome/orientation/lunch with executive member
4. Create member guide/virtual union card/outreach information

Priorities for Governance are targeted at the UFV Board, Senate, faculty councils and students and include:

1. Advocate for thorough consultation
2. Set up "shadow" Senate/Department head meetings to examine/explore alternative narratives for members serving on those bodies
3. Meet regularly with UFV Board chair ("Happy" meetings, focusing on community, charities, other joint interests) to build a congenial relationship
4. Resist attempts to divide issues into union vs academic issues

FSA Operations

1. Develop communications strategy
 - Streamline the process to approve and send member bulletins
 - Create a strategy on what issues we want to communicate/report on this year
 - Create themes for *Words & Vision*
2. Implement a records management system
 - Create and post job description for records management technician
 - Create database and complete data entry
3. Complete review of executive structure
 - September: form small subcommittee
 - October: develop scope questions
 - November to February: collect data (stats, descriptions, interviews)
 - March/April: complete data analysis
 - June: generate report
 - June/July: external review
 - July to September: review the election process and position terms (i.e., when which positions are up for election; even out the overlap). This requires constitutional changes for approval by the membership at next AGM
 - October: member forum for funding
4. Convene constitutional review committee (September 2016)