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Faculty Association of the University of Windsor
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The Faculty Association of the University of Calgary
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Trent University Faculty Association
The Faculty Association of Grant MacEwan University
Dalhousie Faculty Association
Concordia University Faculty Association
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Special Thanks to the COFAS 2018 Organizers:

Site Coordinators

Haida Antolick
Heather Penny

Agenda Coordinators

Annabree Fairweather
Lori Morinville

COFAS 2019 Logo

Leanne Rosinski



Thunder Cove and Teacup Rock



Welcome to Charlottetown, we hope to make your stay most enjoyable.

[Delta Hotels by Marriott Prince Edward Island](#)

18 Queen Street, Charlottetown, PEI, C1A 4A1

Phone (902) 566-2222

Check-in 3:00 p.m.

Check-out 12:00 noon

WI-FI Network "Delta_Conference"

WI-FI Password "conference"

Thursday, May 30, 2019

6:00 – 8:00 Archibald Campbell Room
Registration and welcome reception
Join us for refreshments, fun and food

Extra Activities:

Friday, May 31 @ 7:00 a.m.
Walking tour of downtown
Charlottetown



Friday, May 31, 2019 – Archibald Campbell Cartier

7:00 – 8:00	<i>Walking tour of downtown</i>
8:00 – 8:45	Breakfast and registration continued
8:45 – 9:00	<i>Introductions - welcome</i>
9:00 – 5:00	<i>Crucial Conversations, one-day workshop on developing communication skills for difficult conversations.</i> This is a one-day skills-based professional development workshop that focuses on developing communication skills for difficult conversations. brochure link
12:00 – 1:00	Lunch – provided in meeting room
7:00 – 10:00	Langevin Tilley Tupper Room Group Dinner (included in conference registration)

Saturday, June 1, 2019 – Archibald Campbell Cartier

8:00 – 8:45	Breakfast – provided in meeting room
9:00 – 10:30	<i>Business Meeting</i>
10:30-10:45	Break
10:45 – noon	<i>Salary Survey</i> Brigitte Schotch (Survey Queen)
Noon – 2:00	Lunch – on your own, invite a new friend!
2:00 – 2:45	<i>Diversity & Equity</i> Talking the Talk: Understanding LGBTQ2S+ Language This panel will explore the topic of equity, both from the realm of staff supporting elected officials and from the perspective of colleagues employed by an Association. It will introduce participants to developments in LGBTQ2S+ verbiage while exploring how the language used within a workplace can affect equity. The panel will conclude with a candid discussion on the benefits and challenges associated with creating a diverse and equitable workplace, offering time for questions. Derrick Antson (MRFA)
2:45 – 3:00	Break
3:00 – 4:30	<i>“Task Specific” Round Table Discussion</i>

3:00 – 4:30 ***“Task Specific” Round Table Discussion***

4:30 ***Mug/Swag Exchange***

This is an opportunity to bring swag from your association, university or city. There is an energetic exchange of items! Your part of the fun if you bring an item.

Sunday, June 2, 2019 – Archibald Campbell Cartier

8:00 – 8:45 am Breakfast – provided in meeting room

9:00 – 10:30 ***Setting Boundaries: How to Draw the Line When You have No Idea Where to Put it!***

Boundaries represent the basic guidelines for how we want to be treated; they are the limitations that we set in order to protect ourselves from developing unprofessional, unethical, confusing or conflicting relationships. Our ability to set clear boundaries is key to ensuring that our relationships are mutually respectful.

Boundaries are healthy, normal, and often necessary. This panel discussion will explore the importance of setting boundaries in various facets of our professional lives, including; with Faculty Members; with the University Administration; with our Faculty Association’s executive committees; and with other staff members. This discussion will also explore the importance of setting professional and personal boundaries to ensure work-life balance.

Brianne Carlson (APUO)
Jeff Braun-Jackson (YUFA)
Nick Driedger (AUFA)
Genevieve Robichaud (CUFA)
Donna Sindaco (UNBCFA)

10:30 Break

10:45 – 11:45 ***Indigenizing/De-Colonizing Faculty Associations***

Indigenous people are underrepresented on faculty associations, so non-Indigenous members and staff need to do a lot of the work of Indigenization, while being sure to centre on and support Indigenous people. This session provides advice and ideas for faculty associations wanting to participate in Indigenization work on campus, including some tips for getting started and not doing it (entirely) wrong.

Laura McDonald (FAUW)

11:45 – 12:00 ***Thanks and Farewell! See you in Whistler – June 4 – 7, 2020***



Wendy Arnott

LANGUAGES:
ENGLISH

MASTER
CERTIFIED:



VitalSmarts
Virtual
Classroom

CERTIFIED:



In my free
time, I like
to: kayak, do
Pilates, travel &
cook for others

AREAS OF EXPERTISE

- Healthcare
- Government
- Non-Profit & Legal
- Organizational Effectiveness
- Leadership Development
- OD Consulting
- Coaching/ Executive Coaching
- Intervention Design & Delivery
- Change Management

NOTABLE CLIENTS

- St Joseph's Health Care
- London Health Sciences Centre
- Government of Yukon
- Amex
- Celestica
- Blue Coat
- Local Health Integrated Networks/ Community Care Access Centres
- Public Health Unit
- BC Nurses Union
- Roche
- Abbott Laboratories

EDUCATION

- Bachelor of Science** in Nursing from the University of Western Ontario
- Bachelor of Laws** from the University of Windsor

An international consultant and thought leader in culture change, Wendy is set apart by her ability to integrate her varied professional experiences into training and the VitalSmarts materials, adding value for the participants. She has helped design and develop large organizational cultural change, impacting over ten thousand employees.

Wendy inspires change by meeting people where they are at and engaging to help participants elevate their current practice. She does this in a way that is knowledgeable, safe, and fun. Participants experience the sense that they are adding to the knowledge they brought to the training so they can make their next improvement. She is comfortable doing this with all manner of audiences, across industries and levels of responsibility. She takes concerns seriously and holds them lightly as she partners with people to find sound, workable, practical behavioral improvements—through training or in speeches/presentations.

“Wendy is a **dynamic and relatable trainer** with an engaging style—she makes it comfortable to practice, question, and learn the concepts. She successfully creates an environment that is captivating and energizing.”

Training Participant

COFAS Speaker Bios

Diversity & Equity

Derrick Antson (MRFA) has a Master of Advance Studies in Peace & Conflict Transformation and a Bachelors in Philosophy. He believes that this background equips him to deconstruct the secretes of the universe, while his husband often jokes that it just equips him to win arguments. A proud dog-dad to two beagles, a volunteer with the Canadian Red Cross, and a former Trustee with the Lethbridge Public Library, and longstanding volunteer & activist within the LGBTQ2S+ community of Lethbridge, Derrick lives his life out and proud bringing a sense of humour and style to everything he does.

Setting Boundaries: How to Draw the Line When You have No Idea Where to Put it!

Brianne Carlson (APUO) is an east coast girl, living in Ontario. As an HR / LR professional, she has been working with the University of Ottawa for almost 10 years - the last 3 of which have been spent working as Grievance Officer with the APUO. Holding experience working with Members as first a representative of the Employer, and then as a representative of the Faculty Association - Brianne brings a unique perspective to handling Members' files.

Jeff Braun-Jackson (YUFA) is a staff representative with the York University Faculty Association. Among his portfolios are support for the YUFA Executive Committee and Stewards' Council. Jeff does his best to maintain some semblance of organization for meetings which often veer off in strange directions not to mention negotiating with various Officers who want time on the agenda.

Nick Driedger (AUFA) is the Executive Director for the Athabasca University Faculty Association. Prior to that he was a National Organising Coordinator for the Canadian Union of Postal

Workers and Local Executive Member for a number of years in the Edmonton local of CUPW."

Geneviève Robichaud (CUFA) completed her law degree in 1990 (UQAM) and was called to the Quebec Bar in 1992. She articulated at the Supreme Court of Canada (1991-2), followed by several years as an Associate lawyer with firms in Montreal. She has been with CUFA since 1996, where among other things, she is responsible for advising the Association and the members concerning the Collective Agreement and other related legal issues. She manages the Association's Appeals and Grievances, and also serves as a member of CUFA's Negotiating Team during collective bargaining.

Donna Sindaco, Executive Director UNBC-FA, has a diverse background in Human Resources Management, and came to UNBC in 1994 where she focused on developing best practices in recruitment, training & development, and employee recognition. In 2001, she moved into faculty relations and expanded her interests into labour relations and collective bargaining. Since 2011, Donna has served as the Executive Director for the UNBC Faculty Association where she oversees the operations of the Association, and her current interests are in human rights, accommodation, and disability management.

Indigenizing/De-Colonizing Faculty Associations

Laura McDonald (FAUW) manages communications and programming at the UWaterloo faculty association (FAUW). She has past lives as a magazine editor and musical theatre producer. Outside of work, she spends her time rock climbing, backcountry canoeing, and watching Marvel movies.

“Task Specific” Roundtables – Saturday, June 1st – 3:00 – 4:30

	Moderators
Communications/public relations	Laura McDonald, FAUW
Grievance handling and member services	Shari Maguire, BUFA
Event planning agendas, minutes and letters	Ilze Ceplis, UMFA
Finances and budgeting	Brenda Skayman, AUFA
Collective bargaining	Graham Baker, GMUFA
Research & policy development/analysis	Robin Jane Roff, UBCFA
Executive Committee liaison and support	Jeff Braun-Jackson, YUFA
Provincial Staff Table	Lise Robichaud, FNBFA