

UTFA Council Agenda

Wednesday, January 22, 2020 – 3:00 – 5:00 p.m.

Room LL1030 (lower level)
Rotman School of Management

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1. Approval of the Agenda
 2. Reading of the Statement of Acknowledgement of Traditional Land
 3. Minutes of the Previous Meeting
 - a. December 9, 2019 *
 4. Business Arising
 - a. From the Minutes of Council
 - b. From the Minutes of the Executive Committee
 - i. November 8, 2019 *
 - ii. November 21, 2019 *
 5. Report of the President (20 min)
 - a. Part-time appointments policy negotiations
 - b. Nominating Committee * (motion)
 - c. Presidential election guidelines *
 - d. Chief Returning Officer * (motion)
 - e. UPP update
 6. Report of the Vice-President, Salary, Benefits, Pensions and Workload (20 min)
 - a. Salary discrimination project
 - b. SBPW negotiations
 - c. Joint Benefits Committee (T. Zoric and R. Gillis)
 - d. Workload Adjudicator
 - e. Asbestos group grievance
 - f. Sexual Violence Policy LOU
 - g. Librarian working group on systemic salary issues (motion)
 - h. SBPW Negotiating Team (motion)

7. Report of the Chair of the Membership Committee (5 min)
 - a. Meet and greet meetings
8. Report of the Treasurer (15 min)
 - a. Financial update
 - b. Increasing the UTFA contingency fund allocation
9. Report of the Vice-President, Grievances (10 min)
 - a. Update: Work of the Grievance Portfolio
 - b. Update on Legal Assistant
10. Report of the Vice-President, University and External Affairs (20 min)
 - a. OCUFA's challenge to Bill 124 *
 - b. Al Miller Memorial Award Recipients
 - c. Speaking Out Survey *
 - d. Presidential & Provostial Task Force on Student Mental Health Final Report & Recommendations – December 2019
<https://www.provost.utoronto.ca/wp-content/uploads/sites/155/2020/01/Presidential-and-Provostial-Task-Force-Final-Report-and-Recommendations-Dec-2019.pdf>
Administrative Response to the Final Report of the Presidential and Provostial Task Force on Student Mental Health January 15, 2020 *
11. Report of the Chair of the Teaching Stream Committee (10 min)
 - a. Survey on research within the Teaching Stream
 - b. Event on mental health and working conditions within the Teaching Stream
12. Report of the Chair of the Equity Committee (5 min)
 - a. Special Council Meeting: unconscious bias workshop
Tuesday, January 28, 3:00-5:00 Rotman, Room 368
13. Other Business
 - a. Special meeting of UTFA Council on Unconscious Bias
Tuesday, January 28, 2020, 3:00 – 5:00 p.m.
Room 368, Rotman School of Management
 - b. Next meeting of Council
Thursday, February 13, 2020
 - c. Annual General Meeting
Tuesday, April 14, 2020
George Ignatieff Theatre
Trinity College
14. Adjournment

* materials attached



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UTFA Council Minutes

Monday, December 9, 2019 – 3:00 – 5:00 p.m.
Upper Dining Room
Faculty Club

Present:

- Executive:** K. Adamson, M. Allen, A. Braun, C. Evans, R. Gillis, A. Hojatollah Taleghani, J. Macdonald, C. Messenger, D. Roberts, H. Sonne de Torrens, T. Zoric
- Present:** M. Attridge, E. Barbeau, K. Bickmore, C.H. Chen, E. Comelli, A. Fenner, E. Fillion, G. Grasselli, P. Grav, M.A. Guttman, A. Keith, P. Khan, R. Kluger, J. Nogami, J. Poë, H. Rodd, S. Ruddick, K. Scheaffer, V. Skelton, K. Weaver, N. Wiseman
- Regrets:** K. Banning, L. Chen, L. Florence, A. Giacca, J. Jenkins, M. Light, M. O'Connor, M. Peski, S. Rupp, L. Stewart Rose
- Absent:** J. Berkovitz, D. Heap, R. Helms-Park, W. Kemble, J. Lanca, K. MacDonald, B. McDonagh, S. Prudham, M. Stapleton, A. White
- Also Present:** M. Horban (Business Officer)
C. Penn (Administrative Assistant and Note Taker)
R. Riendeau (Speaker)
S. Olexson (Counsel)
R. Schmelzer (Grievance Assistant and Note Taker)

R. Riendeau called the meeting to order at 3:10 p.m.

1. Approval of the Agenda

M. Attridge, seconded by P. Khan, moved that:

the agenda be approved as amended.

Carried.

2. Minutes of the Previous Meeting

a. November 13, 2019 *

K. Weaver, seconded by M.A. Guttman, moved that:

the November 13, 2019 Council minutes be approved as amended.

Carried.

3. Business Arising

- a. From the Minutes of Council
- b. From the Minutes of the Executive Committee
 - i. November 8, 2019
 - ii. November 21, 2019

H. Sonne de Torrens called the members' attention to the following Executive motion:

The Executive Committee recommends that:

Council join the Executive Committee and the members of the UTFA Librarians Committee in lending support to a letter to the Chief Librarian requesting acknowledgement that UTLS libraries are managed by professional academic librarians. In the current version of the Policies for Librarians, page 3, it states "Librarians, in fulfilling their roles as contributors in the academic process, have a responsibility to provide leadership, initiative and expertise in realizing the goals and objectives of the Library."

Carried.

4. Report of the President (20 min)

C. Messenger congratulated C. Penn on her new title of Senior Administrative Assistant.

The members congratulated C. Penn through applause.

a. Recent pension conferences; C. Messenger moderator for international conference

C. Messenger reported that she and T. Zoric attended the Canadian Employee Benefits Conference put on in San Francisco by the International Foundation of Employee Benefit Plans. She moderated a session on public pension plans.

C. Messenger said that she and T. Zoric also attended the Lancaster House Pensions Conference. She noted that it is the duty of the person who holds the sponsor seat to attend conferences and educate themselves.

C. Messenger invited C. Godkewitsch to update the members on pensions.

C. Godkewitsch noted that by the end of December the employers for all three universities in the UPP

must submit a transfer application to the provincial government financial regulators.

C. Godkewitsch reviewed UPP timelines. She noted that the first step was the ratification process. The vote allowed UTFA to give the consent of its members to proceed with the UPP. Conversion of the pension plan to the UPP must happen no later than six months after approval of the UPP, which took place at the end of June. Thus, the application must be sent in by the end of December.

C. Godkewitsch said that work continues on the application documents, but the labour groups and universities have reached agreement on most of them. She said that the December 31 deadline is important because the new pension plan comes into existence as of January 1, 2020. However, although it will come into existence, no assets or accruing of benefits for members will take place for about 18 months. All members will continue to accrue benefits and retired members will continue to get money from the existing pension plan until July 1, 2021, when assets will be moved into the UPP trust.

C. Godkewitsch said that the UPP trustees have been appointed but do not have any duties yet.

In response to questions, C. Godkewitsch said that as of January 1 the Board of Trustees would continue to be responsible for the investments and assets of the UofT pension plan, and that other universities would be allowed to join the UPP after an 18-month period after July 1, 2021.

b. Part-time appointments policy negotiations

C. Messenger, seconded by M. Attridge, moved that:

the meeting go in camera.

Carried.

C. Messenger, seconded by H. Sonne de Torrens, move to:

return to the regular meeting.

Carried.

c. Nominating Committee

C. Messenger said that the Executive will suggest a slate of nominees for the Nominating Committee to Council.

d. Presidential election guidelines

C. Messenger said that last year J. Poë and her committee did excellent work on proposing changes to the Constitution and Bylaws. The hope was to use them as guidelines for the Presidential election before bringing them to AGM for approval. She hopes to meet with J. Poë to discuss them, as it would be good to have some guidelines in place for the upcoming Presidential election. She noted that she would not be running for President as she will be serving on the UPP Sponsor Committee.

e. Moving forward with incorporation: next steps

C. Messenger reminded Council that Wayne Gray spoke to Executive and Council about the steps that lead to incorporation, noting that we can take steps to incorporate without changing our governance structure. She wants to make sure that that is the case and that the Executive/Council structure can be maintained for the next three to four years. This will need to be brought to the AGM in April.

C. Messenger said that she will keep Council apprised about developments. She has mentioned this to the Administration, as we need its cooperation in order to incorporate.

R. Riendeau welcomed S. Ruddick, the new Council member for Constituency #102, Psychology, Geography, Urban & Community Studies, to Council.

The members welcomed S. Ruddick with applause.

5. Report of the Vice-President, Salary, Benefits, Pensions and Workload (25 min)

a. Salary discrimination project update

(i) Outcome of Librarian facilitated discussions *

T. Zoric said that an announcement was made on Friday about the 3.9% increase to base salary that female librarians will be receiving. This includes librarians in the permanent status stream and CLTAs. This is retroactive to June 2019.

T. Zoric thanked S. Olexson for all the hours and hard work that she put into these negotiations to get to this point. She also thanked E. Phillips (Goldblatt Partners) and H. Mackenzie (Hugh Mackenzie & Associates) for their advice and strategizing.

The members showed their appreciation through applause.

T. Zoric, seconded by D. Roberts, moved that:

the meeting go in camera.

Carried

(ii) Focus group update

The meeting continued in camera.

b. SBPW bargaining

(i) Motion to approve SBPW team:

The meeting continued in camera.

T. Zoric, seconded by D. Roberts, moved to:

return to the regular meeting

Carried.

The Executive Committee recommends to Council that:

for the next round of Salary, Benefits, Pensions and Workload negotiations, R. Gillis, M.A.

Guttman, C. Messenger, D. Roberts, H. Sonne de Torrens, and T. Zoric be on the negotiating team.

Carried.

The members discussed the lack of tenure stream members on the committee.

C. Messenger congratulated T. Zoric on all her work, particularly on achieving the salary increase for female librarians.

The members showed their appreciation through applause.

(ii) Notice to bargain

T. Zoric said that UTFA filed a notice to bargain on November 29, 2019, and has asked the Administration for a meeting date in January.

c. UTFA internal Joint Benefits Committee (JBC) meeting

T. Zoric reported that the members of the UTFA Joint Benefits Committee met that morning and discussed several issues around benefits. G. Kawaguchi gave a report on the out-of-Ontario benefits after OHIP cuts those benefits as of January 1, 2020.

T. Zoric said that she has written to K. Hannah-Moffat asking her to confirm our understanding that Green Shield out of province/country benefits will not be affected by the OHIP changes. She will let the membership know how K. Hannah-Moffat replies.

T. Zoric said that right now UTFA's advice will be to get Green Shield to put in writing that there will not be any change to coverage when travelling. She noted regarding the stability clause that if you have a change in health or medication, it does matter. However, if, for example, you break a leg, it does not.

The members noted in discussion that Green Shield has posted a document online about this issue, and that the stability clause applies to travel outside the province, not just the country.

T. Zoric reported that R. Gillis has agreed to serve as chair of the UTFA Joint Benefits Committee. She will continue to chair with respect to the bargaining survey.

d. Nominating a Workload Adjudicator

T. Zoric, seconded by R. Gillis, moved that:

the meeting go in camera.

Carried.

e. OCUFA presentation on UTFA's salary discrimination Association grievance

The meeting continued in camera.

T. Zoric, seconded by N. Wiseman, moved to:

return to the regular meeting.

Carried.

6. Report of the Vice-President, Grievances (10 min)

a. Update on the activities of the grievance portfolio

C. Evans gave a PowerPoint presentation on the activities of the grievance portfolio.

C. Evans reported that in October 2019 34 files were opened, with 9 handled externally. In October 2018 19 files were opened, and 2 were handled externally. In November 2019 21 files were opened, with 3 handled externally. In November 2018 33 files were opened and 3 were handled externally.

C. Evans commented on the issues raised in the various files.

b. November 29 OCUFA Grievance Committee meeting

C. Evans reported that she attended the OCUFA Grievance Committee meeting. T. Zoric gave a report that drew a lot of attention. There were discussions around indigenous issues. It was noted that the acknowledgment of indigenous land is becoming routine and more discussion is needed around this.

7. Report of the Chair of the Equity Committee (5 min)

a. Unconscious bias workshop – January 28 – Rotman - Room 368

A. Taleghani reported that the unconscious bias workshop for Council would be taking place on January 28 in room 368, Rotman School of Management. It will be followed by a gathering in the Faculty Club pub.

8. Report of the Chair of the Membership Committee (5 min)

a. Communicating with constituents

K. Adamson reported that he has been working with M. Horban and S. Lee in the UTFa office to create email lists for each constituency where Council members should only have to type, e.g., Constituency106@utfa.org to send an email to all of their constituents.

K. Adamson said that he would soon be sending Council members instructions on how to connect with constituents to set up meet and greet meetings and how to get a coffee card to pay for taking the member out.

K. Adamson said that he sat in on a focus group that T. Zoric was chairing and can see why the work that is being done is so important.

T. Zoric said some of the next focus groups will be with faculty in nursing, female faculty in the humanities, and black and indigenous faculty. She said that she is open to suggestions for any further focus groups.

It was noted in discussion that the views being presented are not necessarily those of the majority. One report said that tenure stream faculty in the sciences have had difficulty taking maternity leave, but in some areas of the university, this is far from correct. The members discussed which faculty were more likely to be pressured to return early from maternity leave.

9. Report of the Chair of the Librarians Committee * – attachment only

H. Sonne de Torrens called the members' attention to the report and pictures from the Librarian event that is in their package of materials.

10. Other Business

R. Gillis said that he brought to CAUT's attention that the survey for post-secondary faculty and researchers created by Statistics Canada does not include academic librarians.

D. Robinson, Executive Director of CAUT, drew this to the attention of Statistics Canada, which replied that they were worried about librarians in Quebec having a different standard of education and therefore they were not included in this survey. They said that librarians may be included in the future.

R. Gillis said that Stats Canada is looking at a sample of about 1500 people who do research and teaching across Canada. The survey is now closed.

R. Gillis noted that he sent out an email from the Provost's office on the Review of the Role of the Colleges on the St. George Campus. They will be looking at Innis, New, University, and Woodsworth, the three federated universities (Victoria, Trinity, and St. Michael's College) and their undergraduate arts colleges, and the Faculty of Arts and Science, as well as other faculties and institutional offices on the St. George campus.

R. Gillis reported that he had an inquiry about who receives email accounts at UofT and when the privilege of such accounts should end.

a. Next meeting of Council
Wednesday, January 22, 2020

Room LL1030 (lower level) – Rotman School of Management

- b. Annual General Meeting
Tuesday, April 14, 2020
George Ignatieff Theatre
Trinity College

11. Adjournment

T. Zoric, seconded by K. Weaver, moved that:
the meeting adjourn.

Carried.

The meeting adjourned at 4:45 p.m.

Chris Penn
Administrative Assistant

Motions from the December 9, 2019 Council Meeting

Item 3b(ii)

The Executive Committee recommends that:

Council join the Executive Committee and the members of the UTFA Librarians Committee in lending support to a letter to the Chief Librarian requesting acknowledgement that UTLS libraries are managed by professional academic librarians. In the current version of the Policies for Librarians, page 3, it states "Librarians, in fulfilling their roles as contributors in the academic process, have a responsibility to provide leadership, initiative and expertise in realizing the goals and objectives of the Library."

Carried.

Item 5b(i)

The Executive Committee recommends to Council that:

for the next round of Salary, Benefits, Pensions and Workload negotiations, that R. Gillis, M.A. Guttman, C. Messenger, D. Roberts, H. Sonne de Torrens and T. Zoric, be on the Negotiating team.

Carried.



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Council Summary

UTFA Executive Minutes

Friday, November 8, 2019
UTFA Boardroom
1:00 – 3:00 p.m.
Chair – C. Messenger

Present: K. Adamson, A. Braun, C. Evans, L. Florence, A. Giacca, J. Macdonald (phone). C. Messenger, D. Roberts, H. Sonne de Torrens, A. Taleghani, T. Zoric

Regrets: M. Allen, R. Gillis, S. Rupp, H. Nowak

Also Present: W. Gray (Gray, Whitley, LLP), M. Horban (Business Officer), C. Penn (Senior Administrative Assistant and note taker), S. Olexson (Counsel)

C. Messenger called the meeting to order at 1:05 p.m.

1. Approval of the agenda: Agenda was approved as amended.
2. Minutes of the previous meeting: The minutes and Council summary of the October 25, 2019 Executive meeting were approved as amended.
3. Business arising (not elsewhere on the agenda)
 - a. Action List: Several items were removed from the action list.
4. Report of the President (50 min)
 - a. Legal Opinion on Governance * (Wayne Gray – Gray, Whitley LLP)

C. Messenger introduced W. Gray, from Gray, Whitley, who is advising UTFA on constitutional matters. We have a mandate to start the process of governance change, but this will probably be a multi-year effort. UTFA probably needs to start with incorporation, to protect members of Executive and Council from lawsuits.

W. Gray reviewed the document in the meeting package stating his observations on points that UTFA should consider in contemplating incorporation. He noted the possible use of a Special Act for incorporation; the importance of ensuring the continued collecting of membership dues; the speed with which incorporation could be done; issues around the name of the corporation; and the corporation's possible governance structure, specifically the future role of Council.

The members discussed W. Gray's remarks. Noted in discussion:

- The governance structure would have to give UTFA a greater legitimacy with the Administration and the members.
- The possibility of member ratification of the MoA might be explored.
- A chart comparing present circumstances side by side with the changes incorporation would bring would help understanding.

Questions were raised as to certain processes and details around incorporating UTFA, timelines, changes to the roles of the present Executive and Council, authority over legal matters, what would need to go into the new bylaws, proxy voting, and so on. W. Gray provided information accordingly.

C. Messenger noted that incorporation would have to be approved at the AGM.

L. Florence assumed the chair.

b. UPP Update

C. Messenger reported that the UPP has appointed an independent chair for the Trustee Board. The Labour Sponsor Committee unanimously approved this choice.

C. Messenger reported that the Labour Sponsor Committee continues to work towards filing numerous documents by December 30. She will be attending two meetings outside of Toronto and then a pension conference in San Francisco.

C. Messenger noted that she has a nine-person UTFA pension committee to advise her.

c. St. Mike's bargaining team: approving the addition of Harriet Sonne de Torrens

C. Messenger, seconded by T. Zoric, moved that:

H. Sonne de Torrens be the UTFA representative on the St. Michael's College bargaining team.

Carried.

C. Messenger thanked H. Sonne de Torrens for volunteering to do this.

d. Bill 124 * (T. Zoric)

T. Zoric reported that on November 7 the provincial government passed the Protecting a Sustainable Public Sector for Future Generations Act, based on information relating to a projected deficit that was overinflated. It applies to all kinds of public sector and other quasi-public sector employees. This will elicit push-back in the public sector.

C. Messenger noted that Goldblatt Partners and other groups lobbied to for exemption from the 1% freeze in relation to the UPP.

e. Bill 100 *

C. Messenger cited Bill 100, Protecting What Matters Most Act (Budget Measures), which might affect faculty over 71 years of age. It seems for now that they will probably be spared any salary cuts.

f. Staffing Issues

This item was deferred to the end of the meeting, when the staff were asked to leave the room.

C. Messenger, Chair of the Office Staff Relations Committee, set out a number of ongoing and imminent staff changes. The members discussed these changes.

H. Sonne de Torrens, seconded by A. Braun, moved that:

1. the part-time Communications position be filled;
2. the part-time Researcher position not be filled;

3. the second Administrative Assistant position not be filled;
4. a full-time Legal Assistant position be advertised;
5. R. Schmelzer be moved to the Bookkeeper position;
6. the Executive Director search continue with Odgers (non-union); and
7. an Executive Assistant to the President be hired (non-union).

Carried.

C. Messenger assumed the chair.

5. Report of the Vice-President, Salary, Benefits, Pensions and Workload (20 min)

- a. Asbestos Group Grievance Mediation & JHSCs

T. Zoric, seconded by D. Roberts, moved that:

the meeting go in camera.

Carried.

Items 5b, c, d and e continued in camera.

- b. Salary Discrimination
- c. Workload Adjudicator
- d. SQCTs
- e. Article 4 and Librarians

A. Braun, seconded by C. Evans, moved to:

return to the regular meeting.

Carried.

- f. Other matters

T. Zoric said that R. Gillis asked her to present information on issues that he is dealing with.

UTEAU continues to meet and is responding with a town hall to concerns from student groups about OSAP cuts, the Student Choice Initiative, and mental health and well-being. R. Gillis is on the organizing committee. UTFA has been asked to donate 1/3 of the costs of food and refreshments for this event.

H. Sonne de Torrens, seconded by K. Adamson, moved that:

UTFA commit to provide \$300 in support of food and beverages for the UTEAU town hall, which focuses on the impact of the provincial government cuts on students, to be held on November 14, 2019.

Carried.

T. Zoric said that R. Gillis also asked her to put forward a motion in support of sending a donation and support to the striking faculty and librarians at UNBC.

T. Zoric, seconded by K. Adamson, moved that:

UTFA donate \$3,000 to the striking faculty and librarians at UNBC.

Carried.

6. Report of the Chair, Membership Committee (10 min)

a. Membership Committee work plan

K. Adamson reported on the work plan prepared by the Membership Committee. The Committee:

- continues to provide logistical support regarding the gender outreach campaign;
- is developing a strategy over the next few weeks to connect with Nursing and teaching stream in Rehabilitation Science. These meetings will take place before the end of December. After that, focus groups will take place in Social Work, then with black and indigenous faculty.
- is looking at underrepresented Council constituencies, specifically seven vacant high priority seats that have not been filled in a long time. It hopes to fill at least five of those seats this year.
- wants to start up face-to-face meetings. K. Adamson said that he would introduce this to Council and will be asking Council members to meet with a member in their constituency that they do not know over coffee for 15-30 minutes. He outlined how these meetings would take place.

7. Report of the Vice-President Grievances (10 min)

a. Breach of Guidelines for the Promotion to Professor, Teaching Stream

C. Evans, seconded by A. Taleghani, moved that:

the meeting go in camera.

Carried.

b. Implementation of graduate supervision experience survey

The meeting continued in camera.

c. Grievance portfolio Q&A for website

The meeting continued in camera.

C. Evans, seconded by L. Florence, moved to:

return to the regular meeting.

Carried.

8. Report of the Chair of the Librarians Committee (10 min)

a. Update on Charting the Course: Empowering Librarians at UofT *

H. Sonne de Torrens called the members' attention to the information in the meeting package that will be handed out at the event on November 15. There are over 90 registrants.

H. Sonne de Torrens called attention to the agenda and materials for the event. This event is meant to introduce the new professionals to the history of librarians at UofT. Special acknowledgement will be given at the event to about six librarians who worked on behalf of colleagues in the past to get librarians where they are today. They will receive an UTFA pen.

An UTFA bookmark saying "Resist academic benchmarking" is being prepared and will be handed out at the meeting and at Council.

H. Sonne de Torrens said that the UofT Libraries are undergoing a silent reorganization, evident when old and new organizational charts are compared. She noted that there is no longer a library council.

9. Report of the Chair of the Equity Committee (5 min)

a. Equity Committee meeting on November 1

A. Taleghani reported that the Equity Committee had its first meeting on November 1. It was well attended. D. Roberts gave an update on the Teaching Stream Committee and its work on mental health issues.

The Committee also discussed how UTFA can deal with mental health issues; discrimination and equity issues regarding new parent or single parent leave; getting an extension for pre-promotion; and helping new hire faculty and parents who want to go up for promotion.

C. Messenger suggested that people who have the above-noted issues should contact the grievance team.

Also discussed was the unconscious bias workshop. E. Phillips has provided dates in January when she is available. It was decided to find out how many Executive members could attend a two-hour meeting on the proposed dates before announcing a date to Council.

A. Taleghani said that E. Phillips would like to know what our expectations are of this workshop and what kind of information to include.

C. Messenger said that we need to think about what the goals are for the workshop. The members discussed possible topics.

10. Report of the Chair of the Retired Members Committee (5 min)

a. Report on the Welcome Reception for New Retirees

J. Macdonald called the members' attention to the feedback form from the reception for new retirees. Overall, she was pleased with the feedback.

J. Macdonald said that we are looking to book the Faculty Club for October 21, 2020.

11. Other Business

L. Florence reported that UTFA has received the audited financial statements for the year ending June 30, 2019.

L. Florence reported that the Financial Advisory Committee had met and discussed the investment portfolio. The investment account has exceeded the \$4.3 million mark. \$750,000 of the money in it is reserve funds. We would need approval from Council to use that amount.

L. Florence said that he thinks the \$750,000 should be increased and that there should be a trigger point when the Treasurer would formally advise the Executive that that our investment account is, for instance, at \$3 million, and would then demonstrate the need to use the money. He plans to bring forward a motion on this in the new year.

The meeting returned to 4f.

- a. Next Executive Committee Meeting
Thursday, November 21, 2019
Lunch 12:30 p.m.
1:00 – 3:00 p.m.
- b. UTFA Council
Wednesday, November 13, 2019
3:00 – 5:00 p.m.
Room 374, Rotman School of Management
- c. AGM
April 14, 2020
George Ignatieff Theatre
- d. Adjournment

T. Zoric, seconded by K. Adamson, moved that:
the meeting be adjourned.

Carried.

The meeting adjourned at 3:30 p.m.

Chris Penn
Senior Administrative Assistant



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Council Summary

UTFA Executive Minutes

Thursday, November 21, 2019
UTFA Boardroom
1:00 – 3:00 p.m.
Chair – C. Messenger

Present: K. Adamson, C. Evans, A. Giacca, R. Gillis, J. Macdonald (phone), C. Messenger D. Roberts, H. Sonne de Torrens, A. Taleghani, T. Zoric

Regrets: M. Allen, A. Braun, L. Florence, S. Rupp

Also present: H. Nowak (General Counsel), M. Horban (Business Officer), C. Penn (Senior Administrative Assistant and note taker), K. Scheaffer (Chair, Librarian Negotiating Team)

C. Messenger called the meeting to order at 1:10 p.m.

1. Approval of the agenda: The agenda was approved as amended.
2. Minutes of the previous meeting
 - a. November 8, 2019: The minutes and Council summary were deferred to the next meeting.
3. Business arising (not elsewhere on the agenda)
 - a. Action List *

Several items were removed from the action list.

The Council workshop on unconscious bias was scheduled for January 28.

C. Messenger reported that the issue of sustainability was discussed on a pension conference call.

4. Report of the President (15 min)
 - a. UPP update

C. Messenger reported that an announcement has gone out informing members that Gayle Rubinstein has been hired as the independent Chair of the UPP Trustee Board.

The labour side of the UPP is working to finish the documents that need to be filed with the provincial government by the end of December.

C. Messenger said that the UTFA Pension Committee will be meeting early in December so that the experts can walk the members through the Milestones Amending Agreement.

b. Hiring update

C. Messenger called the members' attention to the staffing update on page 5 of the November 8 minutes, listing the positions to which UTFA is hiring and those it is not. She is updating the job descriptions with the Business Officer and the Office Staff Relations Committee and sending revisions to the union.

c. Selection committee for Executive Assistant

C. Messenger, seconded by D. Roberts, moved that:

E. Comelli, C. Evans, R. Gillis, P. Khan, C. Messenger, and T. Zoric sit on the Executive Assistant Hiring Committee.

Carried.

C. Messenger said that the Executive Director Hiring Committee has not yet been struck. Odgers is working on the file and she thinks that they have a good sense of what UTFA needs.

5. Report of the Vice-President, University and External Affairs * (10 min)

R. Gillis called the members' attention to the thank you letter received from the UNBC Faculty Association for UTFA's donation to their strike fund.

a. Update on the UTEAU Town Hall on Government Cutbacks

R. Gillis said that the November 14 UTEAU town hall on government cutbacks was a good attempt at collaboration, but it was not well attended. Several people from various student groups, representatives from CUPE, and Rahul Sapra, OCUFA's president, spoke about the effect the cutbacks are having on universities, particularly on students, and about performance indicators.

b. New CAUT Employment Survey

R. Gillis spoke about the employment survey that CAUT is asking post-secondary education teachers and researchers across Canada to fill out. It was designed by StatsCan. If enough people at UofT fill it out then we might be able to make use of the data. However, the survey does not seem to include academic librarians. He will bring this up at the CAUT board meeting.

R. Gillis, seconded by H. Sonne de Torrens, moved that:

David Robinson, Executive Director of CAUT, be asked to communicate with the directors of the survey at Statistics Canada about the fact that academic librarians engage both in teaching and research and should be included in this survey that focuses on teaching and research; to ask that, if they cannot be included in this survey, they be included in the next; and to report back.

Carried.

6. Order of the Day: 1:45 p.m. – K. Scheaffer – Update on the Policies for Librarians negotiations (15 min)

T. Zoric, seconded by H. Sonne de Torrens, moved that:

the meeting go in camera.

Carried.

C. Messenger thanked K. Scheaffer for her report.

7. Report of the Vice-President, Salary, Benefits, Pensions and Workload (15 min)

a. Report on SBPW Committee meeting

The meeting continued in camera.

b. Preparing for next round of SBPW negotiations

The meeting continued in camera.

T. Zoric, seconded by R. Gillis, moved to:

return to the regular meeting.

Carried.

T. Zoric said that UTFA needs to advise the Administration by the end of November of our intent to bargain.

T. Zoric, seconded by K. Adamson, moved that:

the Executive Committee recommend to Council that for the next round of bargaining the UTFA SBPW bargaining team be:

R. Gillis, M.A. Guttman, C. Messenger, D. Roberts, H. Sonne de Torrens, and T. Zoric.

Carried.

c. Salary discrimination focus groups update

T. Zoric, seconded by R. Gillis, moved that:

the meeting go in camera.

Carried.

T. Zoric, seconded by A. Taleghani, moved to:

return to the regular meeting.

Carried.

8. Report of the Vice-President Grievances (15 min)

a. UTM Office of the Dean communication on the "Faculty Success Program," National Center for Faculty Development & Diversity (NCFDD) <https://www.facultydiversity.org/> *

C. Evans called the members' attention to the information in the meeting package on the Faculty Success Program. The UTM administration is encouraging faculty members to take expensive intensive courses that the Dean and Provost have said that they will pay for. The courses, designed to help faculty improve their research productivity and to promote work life balance and personal growth, elicit several concerns.

The members discussed the implications of participating in this program.

C. Messenger said that we will put this on the Joint Committee agenda after we take a closer look at it.

b. Grievance portfolio Q&A for website

C. Evans reported that she is still working on a Q&A for the website.

The members discussed other information to be posted to the website.

c. USMC Association grievance

C. Evans, seconded by T. Zoric, moved that:

the meeting go in camera.

Carried.

d. Ongoing grievances

The meeting continued in camera.

C. Evans, seconded by K. Adamson, moved to:

return to the regular meeting.

Carried.

e. Tenure Workshop – May 5, 2020 – Faculty Club, 3:00 – 4:30 p.m. followed by a reception

C. Evans reported that the Tenure Workshop will take place as noted above.

C. Messenger said that this workshop is not just for people going up for tenure but also for those who sit on tenure committees and who are going for promotion in general. It covers the four-year interim review.

9. Report of the Chair of the Librarians Committee (5 min)

a. Update on Charting the Course: Empowering Librarians at UofT *

H. Sonne de Torrens reported that the Librarian event was a great success and that UTFA came across as supporting Librarians at UofT. She is thinking of having another event in the spring of 2020.

C. Messenger congratulated H. Sonne de Torrens on holding such a successful event and thanked the staff for their efforts.

The members showed their appreciation through applause.

10. Report of the Chair of the Teaching Stream Committee (10 min)

a. Motion from Teaching Stream meeting

D. Roberts reported that the members of the Teaching Stream Committee held a well-attended meeting. The committee passed a motion to strike a committee to design a survey on experiences with conducting/attempting to conduct research.

D. Roberts, seconded by T. Zoric, moved that:

the Teaching Stream Committee conduct a survey on research within the teaching stream to document opportunities and barriers that teaching stream faculty face when attempting to conduct research (disciplinary or pedagogical scholarship) or creative professional activities.

Carried.

b. Motion from Teaching Stream meeting

D. Roberts said that the Teaching Stream Committee also passed the following motion:

that the Teaching Stream Committee organize and host an event (in the spring) for members of the teaching stream focussing on some specific elements of the working conditions of teaching stream faculty that contribute to burnout and other forms of poor mental health.

The committee discussed how acute these problems are in the teaching stream. They also talked about broader mental health challenges on campus. The committee believes that there are issues that are particular to this stream and that an event should be held just for them.

It was suggested that D. Roberts come back to Executive with a proposal and a budget.

D. Roberts, seconded by K. Adamson, moved that:

Executive support in principle that the Teaching Stream Committee organize an event on mental health and working conditions within the teaching stream in the spring.

Carried.

c. Promotion Workshop discussion

D. Roberts noted that we hold an event in the spring for teaching stream faculty that addresses preparing for the interim review, promotion review, and promotion to full professor. He asked if it might be better to organize two events, one for pre-promotion members and one on going up for full professor.

The members discussed the question. It was decided to focus only on those up for interim and full reviews. For promotion to full professor it might be better to have an FAQ for the website. The members discussed what the FAQ should contain.

C. Messenger said that advertising for this workshop needs to make clear who should attend.

11. Other Business

- a. Next Executive Committee Meeting
Thursday, December 5, 2019
Lunch 12:30 p.m.
1:00 – 3:00 p.m.
- b. Executive and Staff Holiday Lunch
Friday, December 6, 2019 – 12:00 noon
Primrose Room, Faculty Club
- c. UTFA Council
Monday, December 9, 2019
3:00 – 5:00 p.m.
Upper Dining Room – Faculty Club
- d. End of Term Reception
Monday, December 9, 2019
5:00 – 7:30 p.m.
Main Dining Room – Faculty Club
- e. AGM
April 14, 2020
George Ignatieff Theatre
- f. Adjournment

K. Adamson, seconded by T. Zoric, moved that:
the meeting adjourn.

Carried.

The meeting adjourned at 3:05 p.m.

Chris Penn

Senior Administrative Assistant

The Executive Committee suggests to Council the following slate of four names for membership in the 2020 Nominating Committee:

Alison Keith (tenure stream) - Department of Classics

Matthew Light (tenure stream) - Centre for Criminology

Azita Taleghani (not returning; teaching stream) - Department of Near & Middle Eastern Civilizations

Leslie Stewart Rose (teaching stream) – OISE - Department of Curriculum, Teaching & Learning

Faculty

From: Cynthia Messenger <cynthia.messenger@utoronto.ca>
Sent: January 18, 2020 9:17 PM
To: Council_B; Council_A
Subject: Draft guidelines for the presidential election and the Exec nomination process
Attachments: UTFA draft guidelines for presidential election and Ex Cmte appointments 2020.docx

Dear Council Colleagues,

Please see below and the attached, which offers two sets of draft guidelines for discussion and approval at the Feb Council meeting. Please have a look and write back to me with feedback. I will discuss the attached with the Exec Cmte at our next meeting.

I will invite comment on the guidelines at the January Council meeting. Judith Poe's Constitutional Review committee last year flagged many of the issues that I attempt to touch on in the guidelines.

Although the appointment of a Chief Returning Officer is not mentioned in the UTFA Constitution or Bylaws, it is the custom at UTFA always to appoint one in a presidential election year.

I am hoping, therefore, that Council will approve a Chief Returning Officer for the presidential election at the January Council meeting. We will also vote on the slate for the Nom Cmte at the January Council meeting.

Article 9 of the Constitution and Article 10 of the Bylaws set out the following dates:

1. Exec suggests Nom Cmte slate five days before the January Council meeting. **DONE.**
2. The Nom Cmte is appointed by Council by Feb. 1.
3. Election period opens with nominations for president not later than March 1. Nominations close on March 16 at 5 p.m. (March 15 is a Sunday.)
4. Election is 21 days after the close of nominations on March 15.
5. Nom Cmte offers Council a slate no later than May 1.
6. Nom Cmte accepts additional nominations until May 10.
7. Council approves the Exec slate no earlier than May 18.

Cynthia Messenger

UTFA
DRAFT GUIDELINES
PRESIDENTIAL ELECTION
EXECUTIVE COMMITTEE APPOINTMENT PROCESS
2020
Cynthia Messenger

What follows are draft guidelines to cover the upcoming presidential election and the Exec Cmte appointment process. Most of what is below reflects UTFA practice and custom.

These guidelines would need to be approved by Council, in two separate motions, at the February 2020 meeting. The approved guidelines would serve in addition to and would not replace the UTFA Constitution and Bylaws requirements for the presidential election and the appointment of members of the Exec Cmte.

GUIDELINE A:

A. Presidential Election: Note that Article 9.1 (iii) calls for Council to establish guidelines for presidential elections.

1. At least five weeks before the election period, the CRO will ask the Exec Cmte to approve engaging a specified external firm to conduct the presidential vote in the event that it is needed. The CRO will also work with the business officer to make sure that paper ballots are available to those voters who require them.
2. By the close of nominations at 5 p.m. on March 16 (March 15 is a Sunday), the presidential candidates must submit a one-page, single-sided and single-spaced statement to the Chief Returning Officer (CRO) for posting on the UTFA home page. The statement must include the name of the candidate, their academic rank, and the unit(s) in which they hold their appointment(s). This statement may contain one external link. The candidates may, in addition, provide one head and shoulders photograph for posting on the UTFA site. Finally, each candidate must submit the name, email address, and mobile phone contact information of a scrutineer, who must be a member in good standing. The scrutineer *must* be present at the UTFA office for 5 p.m. on the last day of voting.
3. If only one eligible presidential candidate is nominated, the CRO will, within twenty-four hours of the close of nominations, email all members to declare that the candidate is acclaimed. The CRO will provide a link to the candidate's statement and to the photograph (if available) on the UTFA home page.
4. If more than one presidential candidate is nominated at the close of the nomination period, within twenty-four hours, the CRO will write to the membership to communicate the following: declare that an election will occur; provide the names of the candidates, along with a link to their statements and photos (if available) on the UTFA home page; provide the dates of the election period, including the time and date on which all voting will cease; inform the membership, including the retired, how they may vote, making sure to note that online ballots often "roll" out rather than appear in all members' inboxes at the same moment; provide contact information in the event that a member does not receive an online ballot; and communicate the approximate dates on

which reminders to vote will be issued. All of this information must *also* appear on the UTFA site, under a heading marked “Click here for information on the UTFA Presidential election.”

5. On the UTFA home page, the candidates will, initially, be listed in alphabetical order by last name, in a vertical list. The positions of the names will be shuffled every three days so that one candidate is not consistently listed first. The list will also be shuffled each time a voting reminder is sent to members. After the announcement of the candidates, three additional reminders should go out over the voting period.
6. The candidates may update their statements only twice in the course of the election period. Any further updates/corrections are at the discretion of the CRO.
7. Out of fairness to external candidates who might not serve on UTFA committees, candidates may not use UTFA email distribution lists to conduct their campaigns.
8. Candidates may not use UTFA staff to work on or support their campaigns.
9. Candidates may not use UTFA equipment or materials to support their campaigns.
10. Candidates are encouraged to maintain a collegial tone.
11. A *collegial* **Presidential Candidates Forum** will be held around Wednesday, March 18, at 3 p.m., (or on another date the candidates agree to) at which presidential candidates will outline their platforms. A video link would be provided to the UTM and UTSC campuses. The CRO will serve as moderator and will work with UTFA’s Chris Penn to book an adequately large room well in advance. The CRO will announce the Forum to the entire membership and will send a reminder 48 hours in advance. Each candidate will speak at a lectern for not more than 10 minutes. The same decorum practiced at Council will be expected at the Presidential Candidates Forum. Candidates will take questions from the audience for 10 minutes each. At the Forum, candidates may circulate (their own copies) of one double-sided sheet of paper, outlining their platforms and providing a link to their websites. A sample of the printed material must be submitted to the CRO 24 hrs before the Forum, for his information.
12. Disputes between the campaigns must first be brought before the CRO for resolution. If need be, the CRO may bring disputes before the Exec Cmte for resolution but not to the president alone.

GUIDELINE B:

Executive Committee Nominations: Note the following from the Bylaws. Article 10.10 states, “Council, by regulation, shall establish guidelines for conduct of the Executive Committee appointments.”

1. The Nom Cmte will select its own chair and will begin its work in a timely way and in accordance with the Constitution and Bylaws.
2. Discussions at the Nom Cmte will be treated as confidential.
3. The Nom Cmte will accept nominations in writing, through email, to the Nom Cmte Chair, in accordance with the Constitution and Bylaws. Members may self-nominate. The Nom Cmte must make clear to UTFA Council the dates on which the nomination period begins and ends.

4. If the Nom Cmte finds it necessary to establish ground rules or an additional brief guideline, the Chair must bring said proposals before Council for approval in a timely manner.
5. Some members of the Exec Cmte will want to know who the new UTFA president is before committing to continue to serve on the Exec Cmte. Members of the Exec Cmte must, however, declare to the Nom Cmte their intention to return to the Exec Cmte--or not--by **April 8**, which is after the results of the election will be announced. If an Exec Cmte member declares in writing (email) that they will *not* to return to an Exec Cmte position, that declaration may *not* be reversed.
6. No member of the Nom Cmte may run for an Executive seat or for UTFA president in the 2020 round of elections/appointments. Any Nom Cmte appointee who decides to run for office or for an Exec seat must resign before the Nom Cmte meets for the first time.
7. The Nom Cmte must adhere to all deadlines set out in the UTFA constitution and bylaws.
8. The CRO will conduct elections at the appropriate Council meeting where more than one candidate is nominated for an Exec Cmte seat. The CRO is encouraged to work with the Nom Cmte to bring forward any further guidelines for approval by UTFA Council.

Item 5e:

The Executive Committee recommends to Council that:

Louis Florence be nominated to serve as the Chief Returning Officer for the 2020 Presidential nominations and election.

Item 6g:

The Executive Committee recommends to Council that:

T. Zoric, H. Sonne de Torrens and K. Overall be on the Librarian working group on systemic salary issues.

Item 6h:

The Executive Committee recommends to Council that:

J. Nogami and M. Allen be added to the SBPW Negotiating team.



OCUFA joins labour coalition challenging constitutionality of Ford government's violation of workers' rights

Toronto, Jan. 13, 2020 – The Ontario Confederation of University Faculty Associations (OCUFA) has voted to join ten unions representing more than 250,000 Ontario workers to launch a coordinated *Charter* challenge against the *Protecting a Sustainable Public Sector for Future Generations Act* – formerly Bill 124. This Ford government legislation unduly interferes with the rights of workers to free and fair collective bargaining. It threatens pay equity and benefits for contract faculty and other marginalized workers, and will erode the foundations of Ontario's important public services – including our outstanding public education system.

“This legislation violates the *Canadian Charter of Rights and Freedoms* and cannot be allowed to stand,” said Rahul Sapra, President of OCUFA. “Ontario's faculty will work shoulder to shoulder with our colleagues across the public sector to ensure this unfair legislation is struck down.”

Ontario's university faculty and academic librarians firmly believe in the right to free and fair collective bargaining. It is through this process that equity is fostered; ensuring that good jobs and fair pay are provided to traditionally under-compensated groups, including women-identified, racialized, and contract faculty. In addition, OCUFA will be making the case that this legislation undermines university autonomy and independence by imposing a province-wide regime of bargaining.

The joint *Charter* challenge has been launched by a coalition of unions, coordinated by the Ontario Federation of Labour (OFL), representing workers across the broader public sector, including: AMAPCEO – Ontario's Professional Employees; the Canadian Office and Professional Employees Union (COPE Ontario); the Canadian Union of Public Employees (CUPE); the International Brotherhood of Electrical Workers (IBEW) Local 636; the Professional Institute of the Public Service of Canada (PIPSC); the Public Service Alliance of Canada (PSAC); the Service Employees International Union (SEIU Healthcare); the Society of United Professionals (IFPTE) Local 160; the United Food and Commercial Workers (UFCW) Local 175; and the United Steelworkers (USW).

Ford's attack on the rights of public sector workers is part of a broader anti-worker agenda as evident by his earlier actions that reduced Ontario's minimum wage and stripped away basic employment rights from the province's most vulnerable workers.

“Doug Ford doesn't believe in fair labour laws or workers' rights,” said Sapra. “He has manufactured a fiscal crisis to create a race to the bottom where Ontario workers have fewer and fewer rights and Ontario's public services have fewer and fewer resources.”

Ontario currently has the lowest per-student and per-capita funding in the country and constraining collective bargaining rights will only deepen that crisis. OCUFA will work with our colleagues across the education and broader public sector to hold the Ford government to account and defend the rights of all workers to fair pay, safe working conditions, and job security. We will challenge Ford's attacks on workers' rights in the courts and work in our communities to show the Ford government that Ontarians reject its austerity agenda.

Founded in 1964, OCUFA represents 17,000 faculty and academic librarians in 30 faculty associations across Ontario. OCUFA can be found online at www.ocufa.on.ca.

-30-

For more information or to arrange an interview, contact:
Ben Lewis, Communications Lead at 416-306-6033 or blewis@ocufa.on.ca

Speaking Out! Employee Engagement Survey Launches January 13 (PDAD&C #32)

From: Kelly Hannah-Moffat, Vice-President, Human Resources & Equity
Heather Boon, Vice-Provost, Faculty & Academic Life

Date: January 9, 2020

Re: Speaking Out! Employee Engagement Survey Launches January 13 (PDAD&C #32)

We are writing to provide you with advanced notice of the University's employee engagement survey, *Speaking Out!*. Confidential invitations will be sent to appointed faculty, staff, and librarians by email on **Monday, January 13, 2020**. The survey closes on **January 28, 2020**.

Speaking Out! replaces *Speaking Up!*, the University's previous employee satisfaction survey. Since the last version of *Speaking Up!* in 2014, additional lines of inquiry and areas of interest have been identified which warranted reworking the survey structure and questions. The new survey focuses on four key pillars: engagement; inclusion, diversity and equity; career support; and well-being and resilience, and should take approximately 20 minutes to complete. The survey will be administered directly by the University and invitations will be sent from surveys@utoronto.ca. We anticipate completing similar surveys on a bi-annual basis in the future so that we may chart progress across these critical areas.

Participation of faculty, librarians and staff in this survey is vital to ensure that the University receives as accurate a reflection of the work experience of our U of T community as possible. Results of the survey will help to inform ways in which we can improve our practice and programming in specific areas. The University will provide the results of the survey in a report in early Spring 2020. Information about *Speaking Out!* is [available online here](#).

Administrative Response to the Final Report of the Presidential and Provostial Task Force on Student Mental Health

January 15, 2020

1. Introduction

Students are at the heart of the University of Toronto's mission of higher education and advanced research. Just as we are truly proud of our students as they cross the stage in triumph in Convocation Hall, we are also sincerely concerned when we hear that one of them is struggling along the way. We are determined to ensure that we are supporting all of our students as effectively as possible.

We have been listening intently to the University-wide discussion that has arisen on the issue of student well-being and mental health, a discussion in which our students have shown great leadership. In March 2019, we announced a [four-point plan of action](#), including a [Task Force on Student Mental Health](#) mandated to review the mental health supports and services we provide.

The Task Force has now completed its work and submitted its [Final Report](#). Its comprehensive and thoughtful recommendations are the product of a very thorough and extensive process of consultation with students and other members of the U of T community.

We have reviewed the Final Report of the Task Force carefully, and we accept all of its recommendations wholeheartedly. Section 2 below provides highlights of the actions we have taken since the launch of the Task Force, responding to some of the immediate needs identified in the consultation process. Section 3 describes the steps we will take, now and over the medium and longer term, to act fully on all of the Task Force's recommendations. Members of the community are invited to check the [Provost's website](#) for updates on our progress going forward.

In everything we have done and will do, we are mindful of the fact that student mental health is a shared responsibility. Some actions we can take on our own, and others require collaboration with partners in the health-care system, in government and in society as a whole. We are strongly committed to doing our part and to showing leadership in addressing this vital issue.

2. Actions We Have Taken Since March 2019

We have invested new resources in student mental health as part of our initial actions. [We have introduced](#) same-day counselling services on the St. George Campus, similar to those already offered at U of T Mississauga and U of T Scarborough. In addition, during the final examination periods in spring and fall 2019, we provided library-based drop-in counselling, seven days a week including evenings and

weekends. This new initiative has been very well received, and as a result, we will expand this offering beginning with the spring 2020 examination period.^a

We have expanded the 24/7 multilingual counselling service provided through the [My SSP](#) app (My Student Support Program). As a result, all of our students, international as well as domestic, now have access to counselling by phone or text in 146 languages, at any time day or night.^b Efforts are underway to raise awareness among our students of this major expansion of services.

In addition, we have intensified our efforts to convince our government partners to provide greater resources for post-secondary student mental health services. We have written to and met with provincial ministers on multiple occasions, to build on our advocacy efforts over the past few years in collaboration with students and sector partners such as the Council of Ontario Universities. We have also supported the [motion passed by Toronto City Council](#), calling on the federal government to provide new resources for mental health and addiction services.

3. Actions We Will Take Now and Going Forward

3.1. Service Delivery and Coordination of Supports

The Task Force heard consistently that we need to improve the ways we provide mental health services to students, in order to streamline and simplify the pathways to care. Accordingly, we have created a Mental Health Services Redesign Team (hereafter, 'Redesign Team') to conduct a process redesign of student mental health services at U of T.^c

The Redesign Team will convene immediately, though its work will take time, given the scope of the project and the size, complexity and diversity of the University. That said, it will initiate individual changes as expeditiously as possible, without waiting until all aspects of the redesign are ready. It will be mandated to focus on implementation, deploying recognized best practices in mental health service delivery.

The Redesign Team will be led by Professor Joseph Desloges, former Principal of Woodsworth College, and will include two experts from the Centre for Addiction and Mental Health (CAMH), Dr. Alexia Jaouich, Director of Implementation and Innovation, Provincial System Support Program, and Dr. Sean Kidd, Senior Scientist and Division Chief, Psychology.

^a In response to **Task Force Final Report, Recommendation 4**

^b In response to **Task Force Final Report, Recommendation 4**

^c In response to **Task Force Final Report, Recommendation 1**

The redesign will establish a clearer ‘stepped model of care’, refocus services as necessary, and harmonize services across all three campuses and all seven colleges.^d The ultimate goal will be to create an integrated tri-campus system with one Clinical Director,^e one website, one consistent approach to way-finding, one online booking system, one electronic records system, and one institutional letter for accessibility services.

In developing this more efficient and accessible system, we will take care to respect local cultures and priorities across the University’s campuses and divisions. We will be mindful of the diversity of our students and their particular needs, and we will expand the diversity of our services, our service providers and our partnerships accordingly.^f We will also support the efforts of autonomous student organizations at the University to extend and coordinate health insurance plans and enhance communication of benefits available to their members.^g

The Redesign Team will consult thoroughly with students and our expert staff in planning this transformation. In addition, to provide advice and ensure our continued progress in improving mental health services and supports, the Office of the Vice-Provost Students and the School of Graduate Studies will collaborate with students in establishing an advisory board on mental health and wellness.^h Details on the composition and terms of reference of this new advisory board will be announced shortly.

We will also implement new measures to support all members of the U of T community in facilitating early access to mental health services for students in need.ⁱ To that end, we will enhance our engagement with faculty and staff on this issue and provide them with additional resources and professional development opportunities.^j

3.2. Partnerships

We will collaborate with our partners in the Toronto Academic Health Science Network to help achieve the goals identified by the Task Force.^k

^d In response to **Task Force Final Report, Recommendation 7**

^e In response to **Task Force Final Report, Recommendation 8**

^f In response to **Task Force Final Report, Recommendation 5**

^g In response to **Task Force Final Report, Recommendation 17**

^h In response to **Task Force Final Report, Recommendation 20**

ⁱ In response to **Task Force Final Report, Recommendation 9**

^j In response to **Task Force Final Report, Recommendation 3**

^k In response to **Task Force Final Report, Recommendation 10**

As a key immediate step, we will establish a new partnership with [CAMH](#).¹ CAMH is a world leader in the research and treatment of mental illness. It is committed to a collaborative approach to youth mental health through its [Youth Engagement Initiative](#). It also has an Ontario-wide mandate, and is eager to help us address mental health needs on all three of our campuses.

Our new partnership with CAMH will consist of four elements:

- Helping to **transform our system of campus-based services**, through the participation of CAMH experts Dr. Sean Kidd and Dr. Alexia Jaouich in the work of the Redesign Team, as noted in Section 3.1 above.^m
- Creating **integrated care pathways** between campus-based services and CAMH – and other hospitals and agencies in the Toronto region – including crisis management services,ⁿ with the assistance of Dr. Vicky Stergiopoulos, Physician-in-Chief, CAMH, and Professor Lynn Wilson, Acting Vice-Provost, Relations with Health Care Institutions.
- Providing **enhanced clinical education programs in student mental health for U of T trainees in the health professions**, as well as ongoing professional development opportunities for staff and students. Through curriculum innovation, internships and group supervision, this will strengthen our contributions in training the mental health clinicians of tomorrow.^o This element of the partnership will be led by Dr. Sanjeev Sockalingam, Vice-President, Education, CAMH, Professor Salvatore Spadafora, Acting Dean of the Faculty of Medicine, and Professor Linda Johnston, Dean of the Lawrence S. Bloomberg Faculty of Nursing and Chair of the Council of Health Sciences at U of T.
- Creating a new initiative focused on **research excellence in youth and student mental health**, to provide research-informed, evidence-based solutions to the challenges identified by the Task Force.^p Professor Christine Allen, Associate Vice-President and Vice-Provost, Strategic Initiatives, has organized a workshop of academic and clinical experts at U of T and CAMH to begin discussions on the structure and mandate of this very exciting new venture.

¹ In response to **Task Force Final Report, Recommendation 10**

^m In response to **Task Force Final Report, Recommendations 1 and 11**

ⁿ In response to **Task Force Final Report, Recommendations 12 and 6**

^o In response to **Task Force Final Report, Recommendation 11**

^p In response to **Task Force Final Report, Recommendation 21**

This new partnership between U of T and CAMH will harness the expertise within our two world-leading institutions to address one of the most pressing challenges in higher education today. It will enable us to become a model for other universities in meeting this challenge across Canada and beyond.

3.3. Physical Spaces

The Task Force Final Report underscored that some of the spaces and facilities through which we provide student mental health services are not well suited to their purposes and do not reflect the high importance we place upon student mental health. We will review these spaces and facilities across UTM, UTSC and the St. George Campus, in consultation with students and service providers, and we will make improvements accordingly.^q We will also continue to fund the creation of new non-academic communal spaces for students in existing and future buildings, through the [Student Space Enhancement Fund](#).^r

Planning is already underway to modernize the Health and Wellness Centre in the Koffler building on the St. George Campus, to keep pace with demand and to provide space better suited to the delivery of services.^s We have struck a project planning committee for this purpose and engaged the participation of Professor Stephen Verderber, Director of the Centre for Design and Health Innovation in the John H. Daniels Faculty of Architecture, Landscape, and Design. With the additional support of a professional health-care planning consultant, the committee will soon embark on consultations with students and service providers on the design for the new facilities.

3.4. A Culture of Caring and Excellence

The Task Force heard concerns about whether U of T's culture of excellence, and the competitiveness such a culture can foster, may impact negatively on student mental health in some cases. The Task Force also heard that our students are proud of our high academic standards and of our national and global leadership across the disciplines and professions, and that they are drawn to U of T for precisely these qualities.

We are committed to changing specific practices or policies that may be counter-productive. We also believe that ultimately there is no conflict between a culture of academic excellence and a culture of caring. These values go hand-in-hand, just as equity, diversity and inclusion are integral to our academic mission.

^q In response to **Task Force Final Report, Recommendation 13**

^r In response to **Task Force Final Report, Recommendation 14**

^s In response to **Task Force Final Report, Recommendation 13**

We will do everything we can to help our students feel a sense of community, which is a critical component of mental wellness. This is something we have been working on steadily for many years, as reflected in the University's long-term strategic plan, [Towards 2030](#) and the [Three Priorities](#) framework. But we agree that more is needed.

The following initiatives related to undergraduate and graduate student experience will help to foster a culture of caring at U of T.

As part of the four-point plan we announced in March 2019, we asked the [Expert Panel on Undergraduate Student Educational Experience](#) (USEE) to include in its deliberations some of the issues that have been raised in the University-wide discussion on student mental health. The Panel, led by Professor Greg Evans, has now completed its work, and the Provost's Office is developing an implementation strategy in response. This will include engaging with those responsible for the development and revision of academic programs on best practices in assessment, academic support services and mental health accommodations.[†] The strategy will also address concerns about institutional policies and systems that can sometimes elevate student stress unnecessarily, or act as barriers to undergraduate student wellness and success.[‡]

Beyond this, we will work to strengthen our communications with students and other members of the University community. We will collaborate with leaders at UTM, UTSC, Student Life on the St. George campus, and U of T Communications to raise awareness of programming designed to foster student mental health and wellness, and to promote mental health literacy.[§]

We will work to improve understanding of the *University-Mandated Leave of Absence Policy*, and we will ensure that the Policy is reviewed robustly through the means provided in its section on Annual Reporting and Periodic Review.[¶] Our efforts will emphasize the compassionate intent of the Policy, clarify its scope and processes, and address common misconceptions about its implementation, while reiterating the University's strict adherence to legislation on privacy and the protection of personal health information. Shortly, we will also make public our approach to communications in the event of the death of a U of T student.[‡]

[†] In response to **Task Force Final Report, Recommendation 15**

[‡] In response to **Task Force Final Report, Recommendation 16**

[§] In response to **Task Force Final Report, Recommendations 2, 3**

[¶] In response to **Task Force Final Report, Recommendation 18**

[‡] In response to **Task Force Final Report, Recommendation 19**

Regarding graduate student experience, Professor Joshua Barker, Dean of the School of Graduate Studies (SGS) and Vice-Provost, Graduate Research and Education, recently announced the appointment of Professor Reinhart Reithmeier as Special Advisor on the [Healthy Labs Initiative](#).^y The Initiative was undertaken in response to a recommendation by the University Ombudsperson, Professor Emeritus Ellen Hodnett, in her [annual report](#) to Governing Council.

SGS will also launch a new Centre for Graduate Mentorship and Supervision in the coming year.^z The Centre will promote healthy, supportive and productive mentoring relationships to improve student experience, enhance mental wellness, and positively impact academic and career outcomes for graduate students, post-doctoral fellows and faculty members alike. It will be staffed by a full-time director, and draw on other existing staff resources to deliver workshops and training, provide advice, collect data, and communicate on best practices and other findings.

In addition, Dean Barker will establish a standing advisory body on graduate student mental health to address relevant academic policies and processes,^{aa} and to help promote a supportive community for graduate students.

3.5. Financial Resources

Student mental health is already a fundraising priority, University-wide and in many of our academic divisions. We will work closely with the Division of University Advancement to seek additional support for student mental health and wellness services, programming and facilities across our three campuses, and research, and we will define this as a priority in our near-term philanthropic fundraising plans.

We will also make student mental health and wellness a priority in University Fund allocations in the 2020-21 Budget, to be finalized this spring. Our objective will be to expand our service offerings to students, in line with the advice of the Task Force and the Redesign Team.

In addition, at the request of Professor Vivek Goel, Vice-President, Research and Innovation and Strategic Initiatives, and in line with the Task Force recommendation to leverage our own research expertise in mental health, the Connaught Fund has identified youth and student mental health as a priority area for support through the [Connaught Global Challenge Awards](#) in 2020.^{bb}

^y In response to **Task Force Final Report, Recommendation 15**

^z In response to **Task Force Final Report, Recommendation 15**

^{aa} In response to **Task Force Final Report, Recommendation 16**

^{bb} In response to **Task Force Final Report, Recommendation 21**

4. Conclusion

Youth and student mental health is a shared responsibility. It is the responsibility of individuals, families, civil society and our government partners, especially through Ontario's universal public health-care system. We will continue to advocate for greater support from our government partners, as part of the post-secondary sector and on our own initiative, to help meet the mental health care needs of our students.

Student mental health is also our responsibility within the U of T community – each of us, administrators, faculty, staff and students. We are committed to ensuring that members of our community receive the care and support that they need and should expect to find on our campuses.

We are also strongly committed to building a culture of caring across our three campuses and in every division. We are a community – we are united by our academic mission and the values that sustain and inspire it. Moreover, education and research are both collaborative endeavours by their very nature. It is essential, therefore, that we relate to each other with respect, care and compassion.

In closing, we would like to thank Professor Trevor Young, Chair of the Task Force, Senior Assessors Professor Sandy Welsh and Professor Joshua Barker, and all the members of the Task Force. You have done a great service to the University community in your consultations and deliberations and in your Final Report. We are also grateful to Dr. Catherine Zahn, President and CEO of CAMH, and her colleagues – thank you for your enthusiastic and creative response to the idea of a new collaboration.

We also wish to acknowledge the thousands of staff and faculty members across our three campuses who support our students on a daily basis. We thank especially all those engaged directly in providing health and wellness and accessibility services. You make a vital contribution to the achievement of our academic mission, and you are recognized as national leaders in your fields. Your professional expertise and personal dedication are deeply appreciated.

Above all, we are grateful to the students of the University of Toronto – thank you for the leadership, courage and care that you have shown in advancing the cause of student mental health. You have inspired us to reach for even greater excellence as an academic community. And in this service, you will benefit those who will come after you, for many years to come.

Meric S. Gertler, President

Cheryl Regehr, Vice-President and Provost

SPECIAL COUNCIL MEETING

Workshop on Unconscious Bias

Tuesday, January 28, 2020

3 p.m. - 5 p.m.

Rotman School of Management
Room 368, 105 St. George Street

The workshop will be led by
Emma Phillips, Goldblatt Partners.

This will be followed by a
gathering at the Faculty Club pub.

Please RSVP to Chris Penn
at faculty@utfa.org