

# **LUFA Ad Hoc Committee on Administrative and Governance Structure**

**(Approved by LUFA Executive on June 11, 2021  
Revised: April 13, 2022)**

## **Purpose:**

The purpose of the LUFA Ad Hoc Committee on Administrative and Governance Structure is to ensure that LUFA has the capacity to meet the needs of the organization in an evolving collective bargaining environment.

The Ad Hoc Committee shall:

- (i) review and evaluate the adequacy and effectiveness of current Administrative Support,
- (ii) review current LUFA Bylaws in view of best practice models, and
- (iii) review the current set and terms of reference of LUFA committees, identify gaps, redundancies and roles in the context of the needs of the organization.

The Ad Hoc Committee shall submit an interim report by August 31, 2021 with final recommendations to the LUFA Executive at its January 2022 meeting. The Executive shall bring recommended changes to a Special General Meeting of the Membership to be held early in 2022.

**Directives:** The Ad Hoc Committee shall

1. Review Faculty Association administrative support structure at other similar-sized Post Secondary Institution in Ontario (e.g., Brock, Laurentian, Laurier, Trent, Nipissing, UOIT, Windsor, etc.) and similar institutions in other provinces (e.g., UNBC). Compare the current LUFA's administrative support structure with other associations.
2. Review Committee structure of other Faculty Associations in Ontario ((e.g., Brock, Laurentian, Laurier, Trent, Nipissing, UOIT, Windsor etc.) and Faculty Associations in other provinces in Canada. Compare LUFA's Committee structure with other associations.
3. Consult OCUFA and CAUT as needed.
4. Consult Executive members.
5. Prepare final recommendations, which are suitable for LUFA and, more importantly, financially sustainable for the Association.

**Meetings:** The committee shall determine the time, place and frequency of meetings.

**Composition:** President, Vice-President, Treasurer, Chief Grievance Officer and Chief Negotiator. LUFA Treasurer will serve as Chair of the committee.

**Term of Office:** The term-end on 31 May 2023.

***Rationale:***

*The work of the Faculty Association is becoming more and more complex. University administrations and Board of Governors have now embraced corporate-sector practices and make extensive use of in-house and external and specialized legal experts in collective bargaining, labour law, pension and benefits, risk management and much more.*

*At the same time, provincial governments, regardless of political stripe, become actively interventionist in the university sector. Attempts to co-opt the university sector to be an arm of government are on-going. Performance-based funding, legislation to restrict collective bargaining rights and other funding initiatives that favour political objectives du jour (micro credentials, freedom of speech) are outright challenges to the independence of universities. The current political landscape compels us to understand labour laws and mobilize members to fight for Academic freedom, tenure, and better working conditions. The Laurentian situation also forces us to realize that LUFA has a role in ensuring the on-going solvency of the university as well.*

*Constant monitoring of these external trends and events is critical and is required to keep the membership motivated in LUFA activities. We have been successful on many fronts, but we need to do more work to meet many future challenges. Internally, LUFA has a role to play to ensure the bicameral system of governance, works. An active, engaged and effective Senate driven by academics (not administrators) is a necessary balance to the potential unchecked powers of corporatized administration. To address these many issues, we need to look at the structure of LUFA and review decades-old Bylaws to bring them in line with the current practice.*