



SCHOOL OF  
MOTION PICTURE ARTS  
CAPILANO UNIVERSITY

July 6, 2023

President Dangerfield,

The faculty of the School of Motion Picture Arts (SMPA) and the School of Animation & Visual Effects (SAVFX) wish to express their support for colleagues, both in the CFA and MoveUP. The faculty also acknowledge the injustice and illegality of removing vacation pay from ostensibly valued employees, although this pay is already earned and cannot be “unearned.” The unnecessary and unwarranted hardship that has been imposed upon faculty will not only impact the health and well-being of faculty and their families, but also contribute to setbacks imposed on professional development, program improvement and preparation for fall courses. Many faculty are now doing their PD work during vacation time, as they have done for the last two summers due to Covid, work that is now both unpaid and unappreciated, and they do it because they care.

We also recognize that the language used in administration communications and their uncompromising position in bargaining - including threats of disciplinary measures, misinformation, grading of suspended courses by administration when learning outcomes have not been achieved – have contributed to a collective sense of anger, betrayal and disappointment. The disruption to employee/employer relations has been expressed by faculty across the university following the email from Laureen Styles, VP Academic and Provost, which many regarded as insensitive and disrespectful.

Faculty have received numerous communications from students expressing their sense of anxiety caused by the ongoing strike. There have been petitions (over 500 student signatures) and statements from concerned students to Senators (June 29, 2023), as well as an open letter from faculty Senators to the President (June 16, 2023), none of which has elicited a comprehensive response from senior leadership. The SMPA and SAVFX faculty note that this lack of communication from the President, Paul Dangerfield, raises questions about the sincerity of aspirational mission statements, such as Envisioning 2030, with its emphasis on health and well-being and the student experience. We anticipate there will be messages forthcoming from the President on moving forward and building bridges. However, at this point, the only concern for the quality of education and the well-being of the university community, apart from our dedicated union representatives, has been from the faculty, the support workers, and the students themselves.

The faculty of the School of Motion Picture Arts (SMPA) and the School of Animation & Visual Effects (SAVFX) support the process of mediation and hope this strike will end soon.

Michael Thoma - Chair, School of Motion Picture Arts  
Glenn Sylvester - Chair, School of Animation & Visual Effects  
Denise Gingrich – Faculty, Coordinator of Costuming for Stage and Screen  
Greg Coyes – Faculty, Coordinator of Indigenous Digital Filmmaking, Motion Picture Arts  
Dwayne Beaver – Faculty, Convenor, Motion Picture Arts, Indigenous Digital Filmmaking  
Andrea Klipp – Faculty, Convenor, Motion Picture Arts  
Suzanne Pierce – Faculty, Convenor, Motion Picture Arts  
Pat Suveg – Faculty, Convenor, Motion Picture Arts  
Adam Sale - Faculty, VFX Coordinator  
Craig Simmons – Faculty, 3D Coordinator  
Greg Klein – Faculty, 3D Coordinator  
Don Perro – Faculty, 2D Coordinator  
Michiel de Kraker – Faculty, 2D Coordinator  
Hilary Moses – Faculty, Animation Fundamentals Coordinator  
Brian Ganter - Faculty, English, Motion Picture Arts, Women’s & Gender Studies  
Karen Matthews - Faculty, Costuming  
Jack Silberman – Faculty, Motion Picture Arts, Documentary  
Randy Petersen - Faculty, Motion Picture Arts  
Debra Rurak -Faculty, Motion Picture Arts  
Lisa Kolisnyk - Faculty, Motion Picture Arts  
Jari Osborne - Faculty, Motion Picture Arts, Indigenous Digital Filmmaking  
John Penhall - Faculty, Motion Picture Arts  
Mary Frymire - Faculty, Motion Picture Arts, Documentary  
Jordan Hall - Faculty, Motion Picture Arts  
Nick Ogden - Faculty, Motion Picture Arts  
Harvey LaRoque – Faculty, Indigenous Digital Filmmaking  
Scott Weber - Faculty, Motion Picture Arts  
P Lynn Johnson - Faculty, Motion Picture Arts, Acting for Stage and Screen  
Derek Baskerville - Faculty, Costuming  
Danny Nowak - Faculty, School of Motion Picture Arts  
Chris MacIntosh - Faculty, Motion Picture Arts  
William Morrison - Faculty, Motion Picture Arts  
Jackson Davies -Faculty, Motion Picture Arts, Acting for Stage and Screen  
Marija Djordjevic - Faculty, Costuming  
Glen Evans - Faculty, Motion Picture Arts  
Karl Herrmann - Faculty, Motion Picture Arts  
Anthea Mallinson - Faculty, Costuming  
Johnny Tesoro - Lab supervisor, 2D  
Andy Bartlett – Faculty, 2D  
Johnson Chuang – Faculty, VFX  
Mohamed Ghoreishi – Faculty, 2D (Life Drawing)  
Juan Lopez de la Torre – Faculty, 2D  
Kent Sunde – Faculty, 3D and VFX  
Mitchel Deeming – VFX, Lab Supervisor  
Florian Wagner – Faculty, 2D