

# UTfA Newsletter

UNIVERSITY OF TORONTO *faculty* ASSOCIATION | No. 1 (2015–16) | APRIL 13, 2016

## Annual General Meeting 2016

Wednesday, April 20, 2016  
3:30pm to 6:00pm

Room KP108, Koffler House  
569 Spadina Avenue, Toronto

### AGENDA

1. Minutes of the Previous Meeting
2. Introduction of Brian Law and Jacob Nerenberg as the 2016 UTFA Al Miller Memorial Award Recipients and Oscar Chen and Helen Shen as the 2016 UTFA Undergraduate Tuition Award Recipients
3. Presentation of the UTFA Academic Citizenship Award
4. Reports of the Officers and Chairs of Committees †
5. Introduction of UTFA's New President
6. Constitution and Bylaw Amendments ‡
7. Special Joint Advisory Committee Update
8. Librarian Policy Project
9. Order of the Day, 4:45 to 5:45 p.m.  
Guest Lecture: "From Pilot Project to System Solution: Bringing Success to Scale in Canadian Health Care" by Dr. Danielle Martin, family physician and Vice-President at Women's College Hospital in Toronto and Assistant Professor at the University of Toronto in the Department of Family and Community Medicine and in the Institute of Health Policy, Management, and Evaluation.
10. Other Business and Questions from the Floor

† **The reports included here will not be read at the meeting.** However, the President, Vice-Presidents, Treasurer, and Committee Chairs will answer any questions. The 2014–15 audited financial statements are attached.

‡ Find proposed amendments at <http://utfa.org/agm16amendments>

*Members are invited to a reception after the meeting in the Main Lounge of the Faculty Club, 41 Willcocks Street.*

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The University of Toronto Faculty Association

720 Spadina Avenue, Suite 419

Toronto ON M5S 2T9

Phone (416) 978-3351 Fax (416) 978-7061

[www.utfa.org](http://www.utfa.org) | [faculty@utfa.org](mailto:faculty@utfa.org) | [fb.com/utfaculty](http://fb.com/utfaculty) | [@utfaculty](https://twitter.com/utfaculty)

## Report of the President

Greetings. The Annual General Meeting coincides with the arrival of spring (we assume!), the end of the winter term, and in many units, transition from one academic year to another. UTFA's calendar too turns over, with any vacancies on the UTFA Executive filled by the Council at its May meeting for terms commencing July 1. This year has seen an UTFA Presidential election as well. I want to offer my sincere congratulations to Cynthia Messenger, whose term will likewise begin July 1. I am looking forward to working with and supporting Cynthia during this period of transition. I also wish to thank Paul Hamel for his candidacy. UTFA's presidential elections comprise important opportunities for members to directly shape UTFA's direction (in my opinion, such opportunities are too few – see below); both candidates deserve our appreciation for facilitating direct member engagement.

With the election of Cynthia Messenger as your new President, I am approaching the end of my own run. While I have been President since July 1, 2012, I have been a member of the Executive Committee since July 2007; it is time for a change. I am extremely grateful that I have been given the opportunity to serve UTFA's extraordinary (and extraordinarily diverse) membership and the University of Toronto. UTFA will always be about and for its members, not its leaders. Our organizational strength and capacity to advocate flows from the active engagement and support of our members. We must never forget this.

Now is an important time for UTFA. I have served during a multi-year process of reform and renewal, on two fronts. The first involved modernizing our relationship with the University administration, seeking ways to enhance UTFA's role in crafting policies comprising terms and conditions of academic employment for faculty and librarians. The unparalleled professional achievements and expectations that distinguish faculty and librarians at U of T demand that such policies – including academic freedom, privacy provisions pertaining to academic records, appointments policies, processes governing significant academic reorganization, etc. – be of the highest procedural and substantive quality. Perhaps just as importantly, it is vital in any university worthy of being called as much (and certainly at U of T) that such policies meaningfully reflect the views of academics rather than being crafted in an environment of administrative excess. The recently concluded

Special Joint Advisory Committee process (SJAC), a collaborative initiative between UTFA and the Administration, was founded on these principles. SJAC resulted in several important changes that will shape the landscape of academic work at this University and the relationship between UTFA and Simcoe Hall for years to come.<sup>1</sup> In sum, SJAC resulted in:

- i. Changes to the policies and procedures governing tenure review, including greater transparency in the drafting of summaries of evidence from expert reviewers, extension in the time to tenure to six years, and the establishment of a pre-tenure professional development term normally free of assigned teaching and service.
- ii. Changes to the policies and procedures governing teaching stream appointments, including securitization and regularization of initial appointments, establishment of an interim pre-promotion review, introduction of professorial titles and ranks, and explicit recognition of the scholarly character of the stream (the latter meaning that teaching stream appointments at U of T are teaching *intensive* faculty appointments, *not* teaching *only* faculty appointments).
- iii. Modernization of the language on academic freedom in the UTFA Memorandum of Agreement, recognizing that academic freedom applies to research, teaching *and* service, and that academic freedom specifically covers creative or professional work undertaken by faculty and librarians in their capacity as U of T employees.
- iv. Establishment, for the first time, of a prescribed collegial process governing significant academic restructuring initiatives, designed to provide transparency and accountability when significant changes are proposed that may affect the configuration of academic units. The new policy deals with timelines, provision of information, and opportunity for collegial input.

<sup>1</sup> For more information on SJAC, visit our website (<http://utfa.org/agm1601>), and see in particular SJAC Information Report #7 (<http://utfa.org/agm1602>).

- v. Significant reform and update of the UTFA Memorandum of Agreement, the foundational document that prescribes the role of UTFA at U of T. Changes to the MoA are highlighted by a new, formal negotiating process for UTFA and the Administration to engage over proposals for changes to existing policies or the establishment of new policies that are of a significant, University-wide character and that comprise terms and conditions of employment for faculty and/or librarians. This new process includes provision for good faith and full scope bilateral negotiation, but also third party facilitation and fact-finding when the parties are unable to agree on their own. Establishment of effectively full scope collective bargaining rights over monetary and non-monetary terms and conditions of employment, and a new dispute resolution process for those matters excluded from arbitration, ends years of stalemate between UTFA and Simcoe Hall over the severe limitations of our previously antiquated and dysfunctional MoA. The modernization specifically brings to an end the era of important academic policies frozen in time without adequate means to modernize or supplement them. It also, hopefully, will improve collegiality and accountability. We shall see.

I mentioned earlier a second process of reform and renewal. Here I refer to internal changes to UTFA designed to increase member engagement and to enhance, in turn, the accountability of UTFA's leadership to its members. While the President is directly elected by the members, this is an exception. Other members of the Executive are elected or appointed by the UTFA Council, the latter being the principal decision-making body of UTFA on most matters. In February of 2007, UTFA Council established the Membership Committee, whose Chair was regularized as a member of the Executive in 2008. The Membership Committee serves many functions in supporting other members of the Executive, but the primary focus is to enhance membership outreach and engagement and to make UTFA more responsive and accountable to its membership. Last year, we also established a new committee representing retired members and the Chair of that committee also holds a seat on the Executive. Less formally, in recent years, we have made concerted efforts to consult members more directly and more often by using surveys, by directly circulating bargaining proposals prior to tabling them, and by conducting extensive in-person consultations in the form of department visits and focus groups. I certainly hope these initiatives will continue. With UTFA's new capacities comes

*With UTFA's new capacities comes an enhanced responsibility to ensure that our leadership, our negotiating teams, and our representatives on bodies such as the University Pension Committee represent the Association in ways that reflect the views of our membership.*

an enhanced responsibility to ensure that our leadership, our negotiating teams, and our representatives on bodies such as the University Pension Committee represent the Association in ways that reflect the views of our membership. We might, for instance, consider moving to direct member ratification of negotiated settlements, as certified unions must do. While there are certainly some members who do not want to see UTFA become certified, there is simply no question that the Labour Relations Act prescribes a higher standard of internal democracy than UTFA now meets. Nothing prevents us from closing that gap and we need not certify to do so. It is a simple matter of constitutional reform. Our strength is our membership; we need to use it.

I look forward to reading about UTFA's future initiatives, a drink in my hand and my toes in the sand as it were. It has been my privilege and honour to represent you, UTFA's members. Thank you for that. I also want to acknowledge and thank all those with whom I have worked in recent years, including Executive members, Council members, Committee members, staff, and external lawyers and consultants. I wish all of you the very best.

Scott Prudham  
President

# Report of the Vice-President, Salary, Benefits, Pensions and Workload

## New UTFA Settlement, July 2014 – June 2017

Following a lengthy period of bilateral negotiations, a new agreement for 2014–2017 was finally secured through a combination of mediation and arbitration in December of 2015. Across-The-Board salary increases, awarded by arbitrator William Kaplan, amounted to 5.5% over the life of the agreement. The overall value of the agreement, taking into account one-time-only increases and improvements in benefits, will be approximately 6.5%. The settlement compares well with recent settlements in our sector. Full details are available on the UTFA website (<http://utfa.org/agm1603>).

Of particular note in the settlement, UTFA agreed to a 1% pension contribution increase that will come into effect on the last day of the current agreement (June 30, 2017). Offsets for this increase came in the form of flat dollar increases and an annual pro-rated payment into a Health Care Spending Account for all faculty and librarians, effective July 1, 2017. The multi-faceted settlement (which I would encourage all members to consult) also includes increases to amounts in the PTR pools, improvements in PERA and Research and Study Leave compensation, and revisions to the Workload Policy designed to further strengthen its underlying principles of transparency and collegiality. UTFA and the University administration also agreed to a fixed flat dollar ATB increase for 2016–17 on annual salaries above \$158,000 and a corresponding increase in amounts available for PTR distribution. The Administration and the arbitrator resisted our proposal for fully augmented pension indexation, while in turn UTFA successfully resisted the Administration's effort to restrict benefit improvements to pre-retirement faculty and librarians only. Members of UTFA's bargaining team were generally pleased with the outcome of this round of bargaining, although they remain frustrated by the length of time needed to reach an agreement.

I would like to thank the members of the bargaining team:

- Bobby Glushko – Scholarly Communications and Copyright Librarian
- Paul Hamel – Professor, Department of Laboratory Medicine & Pathobiology
- Linda Kohn – Professor, UTM Biology
- George Milbrandt – Retired Professor, Faculty of Education

*The overall value of the agreement, taking into account one-time-only increases and improvements in benefits, will be approximately 6.5%.*

- Cynthia Messenger – Associate Professor, Teaching Stream, Director of the Writing and Rhetoric Program, Innis College
- Scott Prudham – Professor, Department of Geography and Planning and School of the Environment
- Katharine Rankin – Professor, Department of Geography and Planning

The team received expert advice and representation from Steven Barrett and Emma Phillips of Goldblatt Partners and from Hugh Mackenzie (Hugh Mackenzie & Associates).

I would also like to thank Chris Penn for managing the complex and ever-changing schedule of meetings and for providing us with all manner of logistical support throughout the process.

I want to single out UTFA's General Counsel, Heather Diggle, for particular thanks. She provided the bargaining team with invaluable technical, legal, and editorial advice at every stage of this process. Her scrupulous attention to detail and her ability to keep the minutiae of multiple issues in her head at any given time made my job far easier and helped to ensure the success of our efforts.

## Pension Reform

In response to government pressure, several universities in Ontario recently began exploring the possibility of developing a new, multi-employer Jointly Sponsored Pension Plan (JSPP). Discussions are proceeding among interested university administrations (under the auspices of the COU, the Council of Ontario Universities) and among faculty and staff unions and associations (under the auspices of OCUFA, the Ontario

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Confederation of University Faculty Associations). UTFA has participated in multiple meetings with these various parties and with our Administration and union representatives here at the University of Toronto. Conversion to a JSPP would offer greater transparency and a genuinely shared role in plan governance. Many believe that JSPPs also promise greater long-

term political and fiscal sustainability. On the other hand, the JSPP model necessarily implies shared risk, and its long-term success will also depend, like any pension plan, on a sound design structure. UTFA intends to monitor all developments closely with a view to securing the most sustainable long-term model for our pension plan and with the intention of providing members with a full account of all options going forward. In addition to reporting on these developments to UTFA's Executive and Council, we organized a town hall on the JSPP option in the fall of 2015, and we plan to hold another such town hall if and when a detailed proposal for conversion to a multi-employer JSPP has been tabled. We have posted documents pertaining to the multi-employer JSPP initiative on the web page of the Salary, Benefits, Pensions and Workload Committee (<http://utfa.org/jspresources>).

Paul Downes  
Vice-President, Salary, Benefits, Pensions and Workload  
Chief Negotiator

## Report of the Vice-President, Grievances

### Tenure Issues

During 2015–2016, the Grievance portfolio won two tenure appeals at the University Tenure Appeal Committee. In each case, UTAC granted a second tenure committee, which is the only possible result of a successful tenure appeal. In recent years, UTFA has secured a small number of second tenure committees through negotiation with the Office of the President.

The Grievance portfolio is currently advising seven tenure candidates, including one who has received a tentative negative recommendation. This is a lower number than we encountered last year at this time. As we do each year, we urge tenure and teaching stream candidates to contact UTFA if they see *any* negative language in the summary of evidence coming from the chair of the tenure or promotion committee. The Grievance portfolio gives *confidential* advice on the response to the summary of evidence and/or the tentative negative recommendation. Concerned candidates should use the following email address: [faculty@utfa.org](mailto:faculty@utfa.org).

### Statistics

Currently UTFA is handling approximately 75 open files (both grievances and tenure files). In 2014–2015, 70 candidates were reviewed for tenure, and 2 were denied. In the same year, 7 librarians were reviewed for permanent status denials,

and none was denied. At the time of writing, UTFA knows of one denial in the teaching stream for 2015–2016.

### The Grievance Process

Recognizing the importance of succession planning, the Grievance portfolio has actively engaged in training this year. Two members of the UTFA Executive, Claude Evans and Terezia Zoric, have undertaken intensive training. The Grievance portfolio has also offered training to a wider group of Grievance Committee members who have expressed interest in learning more about the broader legal and policy landscape in which grievances are argued.

Once again this year, UTFA has participated in productive mediation with the University's external Grievance Review Panel Chair, Mr. William Kaplan. Mediation helps resolve disputes in a timely and cost-effective manner. Over the past few years, through mediation, UTFA has resolved cases on matters ranging from academic misconduct to salary anomaly.

### SJAC Negotiations for the Teaching Stream

During the summer and fall of 2015, teaching stream faculty opted in to the revised appointments policy that granted them professorial title, a regularized appointments process, and the right to be given credit for discipline-based scholarship related to teaching. I served as chief negotiator for these landmark



changes, and I am serving as chief negotiator for the current round of talks on the promotion to full professor in the teaching stream. I am grateful to my actively engaged SJAC negotiating team: Claude Evans, Jun Nogami, and Terezia Zoric. We hope to reach agreement on a policy that will go through University governance in the fall of 2016. We at UTFA would like to see the first round of promotions to full professor in the teaching stream completed by spring 2017.

### Policy Change

Through handling grievances, we in the portfolio are able to identify weaknesses in policy. Badly needed revisions to the Policies for Librarians are well under way. I believe that UTFA must also build consensus on the challenging task of revising the following: the evaluation of teaching (including the online forms); the Policy and Procedures on the Employment Conditions of Part-Time Academic Staff; the policy on CLTAs; Sexual Harassment: Policy and Procedures; and the Tri-Campus Framework and Letter of Understanding.

### Tenure Workshop

I am pleased to announce that the UTFA Appointments Committee will take over the annual Tenure Workshop, starting spring 2016. Many thanks to the chair of that committee, Michael Attridge.

### Grievance Committee

I would like to acknowledge this year's Grievance Committee, whose keen interest and advice I value.

*We would like to see the first round of promotions to full professor in the teaching stream completed by spring 2017.*

### Thanks

Our members are well served by UTFA's lawyers, to whom I extend my heartfelt thanks: Reni Chang, Heather Diggle (General Counsel), and Alison Warrian (who left UTFA's employment in the fall of 2015). Grievance Assistant Rus-candra Schmelzer continues to provide crucial administrative support, as do Chris Penn and Marta Horban. Once again this year I must acknowledge the expertise of Goldblatt Partners (formerly Sack, Goldblatt, Mitchell), who are always ready to help UTFA's members. I would like to close the last AGM newsletter report that I will write as Vice-President, Grievances, by thanking Scott Prudham, who has served UTFA with strength and conviction and whose abilities as a negotiator have brought about profoundly important changes in policy and practice at U of T.

Cynthia Messenger  
Vice-President, Grievances

## Report of the Vice-President, University and External Affairs

As Vice-President, University and External Affairs, I represent UTFA on the Board of OCUFA and on the Ontario caucus of CAUT. Both organizations have vigorously pursued the concerns of faculty and librarians this past year, especially around issues of contingent faculty, the casualization of teaching, and confrontation of sexism and sexual violence on campus. These themes, plus the implications of (welcome) leadership change in Ottawa, dominated the agenda of the CAUT Council meeting in November.

I liaised for UTFA and OCUFA on three provincial initiatives:

1. The Changing Workplaces Review, with Special Advisors C. Michael Mitchell and The Honourable John C. Murray: UTFA was represented at the Toronto consultation on September 18, where UTFA Equity Chair, Terezia Zoric, made a formal presentation for UTFA. The presentation was developed by Terezia, Cynthia Messenger, and me, with OCUFA's Donna Gray and Brynne Sinclair-Waters. A March 17 conference call brought us up to date on the report, now due for completion in November;
2. The University Funding Formula review: this is currently under way; and

*Achieving gender wage-parity through legislation and anomaly processes at universities is already in place at 12 Ontario universities.*

3. Ontario’s Action Plan to Stop Sexual Harassment and Violence: this was released on International Women’s Day, March 8.

March 8 was also OCUFA’s annual Advocacy Day at Queen’s Park, at which I represented UTFA on three issues:

1. Hiring more full-time faculty as a counter to Ontario’s rising student:faculty ratios (30:1), already the highest in the country;
2. Support for creating an arm’s-length higher education data agency with stakeholder participation as a counter to the awarding of funding on the basis of performance metrics; and
3. Achieving gender wage-parity through legislation and anomaly processes at universities: this is already in place at 12 Ontario universities. Of note on this front is that the 2014–2017 Salary, Benefits, Pensions and Workload settlement with the University of Toronto administration establishes a working group on anomaly adjustments.

We met with Peter Tabuns, NDP MPP for Toronto—Danforth, Yvan Baker, Liberal MPP for Etobicoke Centre and Parliamentary Assistant to the President of the Treasury Board, Han Dong, Liberal MPP for Trinity—Spadina and Parliamentary Assistant to the Minister of Training, Colleges and Universities, and Gila Martow, PC MPP for Thornhill.

**University Affairs**

The U&EA Committee has the pleasure of recommending UTFA student award recipients. Considerations for both awards included financial need and demonstrated academic achievement. The winners of the Al Miller Award for full-

time PhD students are Brian Law, 4<sup>th</sup> year Computer Science, and Jacob Nerenberg, 6<sup>th</sup> year Anthropology. Our Tuition Bursary Award goes to Oscar Chen, 4<sup>th</sup> year Trinity College, Computer Science, and Helen Shen, 4<sup>th</sup> year, Finance Specialist/Economics Major, Writing and Rhetoric Minor, University of St. Michael’s College.

As VP-U&EA, I serve on the Joint Committee that brings together UTFA and senior Administration officials to confer on ongoing operational and policy issues. I also serve on the leadership team of the University of St. Michael’s College unit. Representing UTM Teaching Staff, I will commence my second three-year term on the Academic Board of Governing Council, and have served for two years on the Planning and Budget Committee.

Along with UTFA staff, notably Marta Horban, Chris Penn, and Aylwin Lo, and in particular, Membership Chair, Judith Taylor, I helped organize, then MCed, the 2016 C.B. Macpherson Lecture. The lecture, *Anger and Revolutionary Justice*, was presented by Martha C. Nussbaum, Ernst Freund Distinguished Service Professor of Law and Ethics, Philosophy Department and Law School, University of Chicago.

Monthly community meetings coordinated by Deborah Cowen, Geography – The List – have been one positive upshot of the 2015 strike of CUPE local 3902, Unit 1. With Deborah, I organized and moderated a February 25 evening on Science at the University of Toronto. The panel included Patricia Ocampo, Dalla Lana School of Public Health, on tri-council funding; UTFA Executive member Paul Hamel, Laboratory Medicine, on medical research and governance in Medicine; Robert Fajber, PhD student, Physics, on graduate student funding and workload; and Geoffrey Scott, Post-Doctoral Fellow (PDF), Mathematics, on the politics of locating a PDF, life as a PDF, and employment prospects for PhDs after completing one or more PDFs. On this evening, as usual, participants brought a breadth of perspectives seriously needed for critical evaluation of our research and training models.

Last, I thank fellow UTFA Executive members for their support and ideas, with special thanks to members of the University and External Affairs Committee. I also thank Terezia Zoric, Judith Taylor, and Connie Guberman for responding with their expertise to my interest in building UTFA involvement in the revision of the University policy on sexual harassment.

Linda Kohn  
Vice President, University and External Affairs



## Report of the Treasurer

Greetings from the Treasurer. I first need to acknowledge the fantastic work of Marta Horban and Rucsandra Schmelzer in supporting this portfolio and UTFA's members. We are extremely fortunate to have both of them on staff and to benefit from their careful oversight of the financial aspects of the Association. Detailed supervision of the renovation of the new office space at 720 Spadina recently acquired by UTFA has also been an extra burden on Marta in particular; she has spent an extraordinary amount of time and energy to ensure completion of this project. It has been a real pleasure working with both Marta and Rucsandra over the past year.

As for the finances in particular, we remain on target for the budget estimations that were presented at the beginning of this academic year. There have been no unanticipated costs to the Association. Our projection of the time frame for a number of the expenses, particularly those of the renovation, remains within the range of our estimates. We have had an unanticipated increase in revenue due to the final Salaries, Benefits, Pensions and Workload settlement with the Univer-

sity Governing Council achieved this past year but retroactive to July 1, 2014. The budget next year will necessarily take these increases into account.

The investment portfolio also remains in very good shape, although some losses were incurred over the year as a result of downturn in a number of the financial instruments in the portfolio. As established previously and as reinforced this year at a meeting of the Financial Advisory Committee, our investment portfolio maintains a balance of 50% equities ( $\frac{1}{3}$  Canadian,  $\frac{1}{3}$  US,  $\frac{1}{3}$  international) and 50% fixed income. Ultimately, we are comfortably ahead of the original projections in our portfolio.

It has been a pleasure and an honour to be the UTFA Treasurer this year.

Paul Hamel  
Treasurer

## Report of the Chair of the Appointments Committee

The Appointments Committee advises UTFA Council and Executive on all matters related to the University administration's many policies on academic appointments. This includes procedures for hiring, promotion, tenure, and termination encompassing all librarian and faculty ranks – full-time and part-time – including tenure stream, teaching stream, contractually limited, visiting adjuncts, and emeriti/ae (sessional instructors are, of course, represented by CUPE).

The Committee focused on four main activities this year. First, it offered support to the Librarians Committee for its proposal to draft a new policy for librarians, specifically advising with respect to appointments language. Second, the Committee is following through on the results of last year's survey of Associate Professors in the tenure stream regarding promotion to full professor. The majority of respondents indicated they intend to go forward for promotion. The Appointments Committee is working with the UTFA Membership Committee on material to encourage promotion and develop resources to inform and educate on the University's Policy and Procedures on Promotion. A third activity has been to refine the survey mentioned in last year's AGM report on the University's Policy on the

Appointment of Academic Administrators. We were hoping that this survey and analysis of the results would have been finished in time for the AGM. However, the survey was delayed in order to consider more closely the concerns of our members. The survey has been sent out.

The fourth and most extensive activity of the Committee this year has been to address the issue of precarious academic employment. Following the strike by CUPE 3902 last year, the chairs of the Appointments Committee, the Equity Committee, and the Teaching Stream Committee called a special meeting of their members to discuss precarity both as a province-wide higher education problem and as an issue within UTFA's membership. At the provincial level, faculty associations at Ontario universities are concerned with the increasing numbers of contract academic staff, their lack of job security, and the negative impact that this is having on academic freedom. Seven members of UTFA's Council participated in the OCUFA-sponsored conference on precarious academic employment held in Toronto in February, which helped to raise many issues. On the level of UTFA's membership, the aforementioned three committees, with the assistance of

*The most extensive activity this year has been to address the issue of precarious academic employment.*

UTFA's Grievance portfolio, are preparing to consult with UTFA members who have part-time appointments. These consultations should help us to better understand the working conditions of part-time members and to aid in clarifying and strengthening the University's policy related to part-time academic staff (1994). Among the methods that will be used to

consult, the Committee is planning to hold focus groups on all three campuses of the University.

The chair of the Appointments Committee continues to serve on other UTFA committees when possible in order to contribute to appointments-related matters. These committees include the Librarians Committee and the Teaching Stream Committee. The chair also serves this year on the Executive of the Ontario Confederation of University Faculty Associations (OCUFA), of which UTFA is a member.

As chair, I want to thank the members of the Committee for their support and contributions to our work this year.

Michael Attridge  
Chair, Appointments Committee

## Report of the Chair of the Equity Committee

This was another busy year for the Equity Committee. The two issues at the top of our agenda were precarious academic labour and gender-based and sexual violence prevention.

### Precarious Academic Labour

In September, with the support of UTFA's General Counsel, OCUFA, and UTFA Vice-Presidents Cynthia Messenger and Linda Kohn, I presented UTFA's submission to the Ontario government's Changing Workplaces Review (<http://utfa.org/agm1604>) consultation. The hearings focused on amending the Labour Relations Act, 1995 (<http://utfa.org/agm1605>) and Employment Standards Act, 2000 (<http://utfa.org/agm1606>) given emerging trends such as the growth in contingent and part-time work. UTFA's submission contained a two-fold emphasis. First, we argued that precarious employment is a threat to academic freedom and the quality of education in Ontario universities:

The full exercise of academic freedom depends on the job security provided by tenure, continuing or permanent status... [A]s a province, we all stand to lose out on the contributions and the advancement of knowledge that individuals who fear for their jobs could be making.

Second, we urged panelists to consider the intersection between precarious employment and human rights, and to "consider the values of equity, inclusion and accessibility" as they deliberated. In particular we highlighted some of the disadvantages associated with part-time academic appointments

at the University of Toronto, and recommended remedial action:

Tenure, continuing and permanent stream appointments at the University of Toronto are made only at 100% FTE. In other words, individuals who are able to work only part-time, due to, for example, disability or family status under the Human Rights Code, are ineligible even to apply for the secure tenured/continuing/permanent positions that provide true academic freedom, along with the other benefits of regularized employment.

**RECOMMENDATION:** We call upon the province to make the amendments necessary to ensure that individuals who teach on contract or teach part-time are compensated fairly in relation to more secure and/or full-time colleagues, that contract and part-time faculty do not face less favourable treatment compared to their full-time colleagues, and that systemic efforts be directed toward better recognizing and rewarding teaching in our provincial higher education system.

In February, Claude Evans, Cynthia Messenger, Michael Attridge, and I attended OCUFA's Confronting Precarious Academic Work conference. Building on what we learned about the current state of insecure academic work, UTFA will host an event on academic precarity at U of T in the fall of 2016.

I look forward to collaborating further with Michael Attridge and Cynthia Messenger to improve insecure part-time academic appointments. Next steps involve surveying part-time faculty and librarians and conducting focus groups to investigate members' concerns. This will strengthen UTFA's ability to advocate for members who work without the protection of permanent status, and to revise and improve policy.

### Gender-based and Sexual Violence Prevention

Despite an inclusive mandate, the Advisory Committee to the President and Provost on Preventing and Responding to Sexual Violence did not widely engage our members' voices, contributions, and expertise. It thereby missed an opportunity to understand how gender-based and sexual violence at the University affects faculty and librarians. UTFA sees these as both student issues *and* workplace safety issues.

In response, members of the Equity Committee engaged in a series of productive conversations with members of the UTFA Executive and Council, senior administrators, and faculty members with expertise in gender equity, sexual assault, post-trauma, and resilience. Despite our concerns, the Committee is supportive of various recommendations indicated by the Advisory Committee's recent final report, including the call for campus-wide climate surveys and prevention-focused and evidence-informed University-wide education programs.

The Equity Committee also advocates for work not yet done to be undertaken. This includes strengthening the research base for the Advisory Committee's recommendations, especially around the unique circumstances and contexts of the University of Toronto's three campuses. The Committee also recommends that member expertise be tapped to conduct climate surveys and to design and deliver educational programs for students, members, and staff.

*Building on what we learned about the current state of insecure academic work, UTFA will host an event on academic precarity at U of T in the fall of 2016.*

### Grievance Training

I have been apprenticing in the Grievance portfolio under the guidance of Vice-President, Grievances, Cynthia Messenger. I also attended training sessions offered by UTFA in-house counsel, Goldblatt Partners counsel, and OCUFA on issues including accommodation, human rights complaints, mental health, etc. This education has underlined the close connection between UTFA's work in grievances and its strong commitment to equity for its members. I am very grateful for all the support I have received as a trainee.

Finally, I want to thank those who served as members of the Committee, as well as some who supported the work of the Committee: Michael Attridge, Kathy Bickmore, Connie Guberman, Rena Helms-Park, Scott Prudham, Katharine Rankin, Lana Stermac, and Harriet Sonne de Torrens; my fellow Executive Committee colleagues; and all of the UTFA staff.

Terezia Zoric  
Chair, Equity Committee

## Report of the Chair of the Librarians Committee

This is my last report for the AGM newsletter as Chair of the Librarians Committee. My term concludes June 30, 2016. It has been a great honour and a tremendous pleasure to work with so many knowledgeable and committed colleagues across our three campuses for the past six years.

This report is a summary and public documentation of the many contributions by faculty and librarians who, over the last ten years, have worked to ensure that the thirty-eight-year-old Policies for Librarians (1978), which has never been signed

by UTFA, will be revised and modernized. The quest began in 2006 under the leadership of Rea Devakos, Chair of the Librarians Committee, and continued under her successor, Jeff Newman. As a result of the SJAC negotiations in 2014–2015, we are in a position to discuss Policies for Librarians during Salary, Benefits, Pensions and Workload (SBPW) negotiations. This year has been pivotal for academic librarians at the University of Toronto. The following is an abbreviated outline of the lengthy journey, taken neither lightly nor without prudence, since 2006:

- 2006** CAUT reviews Policies for Librarians, noting several serious flaws.
- 2006–2010** UTFA Librarians Committee researches, reviews, and drafts new policies.
- 2008** Hamish Stewart, Chair of the Appointments Committee, urges UTFA Executive and Council to seek negotiations for up-to-date appointment and promotion policies for librarians in a letter dated April 1, 2008.
- 2008–2009** Jeff Newman and Rea Devakos give presentations on the flaws of the Policies for Librarians.
- 2010–2014** Eleven formal and informal consultations take place across the three campuses to discuss policies.
- Jun. 2011** UTFA Council passes motion in support of academic librarians.
- Oct. 2011** Presentation is made to UTFA Council on policy issues pertaining to librarians.
- Mar. 2012** George Luste, President of UTFA, sends letter to Cheryl Misak, Provost, concerning inconsistent practices in hiring and appointing new librarians at U of T.
- Apr. 2012** Presentation is made at the UTFA AGM on issues pertaining to the appointment of librarians at U of T.
- Fall 2012** Subcommittee is formed to work on researching and drafting policies for librarians.
- Jan. 2013** UTFA Council passes Executive motion: “The Executive recognizes the serious flaws in the Policies for Librarians and strongly supports the development of a new appointments policy for academic librarians at the University of Toronto.”
- Nov. 2013** UTFA Librarians Committee prepares Guiding Principles for a New Policy.
- 2013–2015** MoA and SJAC negotiations cause previously frozen policies, including the Policies for Librarians, to be “unfrozen.”
- Oct. 2015** Town halls for UTFA librarians are held on the St. George, UTM, and UTSC campuses.
- Nov. 2015**
- Nov. 2015** UTFA Librarians Survey shows that an overwhelming majority supports the modernization of appointment and promotion policies for librarians.
- Dec. 2015** Advisory Committee for Academic Librarians Policies (ACALP) is formed. Jeff McKeil, Collective Bargaining Officer, CAUT, joins the ACALP group. Call for volunteers to ACALP is sent to all librarians.
- Dec. 2015 – Jan. 2016** Postcards with overdue notices and with profiles of professional activities of U of T librarians go out to all UTFA members.
- Jan. 2016** UTFA Appointments Committee passes motion to support new appointment and promotion policies for librarians.
- Feb. 2016** Town halls for UTFA librarians are held on the St. George, UTM, and UTSC campuses.
- Apr. 2016** Four town halls for UTFA librarians are held on the St. George, UTM, and UTSC campuses.

After ten years of working with the community on this issue, we are now entering the final phase of outreach to our membership before the next round of SBPW negotiations. The members of our advisory team are taking the lead in this phase, taking input and preparing recommendations for the UTFA Council and negotiating team in 2016–2017.

I would like to thank the many supportive members of the UTFA Executive, Appointments Committee, Council, office staff, and Librarians Committee who over the years have worked so hard to ensure that academic librarians were supported, and without whom none of the above progress on new policies would have transpired. A special thank you to UTFA’s out-going President, Scott Prudham, who has staunchly supported our efforts and who has been a keen advocate for the profession of academic librarianship at the University of Toronto during his term.

Harriet Sonne de Torrens  
Chair, Librarians Committee

## Report of the Chair of the Membership Committee

As Chair of the Membership Committee, I strive to support the work of UTFA Council and Executive in new ways, to increase dialogue with members, and to circulate ideas that matter to all of us within the membership and beyond. Some of our activities relate broadly to UTFA’s mission and the broader landscape of collegial governance, and others concern decisions we need to make at UTFA and at U of T. The broad

goal of our outreach is to ensure colleagues come together during the academic year to think across divisions, departments, and fields about the common good.

At last year’s AGM, we hosted former Toronto Mayor David Miller to discuss linkages between the University and the city. He outlined several key policy issues to which he believed

researchers at U of T could contribute expertise. This year, Linda Kohn, our Vice-President, University and External Affairs, and I worked with UTFA staff to bring Professor Martha Nussbaum (University of Chicago) to deliver our annual C.B. Macpherson Lecture. The talk, *Anger and Revolutionary Justice*, generated an amazing turnout, bringing faculty, librarians, and graduate students together to think about emotions and social change. Each of these talks enables us to think expansively about the work we collectively do.

This year the Membership Committee has enthusiastically supported the work of the Librarians Committee, recognizing the significance of its campaign for a new Policies for Librarians and a greater understanding among all our members of the meaning and practice of academic librarianship. To this end, with Aylwin Lo, our Campaign and Communications Support Officer, we created two postcards, one that emphasized the paralysis of librarians' policies and the need for a shared commitment with the Administration to meaningfully revise them, and another that featured the intellectual work of some very accomplished librarians. As curators, authors, composers, musicians, and archivists, librarians deserve policies that better reflect their extensive expertise and training. We will continue to feature more of them on the UTFA website as the campaign continues.

The Membership Committee has also worked with the Equity Committee, chaired by Terezia Zoric, to focus on sexual assault and pay equity. Last spring, in the wake of provincial mandates on sexual assault on university campuses, UTFA co-sponsored an event hosted by the Women & Gender Studies Institute and campus undergraduate groups, thinking through the role of universities vis-a-vis enduring social problems. UTFA followed up with a presentation to Council by Connie Guberman, a member of the Advisory Committee to the President and Provost on Preventing and Responding to Sexual Violence, to learn more about the process and outcome of that committee's work so Council members could report and engage the membership on these important matters. We also invited Michelle Dion, President of the McMaster University Faculty Association, to speak on MUFA's recent gender pay equity agreement. This promises to be a topic of conversation among our members and research for our Council in the coming months.

Additionally, the Membership Committee is working with Paul Downes, Vice-President, Salaries, Benefits, Pensions and Workload, to reach members in academic units whose Council constituency seats are vacant to ensure they understand the recent negotiations and settlement, and to get feedback from

*We are grateful when our colleagues engage with University practices within and outside of our campuses; now we have an award to recognize such contributions.*

these members. Member engagement is key to this Committee, as is ensuring no one is left out of the communication loop. Even if you do have a Council representative, please reach out if you would like us to visit with members of your department. More generally, UTFA Executive members are available to consult with you and your colleagues upon request.

This spring the Membership Committee is also working with Michael Attridge, Chair of the Appointments Committee, to create a podcast on promotion to full Professor. Michael Attridge surveyed Associate Professors on their interest in and understanding of the process. By engaging librarians, faculty mentors, new full Professors, and scholars studying the process of promotion, we hope to bring the survey results to life and to use a new format to reach members concerning University processes.

Finally, UTFA has created a new Academic Citizenship Award, with applications adjudicated by the Membership Committee. Award recipients will be announced at the AGM each spring beginning in 2016. This award honours members of UTFA who have made a significant contribution to our understanding of the relationship between the University and public life. We are grateful when our colleagues do work that engages with University practices within and outside of our campuses; now we have an award to recognize such contributions.

None of this work could be achieved without the expert advice and participation of Membership Committee members whose wisdom and interests animate all the work of this portfolio. I encourage all UTFA members to be in touch with ideas about what we have taken up, and what we might do next to more effectively connect UTFA's members.

Judith Taylor  
Chair, Membership Committee



# Report of the Chair of the Retired Members Committee

2015 was a significant year for the retired constituency of UTFA. The UTFA Constitution was revised, a new standing committee of UTFA for retired members was approved, and the Retired Academics and Librarians of the University of Toronto (RALUT) ceased to exist. This report highlights some of the key developments and the contribution that the Committee and the constituency are making to UTFA.

RALUT was established in early 2001 and enjoyed a number of successes, including an annual Symposium starting in 2006 and the establishment of Senior College in 2009. On March 16, 2015, UTFA Council approved a motion to establish a new standing committee for retired members. On April 22, at the UTFA AGM, a motion to make changes to UTFA's Constitution (Article III) and Bylaws (Article 14.1) was adopted largely to give effect to UTFA's enhanced efforts to represent and advocate for retired colleagues. On April 23, at the RALUT AGM, the membership voted to dissolve the association. On July 1 the Retired Members Committee was officially in business.

At the time of dissolution, the RALUT membership agreed to donate the association's net assets to the RALUT Boundless Memorial Award. This award (<http://utfa.org/agm1612>) has been and continues to be generously supported by both RALUT members and UTFA retirees.

Several retirees agreed to serve on the Retired Members Committee and I want to thank Elinor Fillion, Helen Grad, Lino Grima, Mary Alice Guttman, Ken Lavin, Ruth Pike, Bob Pilliar, Helen Rosenthal, and John Valleau for doing so. We regret that Ruth Pike has since had to step down.

A variety of matters, including benefits, pensions, communications, educational workshops, potential social occasions, the Joint Benefit Committee, CURAC and AROHE, and a JSPP were discussed at the first meeting. Some of these are discussed further below.

The Committee is concerned with several benefits and pensions issues, including the recently concluded negotiations, the Joint Benefits Committee, and the U of T Pensions Committee. In November UTFA noted its resistance to all proposals designed to freeze retiree benefits at the current levels and to reduce the current out-of-country benefit, and a concern that

*In November UTFA noted its resistance to all proposals designed to freeze retiree benefits at the current levels and to reduce the current out-of-country benefit*

full pension augmentation could not be achieved. These issues and the proposed multi-employer JSPP will be a major committee concern over the next academic year.

The U of T Pension Committee (<http://utfa.org/agm1613>), established in late 2010, has 20 members, including one retired member. Helen Rosenthal served as our representative from 2010–2011 to 2013–2014, when George Luste succeeded her for 2014–2015. In 2015 Tom Alloway agreed to serve and has now been succeeded by Art Rubinoff. We thank both of them.

As part of the 2010 arbitration award arising from SBP negotiations, Martin Teplitsky established the Joint Benefit Committee. UTFA and the University each appoint three representatives. The terms of reference included review of claims experience, of claim rejection/denial reports, identification of trends or patterns, and review of communication materials for plan members. Paul Downes, Judith Taylor, and Kent Weaver are the current UTFA members. The Committee met in February.

There are about 600 retired colleagues who are members of UTFA. This number fluctuates at the beginning of each calendar year with membership renewals. In addition to those named above serving on the Retired Members Committee, the following UTFA retirees should be acknowledged for their contributions over the past year:

- Tom Alloway – Salaries, Pensions, Benefits and Workload (SBPW) Committee, University of Toronto Pension Committee

- Ed Barbeau – Councillor
- Elinor Fillion – Councillor
- Lino Grima – SBPW Committee, University and External Affairs Committee
- George Milbrandt – SBPW Committee, last year’s Bargaining Team
- Mary Alice Guttman – Councillor, Equity Committee, SPBW Committee, the joint committee (UTFA, other employee groups, and U of T Administration) reviewing possible conversion of our pension plan to a single-employer JSPP model
- Margaret Procter – Teaching Stream Committee
- Arthur Rubinoff – U of T Pension Committee
- John Valleau – Councillor, University and External Affairs Committee

As Chair of the Retired Members Committee, I also sit on Executive Committee and am a member of the Grievance Committee, Joint Benefits Committee, and SPBW Committee.

Most academic retiree associations in Canada are independent bodies with loose ties to an academic staff association. The retiree association most like ours is the Retiree Section of the

McGill Association of University Teachers (<http://utfa.org/agm1614>).

At the behest of the Retired Members Committee, UTFA has joined the two major organizations representing retired faculty and academic librarians in North America – the College and University Retiree Associations of Canada (CURAC) and the Association of Retirement Organizations in Higher Education (AROHE). More information can be found at <http://www.curac.ca/> and <http://www.arohe.org/>.

Since July 1, 2015 the UTFA retiree constituency has lost several members. We remember Abdo H. Abdelmessih, Alexander Allan, C. Harold Bedford, Albert Breton, Phyllis Grosskurth, Guido Pugliese, Wendy Rolph, Albert E. Safari-an, Jeannelle Savona, and Cicely Watson.

As Chair, I want to thank all of the members of the retired constituency for showing their commitment to UTFA by maintaining their membership and to recognize the committee members in particular for their invaluable involvement.

Kent Weaver  
Chair, Retired Members Committee

## Report of the Chair of the Teaching Stream Committee

Momentous changes have happened this year for full-time members of the Teaching Stream: Senior Lecturers and Lecturers have had the opportunity to elect to change their titles to Associate Professor, Teaching Stream and Assistant Professor, Teaching Stream. Negotiations are ongoing regarding policy language prescribing the process for promotion to Professor, Teaching Stream.

Significant improvements have also been made in the area of compensation for the Teaching Stream (see Memorandum of Settlement Between the Governing Council of the University of Toronto and the University of Toronto Faculty Association: <http://utfa.org/agm1607>). Section 7 of the University of Toronto Workload Policy and Procedures For Faculty and Librarians (WLPP), revised as of October, 2015 (<http://utfa.org/agm1608>), is directed at Teaching Stream faculty. The document includes the following: “While... duties may vary from individual to individual, these duties, namely: Teaching and related Administrative Responsibilities; Scholarship, and

*Significant improvements have also been made in the area of compensation for the Teaching Stream.*

Service, constitute the principal obligations of faculty members in the Teaching Stream.” Section 7.2 defines scholarship for teaching stream faculty as “any combination of discipline-based scholarship in relation to or relevant to the field in which the faculty member teaches, the scholarship of teaching and learning, and creative/professional activities.” Consequently, Teaching Stream faculty must have reasonable time in their schedule to allow for pedagogical/professional development. For additional information and advice please consult UTFA’s WLPP Guidance for Teaching Stream (<http://utfa.org>).

org/agm1609). We have achieved important gains on behalf of the Teaching Stream. I would like to express heartfelt gratitude to the members of UTFA's bargaining team.

As Chair of the Teaching Stream Committee I organized and hosted a Workshop on Promotion in the Teaching Stream which took place on May 1, 2015. Twenty-nine members registered including at least two Senior Lecturers. The aim of the workshop was to assist Teaching Stream faculty members preparing for the promotion process. There were presentations by Megan Burnett and Pam Gravestock, Center for Teaching Support & Innovation; Alison Warrian, General Counsel, UTFA; and Cynthia Messenger, Vice-President, Grievances. Azita Taleghani (Near & Middle Eastern Civilizations, UTSG and Language Studies, UTM) and Alistair Dias (Human Biology, UTSG) spoke about their recent experiences with promotion. A similar workshop, "Promotion to Continuing Status for the Teaching Stream" (<http://utfa.org/agm1610>), is planned for Friday, April 15, 2016, 8:30am–12:00pm in room 1200, Bahen Centre.

Because of rising concerns about student evaluations which can affect PTR and promotion, I have organized and will host an UTFA-sponsored event, *Evaluating Effective Teaching: Problems & Possibilities*, taking place on Thursday, April 28,

8:30am–1:00pm. Lunch will follow. The venue is Room 108, Koffler House, 569 Spadina Crescent. The full program can be accessed at <http://utfa.org/agm1611>. The keynote speaker is Richard Freishtat, Director, Center for Teaching and Learning, University of California, Berkeley. Dr Freishtat has done extensive research on student evaluations. In particular, he co-authored, with statistician Philip B. Stark, the article *An Evaluation of Evaluations* which puts into question the validity of the averaging of scores based on student evaluation results. Because of this publication, Berkeley's Senate has changed its teaching evaluation policy on campus. Dr. Freishtat will speak on *Opportunity out of Scrutiny: a Model for Improving (the Evaluation of) Teaching*. The parentheses in the title around "the evaluation of" indicate that he plans to discuss the nexus between evaluating teaching and improving teaching. There will also be three local speakers: Emma Phillips from Goldblatt Partners; Katherine Rehner, UTM, OISE; and Cynthia Messenger, Vice-President, Grievances. To register, please email [faculty@utfa.org](mailto:faculty@utfa.org) before noon on Monday, April 25.

In conclusion, I want to express my appreciation to the members of the Teaching Stream Committee this year.

Claude Evans  
Chair, Teaching Stream Committee

# Committee Members 2015–2016

## Appointments Committee

- **Chair: Michael Attridge**
- Mounir AbouHaidar
- David Bailey
- Ettore Damiano
- Ronald Kluger
- Linda Kohn
- Hugh Laurence
- Cynthia Messenger
- Harriet Sonne de Torrens

## Equity Committee

- **Chair: Terezia Zoric**
- Claude Evans
- Roy Gillis
- Mary Alice Guttman
- Cynthia Messenger
- Phanikiran Radhakrishnan
- Leslie Stewart Rose
- Judith Taylor
- Miglena Todorova

## Financial Advisory Committee

- **Chair: Paul Hamel**
- Syed Ahmed
- Ettore Damiano
- Louis Florence
- William Huggins
- Alan White

## Grievance Committee

- **Chair: Cynthia Messenger**
- Mounir AbouHaidar
- Kathy Bickmore
- Michael Bramah
- Aurel Braun
- Claude Evans
- Connie Guberman
- Paul Hamel
- Rena Helms-Park
- Linda Kohn
- Brock MacDonald
- Jody Macdonald
- Naomi Morgenstern
- Vicki Skelton
- Kent Weaver
- Terezia Zoric

## Librarians Committee

- **Chair: Harriet Sonne de Torrens**
- Michael Attridge
- Ana Patricia Ayala Melendez
- Michael Bramah
- Heather Buchansky
- Colin Deinhardt
- Bobby Glushko
- Paula Hannaford
- Shelley Hawrychuk
- Whitney Kemble
- Patricia LaCivita
- Brock MacDonald
- Noel S. McFerran
- Suzanne Meyers Sawa
- Stephanie Perpick
- Fabiano Takashi Rocha
- Lola Rudin
- Kathleen Scheaffer
- Andrea Shier
- Vicki Skelton
- Graeme Slaght
- Michelle Spence
- Christina Tooulias-Santolin

## Membership Committee

- **Chair: Judith Taylor**
- Lauren Bialystok
- Paul Hamel
- Jens Hanssen
- Rena Helms-Park
- Jennifer Jenkins
- Naomi Morgenstern
- Andreas Motsch
- Andrea Muehlebach
- Victor Ostapchuk
- Katharine Rankin
- Natalie Rothman
- Vicki Skelton
- Harriet Sonne de Torrens
- Andrea Williams

## Office Staff Relations Committee

- Paul Downes
- Paul Hamel
- Cynthia Messenger
- Scott Prudham

## Retired Members Committee

- **Chair: Kent Weaver**
- Elinor Fillion
- Helen Grad
- Lino Grima
- Mary Alice Guttman
- Ken Lavin
- Bob Pilliar
- Helen Rosenthal
- John Valleau

## Salary, Benefits and Pensions Committee

- **Chair: Paul Downes**
- Tom Alloway
- Shadi Dalili
- Ettore Damiano
- Lino Grima
- Mary Alice Guttman
- Ken MacDonald
- Jody Macdonald
- Cynthia Messenger
- George Milbrandt
- Andreas Motsch
- Victor Ostapchuk
- Katharine Rankin
- Harriet Sonne de Torrens
- Judith Taylor
- Leif Vaage
- Kent Weaver
- Alan White
- Terezia Zoric

## Teaching Stream Committee

- **Chair: Claude Evans**
- Michael Attridge
- Shadi Dalili
- Alistair Dias
- Connie Guberman
- Brock MacDonald
- Jody Macdonald
- Cynthia Messenger
- Judith Poë
- Margaret Procter
- Harriet Sonne de Torrens
- Leslie Stewart Rose
- Azita Hojatollah Taleghani
- Alan White
- Terezia Zoric

## University and External Affairs Committee

- **Chair: Linda Kohn**
- Michael Attridge
- Lino Grima
- Judith Taylor
- John Valleau
- Kent Weaver

## Executive Committee

- Michael Attridge – Chair, Appointments Committee
- Ettore Damiano – Member-at-Large
- Paul Downes – Vice-President, Salary, Benefits, Pensions and Workload
- Claude Evans – Chair, Teaching Stream Committee
- Paul Hamel – Treasurer
- Jennifer Jenkins – Member-at-Large
- Linda Kohn – Vice-President, University and External Affairs
- Cynthia Messenger – Vice-President, Grievances
- Andreas Motsch – Member-at-Large
- Scott Prudham – President
- Harriet Sonne de Torrens – Chair, Librarians Committee
- Judith Taylor – Chair, Membership Committee
- Kent Weaver – Chair, Retired Members Committee
- Terezia Zoric – Chair, Equity Committee



## New President Elected

UTFA is pleased to announce that, on April 5, 2016, Cynthia Messenger was elected the 17<sup>th</sup> President of the Faculty Association. She is the third woman to serve in this role. Cynthia has held several leadership positions at UTFA over approximately twelve years. She has chaired a number of standing committees and most recently has served as Vice-President, Grievances. Cynthia's considerable UTFA experience, her deep knowledge of policy, and her ability to work collegially with others will serve our members well during her tenure as UTFA President. Cynthia's academic appointment is at Innis College, where she is director of the Writing and Rhetoric Program, which she spearheaded in 2003–2004. Her current research focuses on the rhetoric of the English Aesthetic Movement and material culture, especially the decorative arts, in nineteenth-century Britain.



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**UNIVERSITY OF TORONTO FACULTY  
ASSOCIATION**

**FINANCIAL STATEMENTS**

**JUNE 30, 2015**

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# Cowperthwaite Mehta

C H A R T E R E D   A C C O U N T A N T S

## INDEPENDENT AUDITOR'S REPORT

To the Members,  
University of Toronto Faculty Association:

### Report on the Financial Statements

We have audited the accompanying financial statements of the University of Toronto Faculty Association, which comprise the balance sheet as at June 30, 2015, and the statements of changes in fund balances, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

#### *Basis for Qualified Opinion*

In common with many not-for-profit organizations, the organization derives revenue from membership fees, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, verification of this revenue was limited to the amounts recorded in the records of the organization, and we were not able to determine whether any adjustments might be necessary to membership fee revenue, excess of revenue over expenses for the year, assets and fund balances.

#### *Qualified Opinion*

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of the University of Toronto Faculty Association as at June 30, 2015, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Cowperthwaite Mehta

Chartered Accountants  
Licensed Public Accountants

September 22, 2015  
Toronto, Canada

187 Gerrard Street East Toronto Canada M5A 2E5 Telephone 416/323-3200 Facsimile 416/323-9637

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**BALANCE SHEET**

**AS AT JUNE 30, 2015**

	<u>2015</u>	<u>2014</u>
<b>ASSETS</b>		
Current assets		
Cash (note 3)	\$ 1,191,994	\$ 1,247,868
Marketable securities (note 4)	3,034,195	2,899,367
Accounts receivable	10,856	14,685
Prepaid expenses	<u>11,273</u>	<u>24,006</u>
	<u>4,248,318</u>	<u>4,185,926</u>
Capital assets (note 5)	<u>11,226</u>	<u>11,978</u>
	<u>\$ 4,259,544</u>	<u>\$ 4,197,904</u>
<b>LIABILITIES AND FUND BALANCES</b>		
Current liabilities		
Accounts payable and accrued liabilities	<u>\$ 364,200</u>	<u>\$ 133,758</u>
Fund balances		
Invested in capital assets	11,226	11,978
Contingency reserve (note 6)	750,000	750,000
Unrestricted	<u>3,134,118</u>	<u>3,302,168</u>
	<u>3,895,344</u>	<u>4,064,146</u>
	<u>\$ 4,259,544</u>	<u>\$ 4,197,904</u>

Approved on behalf of the UTFA Council:



see accompanying notes



**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**  
**STATEMENT OF CHANGES IN FUND BALANCES**  
**FOR THE YEAR ENDED JUNE 30, 2015**

	<u>2015</u>			<u>2014</u>	
	<u>Unrestricted</u>	<u>Invested in capital assets</u>	<u>Contingency reserve (note 6)</u>	<u>Total</u>	<u>Total</u>
Balance, beginning of year	\$ 3,302,168	\$ 11,978	\$ 750,000	\$ 4,064,146	\$ 3,372,816
Excess (deficiency) of revenue over expenses for the year	(168,802)			(168,802)	691,330
Purchase of capital assets	(3,670)	3,670			
Amortization	<u>4,422</u>	<u>(4,422)</u>			
Balance, end of year	<u>\$ 3,134,118</u>	<u>\$ 11,226</u>	<u>\$ 750,000</u>	<u>\$ 3,895,344</u>	<u>\$ 4,064,146</u>

see accompanying notes

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**STATEMENT OF OPERATIONS**

**FOR THE YEAR ENDED JUNE 30, 2015**

	<b>2015</b>	<b>2014</b>
<b>REVENUE</b>		
Membership fees (note 7)	\$ 2,372,288	\$ 2,541,525
Investment income (note 8)	124,952	338,346
Operating subsidies (note 9)	<u>102,457</u>	<u>95,394</u>
	<u>2,599,697</u>	<u>2,975,265</u>
<b>EXPENSES</b>		
Staffing and related	966,270	832,526
Legal, audit and consulting	610,041	293,725
Canadian Association of University Teachers fees	402,189	386,676
Ontario Confederation of University Faculty Association fees	388,238	364,624
Rent (note 9)	101,427	88,227
Stipends	99,906	96,559
Office and general	50,033	48,846
Meetings, conferences and training	43,494	47,508
Committee expenses	32,446	30,460
Office equipment	20,153	11,913
Donations and contributions	13,232	24,632
Tuition scholarships	12,413	18,681
Advertising and communications	11,589	12,937
Insurance	8,733	8,833
Library	2,561	2,778
Outreach	1,352	5,657
Amortization	<u>4,422</u>	<u>9,353</u>
	<u>2,768,499</u>	<u>2,283,935</u>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FOR THE YEAR</b>	<u>\$ (168,802)</u>	<u>\$ 691,330</u>

see accompanying notes

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED JUNE 30, 2015**

	<b>2015</b>	<b>2014</b>
<b>CASH INFLOW (OUTFLOWS)</b>		
<b>OPERATING ACTIVITIES</b>		
Excess (deficiency) of revenue over expenses	\$ (168,802)	\$ 691,330
Non-cash items:		
Amortization	4,422	9,353
Net change in non-cash working capital items (below)	<u>247,004</u>	<u>12,345</u>
Cash provided from operations	<u>82,624</u>	<u>713,028</u>
<b>INVESTING ACTIVITIES</b>		
Decrease (increase) in marketable securities	(134,828)	(596,271)
Purchase of capital assets	<u>(3,670)</u>	<u>(10,464)</u>
Cash used in investing activities	<u>(138,498)</u>	<u>(606,735)</u>
<b>NET CASH ACTIVITY FOR THE YEAR</b>	(55,874)	106,293
<b>CASH, BEGINNING OF YEAR</b>	<u>1,247,868</u>	<u>1,141,575</u>
<b>CASH, END OF YEAR</b>	<u>\$ 1,191,994</u>	<u>\$ 1,247,868</u>
Net change in non-cash working capital items:		
Accounts receivable	\$ 3,829	\$ (71)
Prepaid expenses	12,733	(11,851)
Accounts payable and accrued liabilities	<u>230,442</u>	<u>24,267</u>
	<u>\$ 247,004</u>	<u>\$ 12,345</u>

see accompanying notes

## UNIVERSITY OF TORONTO FACULTY ASSOCIATION

### NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2015

The University of Toronto Faculty Association (the "Association") is an unincorporated association that was formed in 1940. The purpose of the Association is to promote the welfare of current and retired faculty, librarians and research associates of the University of Toronto, the University of St. Michael's College, the University of Trinity College and Victoria University and generally to advance the interests of teachers, researchers and librarians in Canadian universities.

The affairs of the Association are managed by a Council of about 60 people, who are elected by the membership on a constituency basis for three-year terms.

The Association is exempt from income taxes under section 149(1)(l) of the Income Tax Act.

#### 1. SIGNIFICANT ACCOUNTING POLICIES

In preparing its financial statements, the Association follows Canadian accounting standards for not-for-profit organizations, which is one of the financial reporting frameworks included in Canadian generally accepted accounting principles. The significant accounting policies used are as follows:

##### Prepaid expenses

Prepaid expenses are recorded for goods and services that have been paid for but which will be received the following year. The balance at year end is composed primarily of prepaid insurance and professional dues.

##### Marketable securities

The marketable securities are recognized at fair value based on market prices plus accrued interest. Gains and losses from dispositions and fluctuations in market value are recognized in the statement of operations in the period in which they arise.

##### Capital assets

Capital assets are recorded at cost. Amortization is provided on a straight line basis over the assets' estimated useful lives as follows:

Furniture and equipment	Straight-line over 5 years
Computer equipment	Straight-line over 3 years
Leasehold improvements	Straight-line over 5 years

In the year of acquisition, amortization is charged at one-half the normal rates.

Capital assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying value of an asset may not be recoverable. Impairment is assessed by comparing the carrying amount of an asset with its expected future net undiscounted cash flows from use together with its residual value (net recoverable value). If such assets are considered impaired, the impairment to be recognized is measured by the amount by which the carrying amount of the assets exceed its fair value. Any impairment results in a write-down of the asset and charge to income during the year.

## UNIVERSITY OF TORONTO FACULTY ASSOCIATION

### NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2015

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#### Revenue recognition

The Association follows the deferral method of accounting for revenue. Membership fee revenue is composed of unrestricted contributions that are recognized as revenue when received or receivable, if the amount to be received is readily determinable and collection is reasonably assured.

Restricted contributions, if any, are recognized as revenue in the year in which the related expenses are incurred. Unspent restricted contributions are reported as deferred revenue on the statement of financial position.

Membership fees are calculated by multiplying a mill rate, as set by the Association, by the member's salary.

Operating subsidies are recognized in the period that the corresponding expense is incurred.

The change in fair value of the marketable securities for the year is included in investment income in the statement of operations. The investment income is composed of realized gains or losses for the year, unrealized gains or losses for the year, and interest and dividend income earned during the year.

#### Expense recognition

Expenses are recognized when incurred. The free rent is recorded at its contractual value (note 9).

#### Use of estimates

The preparation of the financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Estimates are used when accounting for certain items such as asset impairments, the useful life of capital assets, accrued liabilities and disclosure of contingent assets and liabilities.

By their nature, these estimates are subject to measurement uncertainty and the effect on the financial statements of changes in such estimates in future periods could be significant.

## 2. FINANCIAL INSTRUMENTS AND RISKS

#### Fair value

Canadian generally accepted accounting principles require that the Association disclose information about the fair value of its financial assets and liabilities. Fair value estimates are made at the balance sheet date, based on relevant market information and information about the financial instruments. These estimates are subjective in nature and involve uncertainties in significant matters of judgment and, therefore, cannot be determined with precision. Changes in assumptions could significantly affect these estimates.

The investments are carried at market value or face value plus accrued interest, which approximates their fair value.



**UNIVERSITY OF TORONTO FACULTY ASSOCIATION****NOTES TO THE FINANCIAL STATEMENTS****JUNE 30, 2015**

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The carrying amounts for accounts receivable, accounts payable and accrued liabilities on the statement of financial position approximate fair value because of the limited term of these instruments.

**Liquidity risk**

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to this risk mainly in respect of its accounts payable. The Association expects to meet obligations as they come due primarily from cash flow from operations.

**Credit and concentration risks**

A concentration of credit risk arises when a group of customers has a common economic characteristic, so their ability to meet their obligations is expected to be affected similarly by changes in economic or other conditions. For the Association, significant concentration of risk is related to the University of Toronto and its affiliated colleges which is the employer of all its members.

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association's main credit risk relates to its accounts receivable. Periodically, the Association assesses the collectibility of its accounts receivable and provides an allowance for doubtful accounts as appropriate. At June 30, 2015, the allowance for doubtful accounts was nil (nil in 2014).

**Currency risk**

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign currency rates. The Association is not exposed to this risk since there are no foreign currency transactions at this time.

**Interest rate risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association is exposed to interest rate risk on its money market mutual fund holdings which have a floating interest rate. This exposes the Association to a cash flow risk should rates decrease.

**Other price risk**

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments trading in the market.

The Association is exposed to other price risk because it has investments in exchange traded funds.

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**JUNE 30, 2015**

**3. CASH**

Cash is composed of:

	<u>2015</u>	<u>2014</u>
Cash in bank	\$ 1,179,062	\$ 1,225,059
TD Waterhouse cash balance	12,632	22,509
Petty cash	<u>300</u>	<u>300</u>
	<u>\$ 1,191,994</u>	<u>\$ 1,247,868</u>

**4. MARKETABLE SECURITIES**

Marketable securities, which are held by TD Waterhouse, are composed of the following, at market value:

	<u>2015</u>	<u>2014</u>
Exchange traded funds	\$ 2,114,871	\$ 2,042,701
Term deposits	901,783	784,210
Money market mutual funds	<u>17,541</u>	<u>72,456</u>
	<u>\$ 3,034,195</u>	<u>\$ 2,899,367</u>

**5. CAPITAL ASSETS**

Capital assets, recorded at cost, are as follows:

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2015</u>	<u>2014</u>
Furniture and equipment	\$ 54,292	\$ 46,124	\$ 8,168	\$ 11,978
Computer equipment	<u>34,760</u>	<u>31,702</u>	<u>3,058</u>	<u>NIL</u>
	<u>\$ 89,052</u>	<u>\$ 77,826</u>	<u>\$ 11,226</u>	<u>\$ 11,978</u>

**6. CONTINGENCY RESERVE**

The Association's Council has restricted \$750,000 of its net assets to be held as a reserve for salary, benefits and pension negotiations, major grievances, academic freedom and other contingencies. This internally-restricted amount is not available for other purposes without the approval of the Council.

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**JUNE 30, 2015**

**7. MEMBERSHIP FEES**

Membership fees are from the following sources:

	<u>2015</u>	<u>2014</u>
University of Toronto	\$ 2,313,816	\$ 2,477,681
Retired members	24,056	28,905
University of Victoria College	18,171	18,781
University of St. Michael's College	12,269	11,855
University of Trinity College	<u>3,976</u>	<u>4,303</u>
	<u>\$ 2,372,288</u>	<u>\$ 2,541,525</u>

The membership fees received in 2015 were lower than those received in 2014 because of a two-month fees holiday in 2015 compared to a one-month dues holiday in 2014. Thus fees were received for 10 months in 2015 but 11 months in 2014.

**8. INVESTMENT INCOME**

Investment income is composed of:

	<u>2015</u>	<u>2014</u>
Realized and unrealized investment gains	\$ 68,498	\$ 277,590
Exchange traded fund distributions	49,178	44,523
Interest	<u>7,276</u>	<u>16,233</u>
	<u>\$ 124,952</u>	<u>\$ 338,346</u>

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**JUNE 30, 2015**

**9. OPERATING SUBSIDIES**

Under an agreement, the University of Toronto provides the Association with various services, the most significant of which are free rent for one office, subsidized rent for an additional office, and a telephone line subsidy. The market value of the rent and telephone line expense paid by the University have been recorded as expenses and corresponding subsidies as revenue in the statement of operations.

In addition, the Association has an agreement with the University of Toronto for the university administration staff to provide for course release times equivalent to 3.500 full time equivalents ("FTE") (3.5 FTE in 2014). For the year ended June 30, 2015, the release times were allocated as follows:

	2015 <u>FTE</u>	2014 <u>FTE</u>
President	0.600	0.600
Vice President - Grievances	0.500	0.450
Vice President - Salary, Benefits and Pension	0.500	0.500
Vice President - University and External affairs	0.300	0.300
Treasurer	0.175	0.175
Chair - Appointments Committee	0.175	0.175
Chair - Equity Committee	0.175	0.175
Chair - Librarians Committee	0.175	0.175
Chair - Teaching Stream Committee	0.175	0.175
Chair - Membership	0.175	0.175
Members at large (3)	<u>0.339</u>	<u>0.439</u>
	<u>3.289</u>	<u>3.339</u>

In fiscal 2015, only 3.289 release time was claimed by the Association (3.339 FTE in fiscal 2014). The remaining release time will be used in the future.

The value of these salaries and benefits paid by the University of Toronto is not reflected in the financial statements.

**10. COMMITMENTS**

The Association is committed to reimburse the University of Toronto for half of the cost of additional office space acquired during fiscal 2015. The estimated cost, excluding HST, over the remaining term of the lease is as follows:

2016	\$ 19,928
2017	19,928
2018	19,928
2019	19,928
2020	<u>19,928</u>
	<u>\$ 99,640</u>

# MINUTES OF THE 2015 ANNUAL GENERAL MEETING

Wednesday, April 22, 2015, 3:30 to 6:00 p.m.  
Room KP108, Koffler House  
569 Spadina Avenue, Toronto

J. Newman called the meeting to order at 3:45 p.m.

J. Newman announced the addition of a discussion of the CUPE 3902 strike as agenda item 7, with the remaining items renumbered.

M. Meth, seconded by J. Taylor, moved that:

the agenda be approved as amended.

## Carried.

J. Newman declared a moment of silence for the passing of George Luste, Past President of UTFA. Members were advised on how and where to send memorial donations.

J. Newman read the UTFA Civility statement: "UTFA is a diverse and inclusive organization. We are committed to ensuring our meetings are conducted in a manner that is respectful of the contributions of all in attendance. We thank you for your cooperation."

## 1. Minutes of the Previous Meeting

The minutes of the 2014 AGM were approved as distributed.

## 2. Introduction of Ada Le and Megan Pratt as the AI Miller Memorial Award Recipients, and Joshua Cromwell and Seth Watt as the UTFA Undergraduate Tuition Award Recipients

L. Kohn said that UTFA presents two annual student awards. She introduced the awards and the winners.

The AI Miller Memorial Award assists full-time doctoral students who combine academic excellence with significant contributions to graduate student life. This year UTFA recognizes two students, each with \$1,000.

Ada Le, who could not be present, is an expert in neuroimaging, investigating neural mechanisms of human motor control with potential applications in rehabilitation and in engineering of dexterous robotic hands. A long-time officer of the Psychology Graduate Student Association, she is now Co-President. Her community work is in student retention in online learning and in how telecommunications can improve learning in Canada's remote north.

L. Kohn introduced the second AI Miller awardee, Megan Pratt, of the Faculty of Social Work. She focuses on "Health and Mental Health," particularly in relation to children and their families. Co-President of her Graduate Student Association and a Senior Interprofessional Education Rep for her Faculty, she developed Social Work's first Interprofessional Education elective. Megan works on the Ontario Child Abuse and Neglect Data System (OCANDS) and volunteers with the Interprofessional Medical and Allied Groups for Improving Neighbourhood Environment (IMAGINE).

Megan Pratt thanked everyone, saying that this award has helped her with her volunteer commitments.

The Undergraduate Tuition Award, based on achievement and need, provides a year's tuition in an Arts & Science program. This year UTFA awarded \$6,040 each to two students.

L. Kohn introduced Seth Watt, of the Neuroscience Specialist Program. He will be completing thesis work next year on transgender-related neuroendocrinology, and leads a social perception study on quality of life in the transgender community. A reference wrote, "...this is incredibly original research on a population that has been surprisingly understudied... Seth's work will truly break new ground on understanding the life experiences of trans men and the impact that others' perceptions of their gender have upon their health." Seth plans to pursue a career in transgender health research.

Seth Watt said he would not be able to continue his studies without this award and thanked UTFA.

Joshua Cromwell also could not be present. Joshua is completing a double major in English and Psychology at UTSC. A reference was "impressed by his ability to make meaningful and insightful connections between literary documents and wider systems of historical and cultural knowledge. For instance, in his final research paper, he adeptly connected his reading of a nineteenth-century fictional text to a broader, and well-researched, discussion of the nineteenth-century medical profession and its problematic treatment of female patients." Josh is from a seven child family kept together by a single mother. He has helped support his family through real adversity. "In many ways," he wrote, "this made me who I am, yet it was a limiting category that I aimed to break from. My undergraduate degree is the first step towards my future."

L. Kohn congratulated all the award recipients.

The members showed their appreciation through applause.

**3. Reports of the Officers\***

**4. Reports of the Chairs of Committees\***

J. Newman noted that the written reports would not be read out as they were in the Newsletter, along with the 2013–14 audited financial statements. However, the President, Vice-Presidents, Treasurer, and Committee Chairs would be prepared to answer questions.

C. Messenger provided Teaching Stream statistics that were not available in time to be included in her report. In the last academic year 17 members of the Teaching Stream went up for promotion and all were successful.

A member thanked the SJAC Teaching Stream subcommittee for its hard work and for getting teaching stream faculty professorial rank.

M. AbouHaidar asked why the SBP negotiations were taking so long. P. Downes, Chief Negotiator, cited difficulty in scheduling meetings. He appreciated the members’ patience and urged them to contact the Administration to encourage them to move ahead.

**5. Constitution and Bylaw Amendments \***

S. Prudham introduced himself as President and introduced the Executive members.

S. Prudham said that in December 2014 UTFA received a proposal from RALUT to change retiree representation. An ad hoc committee of representatives from UTFA and RALUT was formed and, after several meetings, brought proposals to Executive and Council. At its March meeting Council approved a motion to form a retired members’ standing committee. RALUT decided to dissolve.

UTFA’s new Retired Members Committee will come into effect July 1, 2015. Its chair will have a seat on the Executive Committee.

S. Prudham introduced J. Valteau, who represented RALUT on the ad hoc committee. J. Valteau explained that RALUT realized it would be better to have one organization for retirees

and that UTFA was the better choice, especially around SBP negotiations.

S. Prudham called attention to the two motions at issue and explained that they are largely meant to improve language around membership rights for retired members and how RALUT members can join UTFA. There are also housekeeping changes to the Constitution and Bylaws, including adding Workload to the title of the Vice-President, Salary, Benefits and Pensions, and removing RALUT as one of the organizations that UTFA’s President and senior officers cannot lead while on the Executive.

J. Valteau said that RALUT’s remaining net assets could, if RALUT’s last AGM approves, go to the scholarship fund that now exists, to be matched by the Boundless Campaign.

J. Valteau noted that RALUT allowed surviving spouses to be members but UTFA’s Constitution and Bylaws do not.

S. Prudham said that UTFA members could join the Retired Members Committee even if they are not retired, though the Chair would likely be a retired member.

M. AbouHaidar asked if retirees have the right to vote for certification. S. Prudham replied that according to Ontario Labour Relations Board rules they do not.

M. A. Guttman, a RALUT board member, noted that accepting the changes would give present and future retired faculty and librarians one voice.

J. Rosenthal, seconded by, E. Barbeau, moved that:

The Constitution and Bylaws be amended as approved at the March 16, 2015, Council meeting, effective July 1, 2015;

and

Existing RALUT members who are not members of UTFA be offered the opportunity to become members of UTFA at no additional charge until the next renewal date for UTFA membership (i.e., that RALUT membership count as UTFA membership until the next renewal cycle).

**Carried.**

S. Prudham thanked the working groups and UTFA staff for

all their work and effort in preparing for the AGM.

The members showed their appreciation through applause.

## 6. Special Joint Advisory Committee Update

S. Prudham cited the terms of reference of SJAC: i. To consider possible changes to appointments policies for both teaching stream and tenure stream faculty; ii. To examine the participation of faculty and librarians in significant academic restructuring initiatives; and iii. To review the strengths, weaknesses, and options for modernization of the Memorandum of Agreement (MoA). (See <http://www.utfa.org/content/newsletters> for more information.)

C. Messenger expressed her pleasure that the Teaching Stream has achieved professorial titles and regularized appointments. She thanked S. Prudham for his support and also the Honourable Frank Iacobucci, facilitator for the SJAC process, as an agreement would not have been reached without him.

P. Downes said that we agreed to an extension to the tenure clock on the condition that a new professional development term is established for pre-tenure candidates following a successful interim review. This term will normally be free of assigned teaching and will give candidates a chance to focus on research and scholarly dissemination of findings to enhance their tenure candidacy.

S. Prudham noted two other significant outcomes:

1. We have a policy that for the first time sets out in writing what academic restructuring initiatives at U of T will be subject to, elaborating the rights of members of affected units as to access to information and being consulted in a timely, meaningful way. The policy should discourage shortcutting collegial due process and reduce time- and resource-consuming arguments over process.
2. The full scope of significant terms and conditions of employment for faculty and librarians will be negotiable through two different avenues.

The main negotiating process, in current MoA Article 6, remains largely as is: besides minimum salary, benefit, pension, and workload provisions, the proposal adds only various leaves to the scope of what a professional neutral arbitrator (or arbitration panel) might determine if the parties cannot reach

voluntary agreement in bilateral negotiations.

As an alternative to broadening the scope of mediation and arbitration, there will be a new process to address wide-ranging issues including key policies that shape the context of our work as academics. It will involve facilitation and then, if agreement cannot be reached, a fact-finder, or fact-finder panel. After consulting with the parties, the latter would publicize the final positions of UTFA and the Administration, and could also issue non-binding recommendations.

S. Prudham cited Mr. Iacobucci's comment that this is the biggest change to the MoA since it was developed in the late 70s.

S. Prudham thanked the members of the SJAC main committee, the two subcommittees, legal counsel, and everyone else who helped make this happen.

The members showed their appreciation through applause.

## 7. CUPE 3902 Strike Debrief

J. Newman noted that members requested time to discuss the recent strike by CUPE 3902, Unit 1.

Several members shared their experiences. Some thought that the Administration was trying to pit different groups against each other; some were dissatisfied with the Administration's use of the Academic Continuity Policy; and some suggested that UTFA lead in grappling with the fallout from the strike.

S. Prudham noted that in negotiations UTFA cited the Academic Continuity Policy as an example of why we need to have more input into the content of these types of policies.

It was suggested that, as there was not enough time to fully discuss the strike, further discussion be planned for the fall.

K. MacDonald reported that groups of concerned faculty are now talking about issues from the strike such as governance, graduate funding, and what peer institutions U of T uses as comparators. He invited members to email him or Alissa Trotz for more information.

**8. Guest Speaker: David Miller, President WWF-Canada and former Mayor of the City of Toronto – Order of the Day, 5:00 – 6:00 p.m.**



S. Prudham introduced David Miller, former Toronto mayor and now President of WWF-Canada. S. Prudham recalled President Gertler's installation message, to leverage U of T's location and think of ways that U of T can take advantage of being a great university in a great city. UTFA considered who could best address how U of T can confront and contribute to the social and environmental challenges facing the GTA and invited D. Miller to speak at the AGM.

D. Miller thanked the members for the invitation and said that he would talk about how faculty can help with the challenges Toronto is facing today, the same challenges he was facing while he was still in office. The title of his talk is *Town & Gown: Is the University OF Toronto, or just IN it?*

D. Miller talked about the challenges in infrastructure and transit; about some of the proposals from his term in office, most never implemented; and how U of T faculty have contributed to ideas and innovations in the past and for the future. Faculty can do more because having tenure allows them to speak up and have a voice in political discourse.

D. Miller said that he was not born in Canada but moved here many years ago. He went to U of T and got his law degree here. About 75% of the people in Toronto are not from Toronto. He believes that Toronto, unlike certain European countries, does well at welcoming people and integrating them.

Toronto faces at least three challenges. The first is economic, with people under 40 finding it difficult to get full-time employment to match their abilities. The second has to do with building the infrastructure that a growing city needs. The third is a matter of equality: certain affluent neighbourhoods tend to have better recreational and other benefits than those in poorer parts of Toronto.

While he was mayor, D. Miller put in place a program called "City of Toronto Priority Investment Neighbourhoods," directing public investment to help areas struggling economically. It was developed in 2005 in partnership with different groups and was based on science and research. Then U of T did important work and David Hulchanski produced his

report, "The Three Cities within Toronto – Income Polarization among Toronto's Neighbourhoods, 1970–2005," which confirmed the value of investing in priority neighbourhoods. It is important for faculty on all three campuses to work with the community.

In 2007 the city developed a plan to determine where rapid transit should be built, so that people could live in Toronto without owning a car. This meant having more people live in the city and not letting it sprawl out and take away farmland. This plan was passed in 2007, with the provincial government announcing that money for it was available. To date only the Eglinton portion is being built, in large part because Dalton McGuinty, as Premier of Ontario, cancelled the funding in 2010. Regrettably, organizations like United Way and the Board of Trade did not speak out against this.

D. Miller said that he is proud to be a U of T graduate and hoped that the members could use their expertise and their voices to have an impact on social justice in Toronto.

The members showed their appreciation through applause.

The members asked D. Miller about his views on fossil fuel divestment. He said that nobody should invest in fossil fuels. Students should lead this initiative and it would help for faculty to lend their voices.

## 9. Other Business and Questions from the Floor

J. Newman thanked the members for attending.

S. Kant, seconded by L. Kohn, moved that:

the meeting adjourn.

### **Carried.**

The meeting adjourned at 5:50 p.m.

Chris Penn  
Administrative Assistant



*Clockwise from top left:* Librarians Committee Chair Harriet Sonne de Torrens hosts a Librarians' Town Hall at Robarts Library; Teaching Stream Committee Chair Claude Evans with Council Member Azita Hojtallah Taleghani; Council Members Tanjim Hossain and Dror Bar-Natan; Membership Committee Chair Judith Taylor with Council Member Jens Hanssen and Treasurer Paul Hamel; Vice-President, University and External Affairs Linda Kohn introducing Professor Martha C. Nussbaum; Professor Nussbaum delivering the 2016 C.B. Macpherson Lecture; and UTfA Council voting to ratify the 2014–2017 Salary, Benefits, Pensions and Workload agreement.



*Left:* Heather Diggle, Chris Penn, Alison Warrrian (former General Counsel), Marta Horban, and Rucsandra Schmelzer.  
*Right:* New UTFA meeting space and offices under renovation.

## Staff Directory

Name	Title	Phone	Email
Chris Penn	Administrative Assistant	416 978-4976	faculty@utfa.org, penn@utfa.org
Heather Diggle	General Counsel	416 978-3192	diggle@utfa.org
Reni Chang	Counsel	416 978-4729	chang@utfa.org
Helen Nowak	Counsel	416 978-3015	nowak@utfa.org
Rucsandra Schmelzer	Grievance Assistant	416 978-4996	grievanceassistant@utfa.org
Marta Horban	Business Officer	416 978-4616	horban@utfa.org
Aylwin Lo	Communications Officer	416 978-4676	lo@utfa.org
Dave Campanella	Research Analyst	416 978-4676	campanella@utfa.org

# NOTES

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The University of Toronto Faculty Association  
720 Spadina Avenue, Suite 419  
Toronto ON M5S 2T9  
Phone (416) 978-3351 Fax (416) 978-7061  
[www.utfa.org](http://www.utfa.org) | [faculty@utfa.org](mailto:faculty@utfa.org) | [fb.com/utfaculty](https://fb.com/utfaculty) | [@utfaculty](https://twitter.com/utfaculty)

# UTfA Workshops

## Tenure Workshop

Claude T. Bissell Building  
140 St. George Street  
Room 325

**Wednesday, April 27, 2016**

2:00PM – 3:30PM

The University of Toronto Faculty Association is presenting a workshop on the third year review and the tenure review.

**This workshop is open to all members of the Association.**

Members should register by email to [faculty@utfa.org](mailto:faculty@utfa.org).

## Promotion to Continuing Status for the Teaching Stream

Bahen Centre  
40 St. George Street  
Room 1200

**Friday, April 15, 2016**

8:30AM – 1:00PM

The University of Toronto Faculty Association is presenting a workshop to assist faculty members in the Teaching Stream in preparing for promotion consideration. This workshop is open to all Teaching Stream members of the Association.

Members should register by email to [faculty@utfa.org](mailto:faculty@utfa.org) with their name, department/faculty and rank (e.g., lecturer).

## Evaluating Effective Teaching: Problems & Possibilities

Koffler House  
569 Spadina Crescent  
Room 108

**Thursday, April 28, 2016**

8:30AM – 1:00PM

Keynote speaker is Richard Freishtat, Director, Center for Teaching and Learning, University of California, Berkeley. Additional speakers include Emma Phillips, Goldblatt Partners; Katherine Rehner, UTM, OISE; and Cynthia Messenger, Vice President Grievances.

Members should register by email to [faculty@utfa.org](mailto:faculty@utfa.org) before noon on Monday, April 25.

The full program can be accessed at <http://utfa.org/agm1611>.

## From Pilot Project to System Solution

Bringing Success to Scale in Canadian Health Care

KEYNOTE SPEAKER

**Dr. Danielle Martin**

Assistant Professor, Family & Community Medicine  
Assistant Professor, Institute of Health Policy, Management, and Evaluation  
Family physician & Vice-President, Women's College Hospital

