



UNIVERSITY OF REGINA
FACULTY ASSOCIATION

Executive Summary- Council of Representatives Strategic Planning Survey

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Background

The URFA Council of Representatives (COR) is undergoing the process of working to create a strategic plan for the Association. At the April 9, 2019 COR meeting, members of COR broke into groups to discuss how to move forward with the creation of the strategic plan. The COR groups identified what they saw as key themes for the strategic plan. COR decided to put those themes forward to the membership in a survey in order to identify what the top priorities of the members are before moving forward with the development of a strategic plan.

About the Survey

The survey featured a list of the eight themes identified by COR at their last meeting in March. The survey asked members to rank the themes in order from 1 (most important) to 8 (least important). The survey also asked members to leave any comments, suggestions, or feedback that they might have. The survey was launched on May 7, and was open for two weeks before it was closed on May 22.

Survey Results

In total, 175 members completed the survey over the course of two weeks. Multiple reminders were posted online and in the URFA E-Newsletter.

Members who completed the survey identified the following as “most important”:

1. Bargaining Preparation (43 survey respondents)
2. Communication (30 survey respondents)
3. Member Education (27 survey respondents)
4. URFA member rights and orientation for new members (25 survey respondents)
5. Member mobilization (16 survey respondents)
6. Grievances and other forms of dispute resolution (15 survey respondents)
7. URFA Policies and policy gaps (10 survey respondents)

8. Governance (9 survey respondents)

Members who completed the survey identified the following as “least important”:

1. Governance (71 survey respondents)
2. Member mobilization (32 survey respondents)
3. URFA member rights and orientation for new members (22 survey respondents)
4. URFA policies and policy gaps (16 survey respondents)
5. Member education (12 survey respondents)
6. Grievances and other forms of dispute resolution (11 survey respondents)
7. Bargaining Preparation (10 survey respondents)
8. Communication (1 survey respondent)

Some of the comments and suggestions from members included the following:

- Prioritization of Equity
- Creating a healthy workplace
- Develop full awareness of action items from the Truth and Reconciliation Commission
- Many of the items provided are interconnected and feed into each other
- Make sure the plan includes all members and does not divide the membership
- Being critical of university governance

Conclusion

Members ranked bargaining as their highest priority, which is not entirely surprising considering that members likely pay more attention to what is going on at URFA when their collective agreements are being negotiated. The fact that URFA also recently concluded lengthy negotiations with our largest bargaining unit that included a strike mandate, mediation, and the serving of strike notice means that bargaining is likely still top of mind for many. Communication and member education were also ranked as high priority, both of which URFA is currently working on through the implementation of our Communications strategy.

Governance was ranked as the lowest priority by the majority of survey respondents. Member mobilization was ranked as second lowest, followed by URFA member rights and orientation for new members. This does not mean, however, that they are not important, or are not a priority for members.

As noted in the comments, Equity issues need to be taken into consideration. Addressing reconciliation and the TRC Calls to Action are also important to consider when moving forward with the strategic plan, especially considering that URFA represents members at the First Nations University of Canada (FNUUniv). All members, including those at FNUUniv, APT members, sessionals, and those who work off campus need to be considered as well. Many of the themes members were asked to prioritize are interconnected, and a strategic plan will consider how all of the themes work together.

Taking the results of the survey into consideration, COR should continue moving forward with the next steps in developing a strategic plan as identified in the process agreed upon by COR members and reflected in the April 9, 2019 meeting minutes.