

Terra Garneau - Equity Officer

Vision Statement

I am running for the AASUA Equity Officer alongside Gordon Swaters (for President), Kristine Smitka (for Vice-President), and Randa Kachkar (for Treasurer), because we strongly believe the AASUA is at a critical juncture. Since 2017 our union has been in the process of adapting to its new-found right to strike - and now all of us are in a position to benefit from an engaged membership who have lived the experience of a tumultuous and arduous collective bargaining process.

A vote for each of the members of this slate is a vote to build on the learning experience of the recent round of bargaining. We have the advantage of having collaborated on AASUA's Executive over the last two years, which gives us the necessary experience to defend our members' desire to work at an institution that treats its academic staff with respect and dignity.

Here are some of the my accomplishments as your Equity Officer over the past 2 year term:

- I co-chaired the Employment Equity Joint Task Force that recommended the language on Employment Equity which is now included in our new Collective Agreement
- Completed the AASUA Equity Survey which has been used to
 - understand working conditions early in the pandemic,
 - obtain data we have not been provided through the employer's surveys,
 - inform the negotiations team in support of collective bargaining, and
 - to support and promote the need for additional resources for EDI initiatives.

We now have a baseline and can run this survey regularly.

- As a participant in UAT and SET activities. I asked about specific actions undertaken by U of A leadership to understand the impact on equity deserving groups of the University's restructuring and on if or how they will use GBA+
- I was the author of the [AAUSA UAT Survey Summary Report](#) that highlighted serious and significant issues showing how work has been downloaded to academic staff due to the UAT restructuring. Over 86% of our Equity deserving members have been impacted by UAT or SET. I had the privilege to present the report to the Provost and VP University Services and Finance at the February 28th meeting of the UAT Labour Committee.

I believe in equal opportunity and fair treatment. I am endeavoring to be an effective ally for our equity deserving members. And I am committed to stand up for collegial governance and your academic freedom. Please support me for another term to continue this important work.

Vote for experience, hard work, and inclusivity.

Brief Biography

Terra Garneau, P.Eng. received her B.Sc. in Electrical Engineering in 1985 from the University of Alberta. She holds a Management Development Certificate, and a Marketing Management Certificate both from the U of A. She worked as an Engineer and as a Product Manager with TELUS Communications for 15 years prior to joining the University as the Department APO in Electrical & Computer Engineering. She is currently with the Research Services Office as the Research Facilitator for the Faculty of Engineering and will soon be a member of the new Research Partners Network in the new Service Excellence Transformation (SET) administrative support structure.

Terra has been involved in AASUA since 2008 and the heart of that involvement has been an urge to contribute to the community of members of AAUSA.

AASUA Service

Association of Academic Staff, University of Alberta (AASUA) Member of AASUA Council (2008-12, 2014-16, 2019-22), Chair Administrative Professional Officer Standing Committee (2009-10) and Vice Chair (2008-09), Member of Research and Scholarly Activities Committee (2008-09, 2010-11) and Chair (2011-12), Member of AASUA Executive Committee (2009-10, 2011-12, 2019-22), Member of AASUA Finance Committee (2009-12, 2021-22), Member U of Alberta Renaissance Committee (2013), Member of AASUA Member Engagement Committee (2018-20), Member of the Joint Committee on University Planning and Budgets (2020-22), Member of the Job Action Committee (2021-22), Ex-Officio Member of the Governance Committee (2021-22), Equity Officer (2019-20, 2020-22), Chair of AASUA Equity and Diversity Committee (2019-20, 2020-22), Co-Chair of Employment Equity Joint Task Force (Nov 2019 to Feb 2020)

Publications

- 2022 “AASUA UAT Survey Summary Report”, Terra Garneau
- 2013 “Report of the Renaissance Committee, A Joint Committee of AASUA and Administration (on Behalf of the Board of Governors)”, JC Cahill, Jason Carey, Chris Cheeseman, Terra Garneau, Florence Glanfield, Lili Liu, Lu-Anne McFarlane, Ian MacLaren, Kisha Supernant
- 2010 CAURA National Conference, “Evolution of the Research Facilitator Initiative”, Terra Garneau and Joanne Simala-Grant