

Memorandum

Re: Recommendation for Bernice Schrank Award

Date: March 23, 2022

To: CAUT Council

From: Brenda Austin-Smith, President

CAUT established the Bernice Schrank Award in 2013 to recognize outstanding contributions to the enforcement of academic staff workplace rights through grievance/arbitration.

On behalf of the Executive Committee, I am very happy to recommend that this year's Award be presented to Dr. Sheila Embleton, Chief Steward for the York University Faculty Association. The nomination letter for Dr. Embleton speaks of her service to YUFA's approximately 1600 faculty, librarians/archivists and post-doctoral visitors in the role of Chief Steward since June 1, 2011. Her service to YUFA is extensive and includes participation as a bargaining team member in two separate rounds of bargaining (2015 and 2018), being an active member of the Joint Committee on the Administration of the Agreement (JCOAA) and the Long Range Planning Committee (LRP) (both since 2011), participating in a 2019 Equal Pay Exercise that addressed intersectional discrimination (one of the first exercises to go beyond gender and also consider colleagues who identify as racialized or Indigenous), regularly participating as a member of YUFA's Executive Committee and Stewards' Council, working in various side-tables, joint committees and sub-committees, and meeting on a regular basis with the employer since the start of the pandemic at the "COVID Table".

Dr. Embleton has extensive experience representing members involved in complaints, grievances, accommodations, and harassment issues. Her service uniquely positions her to connect individual, group, and policy issues, and to advocate accordingly and effectively.

Her service extends provincially, including regular participation in the Ontario Confederation of University Faculty Association's (OCUFA's) Grievance Committee. Sheila has been a panel presenter and a facilitator for Grievance Officer Orientation Workshops and has presented to six other OCUFA panels, and OCUFA's University Finance Committee. Sheila has also contributed her academic and professional expertise to OCUFA publications on globalization of education and internationalization policies.



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Sheila has extensive national service through CAUT. She was a member of a CAUT Investigatory committee involving Laurentian University. She regularly participates in the CAUT Senior Grievance Officer Workshops, and Equity Conference as a panel presenter and facilitator. Since 2016, Sheila has facilitated and led eleven CAUT grievance handling workshops to academic staff associations across the country. She has been a facilitator/leader of two CAUT Equity workshops; one in 2018 and the other in 2020. She has also participated as an Advisory Group member on CAUT's Independent Review of Federal Support for Fundamental Research.

It is a great pleasure to recommend Dr. Sheila Embleton for this award.