

UTFA Council Agenda

Wednesday, May 20, 2020

2:00 – 4:30 p.m.

Zoom

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1. Approval of the Agenda
 2. Introduction of new Executive Director – Mary Henriksen
 3. Minutes of the Previous Meeting
 - a. April 27, 2020 *
 4. Business Arising
 - a. From the Minutes of Council
 - b. From the Minutes of the Executive Committee
 - i. April 17, 2020 *
 5. Report of the Nominating Committee * (K. Weaver) (5 min)
 6. Executive Committee elections (D. Roberts) (60 min)
 7. Report of the President (40 min)
 - a. Part-time Appointments Policy *
 - b. Order of the Day - Association Grievance on Safeguarding Policy and Academic Integrity During the COVID crisis * (3:30 p.m.) – (E. Phillips) (20 min.)
 - c. Virtual AGM
 - d. Zoom meetings with units
 - e. Update on Joint Committee meeting – April 30, 2020 *
 8. Report of the Vice-President, Salary, Benefits, Pensions and Workload (20 min)
 - a. Salary, Benefits, Workload Proposals *
 - b. Approving UTFA's Nominees on the Central Joint Health and Safety Committee (CJHSC) * (Executive motion)
 - c. Salary, Benefits, Workload Zoom consultations with units

- d. Faculty/Librarians COVID-19 Solidarity Funding: campaign for voluntary contributions for U of T community members in need * (with D. Roberts)
https://docs.google.com/forms/d/e/1FAIpQLS-caw4hQq2Jm0R9SFZ3KR62BLJdeee_E97cl9TXd7wgK7O2wg/viewform

9. Report of the Treasurer (5 min)

- a. Update on UTFA investments *
- b. Year-to-date *

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

- a. Black Faculty Focus Group - Salary Discrimination initiative
- b. Meet and greet

11. Report of the Acting Vice-President, Grievances (5 min)

- a. Tenure Workshop
- b. Inquires related to COVID-19

12. Other Business

- a. Next meeting of Council
TBA
- b. Annual General Meeting
TBA

13. Adjournment

* materials attached



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UTFA Council Minutes

Monday, April 27, 2020
2:00 – 4:30 p.m.
Zoom

Present:

Executive: K. Adamson, A. Braun, L. Florence, A. Giacca, R. Gillis, J. Macdonald, C. Messenger, D. Roberts, S. Rupp, H. Sonne de Torrens, A. Taleghani, T. Zoric

Present: M. Attridge, K. Banning E. Barbeau, J. Berkovitz, K. Bickmore, C.H. Chen, L. Chen, E. Comelli, A. Fenner, E. Fillion, D. Gastaldo, G. Grasselli, P. Grav, M.A. Guttman, R. Helms-Park, J. Jenkins A. Keith, W. Kemble, R. Kluger, M. Light, J. Nogami, M. O'Connor, M. Peski, J. Poë, H. Rodd, S. Ruddick, K. Scheaffer, V. Skelton, M. Stapleton, L. Stewart Rose, K. Weaver

Regrets: M. Allen, C. Evans, D. Heap, K. MacDonald, A. White, N. Wiseman

Absent: J. Lanca, B. McDonagh, S. Prudham

Also Present: N. Bueler (Executive Assistant)
W. Gray (Gray, Whitley, LLP)
M. Horban (Business Officer)
H. Nowak (General Counsel)
C. Penn (Notes and Administrative Assistant)

R. Riendeau called the meeting to order at 2:10 p.m. He welcomed Council members to the meeting and noted that meeting through Zoom was setting a precedent.

1. Approval of the Agenda

C. Messenger asked that the Emergency Student Bursary Fund be added under her report.

It was agreed that, in order to keep the agenda moving, one person would be asked to second all the motions, unless they disputed the motion. D. Roberts agreed to second all the motions.

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

the agenda be approved as amended.

Carried.

2. Minutes of the Previous Meeting

a. February 13, 2020 *

As there were no changes to the February 13, 2020 minutes, they were approved as distributed.

Carried.

3. Business Arising

a. From the Minutes of Council

There was no business arising from the minutes of Council.

b. From the Minutes of the Executive Committee

- i. January 10, 2020 *
- ii. February 7, 2020 *
- iii. February 28, 2020 *
- iv. April 3, 2020 *

There was no business arising from the minutes of the Executive Committee.

4. Report of the President (40 min)

a. COVID update: communication with the Administration * (various letters are attached)

C. Messenger reported that staff and Executive have been working hard on the COVID-19 issue. She and T. Zoric have been working closely on important issues and having conversations with the Administration. These have been collegial for the most part, and she understands that the Administration is doing its best under the circumstances. Faculty and librarians have also risen to the challenge and she appreciates everyone's hard work.

C. Messenger noted several letters to and from the Administration that have been provided in the meeting package for information. They were prompted by member complaints, mostly about workload. The letter to H. Boon speaks to UTFA's concerns about workload and mentions that many faculty members and librarians are trying to look after children while trying to get their work done. This is a serious problem, since schools will remain closed until the end of May.

C. Messenger asked the members to send her comments on any of the correspondence with the Administration. She noted that other surveys will be sent out in the coming weeks and she welcomed comments on the survey that was sent out.

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

the meeting go in camera.

Carried.

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

return to the regular meeting.

Carried.

C. Messenger asked for feedback on the survey by the next day in order to send it out as soon as possible.

S. Ruddick said that SGS is asking supervisors/advisors and their research-stream master's and PhD students to meet online to discuss the pandemic's impact on the students' research plans and academic progress. Students are asked to fill out a form that asks for personal information, which makes them feel more pressured. She asked if this could be raised with the Administration.

b. Request for a special Joint Committee meeting scheduled for April 30 *

C. Messenger called the members' attention to the agenda for the special Joint Committee meeting being held on April 30. She said that she would report back to Council on the meeting.

c. Town hall meeting in May on the COVID response and consequences

C. Messenger said that UTFA should plan a town hall meeting in May to hear from members. They may not want to complete a survey, but many will want to speak to members of the Executive and Council. No motions would be passed or business conducted at this meeting.

d. AGM meeting – reschedule for the fall (C. Messenger and W. Gray)

C. Messenger said that holding an AGM in the fall when it is safe to do so has been discussed.

C. Messenger welcomed W. Gray to the meeting.

W. Gray explained why UTFA cannot have an online AGM or use proxy voting. Because UTFA is unincorporated, no statute governs it. UTFA does not exist as a legal entity, but has a contract with its members by way of the Constitution and Bylaws, and these are silent about anything but a physical meeting. As for proxy voting, provincial statutes do not apply to UTFA, the Constitution and Bylaws do not provide for it, and nothing in common law allows for it. For virtual or hybrid (part physical/part electronic) meetings or proxy voting to be possible, the Constitution and Bylaws would need to be amended, at a physical AGM with a quorum.

W. Gray said that Council can be held virtually and not the AGM because the Constitution calls for a physical meeting for the AGM but is silent on Council meetings.

When asked whether members who felt that they could not attend a physical AGM in the fall would be excluded, W. Gray said that if they felt that they could not attend, then they would be excluding themselves. It is up to management to decide how and when to have a meeting so that people are not put in danger.

W. Gray said that having a physical meeting does not preclude some online participation, but enough people for a quorum would be needed in the physical meeting.

C. Messenger said that UTFA would not hold an in-person meeting if it was unsafe to do so, and was considering holding a virtual town hall where members could voice their concerns.

T. Zoric said that UTFA is taking members' concerns seriously. Other issues of concern are who would decide who could attend a meeting or not. In talking about delaying the AGM we are governed by legal and technical obligations. The principle is to do the least amount of harm. If an AGM were held in person then it would be in a large room so people could social distance.

W. Gray said that the documents must be read as they are and not how we want them to be. Perhaps UTFA can get a court order to be covered by the provincial statutes and amendments to statutes. A judge might be sympathetic to the oversight of our having been left out of these rules.

C. Messenger thanked W. Gray for attending the meeting.

e. Climate change and investing statement

C. Messenger said that she is working on a climate change statement.

f. Part-time policy negotiations: ongoing

C. Messenger said that negotiations on the part-time policy are moving forward. There have been several meetings and she hopes to have negotiations closed by the end of June. She is concerned about part-time faculty who are on contract. There are about 300 precarious people who may soon be out of a job because of uncertainty around enrolments.

g. Nomination of UTFA's representative to UTAM – Alan White * (motion)

The Executive Committee recommends to Council that:

Alan White be UTFA's representative to UTAM.

Carried.

h. Executive Director hiring

C. Messenger reported that an Executive Director has been hired. A contract is being drawn up, and the person is expected to begin May 1.

i. Emergency Student Bursary Fund

C. Messenger said that many people received a request to donate to this fund. She suggested a donation of \$10,000 and asked for the members' input.

The members discussed what amount UTFA should donate, and agreed that this did not have to be a one-time-only donation.

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

UTFA donate \$50,000 to the Emergency Student Bursary Fund, that Council revisit this amount in the future, and that UTFA urge the University to match all amounts.

Carried.

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

a. SET Association grievances *

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

the meeting go in camera for agenda items 5a, b and part of 5c.

Carried.

b. SBPW update

c. Salary discrimination Association grievance

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

return to the regular meeting.

Carried.

T. Zoric said that UTFA would like to nominate Peter Sawchuk, Associate Chair, Leadership, Higher and Adult Education at OISE, as UTFA's nominee to be the UofT Workload Adjudicator.

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

UTFA advise the Administration that UTFA Council nominates Peter Sawchuk as UTFA's nominee to be the UofT Workload Adjudicator.

Carried.

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

the meeting go in camera.

Carried.

d. Request for case management conference with Administration

The meeting continued in camera.

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

return to the regular meeting.

Carried.

6. Report of the Treasurer (10 min)

a. Update on UTFA investments and Investment Policy *

L. Florence called the members' attention to the document on investments and UTFA Investment Policy, noting that it is a revised version of the present policy with only one significant change.

L. Florence said that the Financial Advisory Committee discussed changes to the policy. The proposal is to move from 50% fixed income and 50% equity to 65% fixed income and 35% equity in order to reduce the volatility of the UTFA portfolio. He noted that protecting UTFA's capital is paramount. This proposal responds to the President's and President-elect's concerns about the current degree of risk. UTFA's investments went from \$4.4 million to \$3.7 million to \$4.1 million over the last few months, with much of what was lost now gained back.

C. Messenger said that CAUT and OCUFA only invest in fixed income and take no risk. She and T. Zoric are concerned about huge swings in the stock market. She believes that UTFA does not need to continue to grow its money at a fast pace.

T. Zoric said that she and C. Messenger are learning in sponsor board training about investing and fiduciary responsibility for other people's money. Money is held in trust and one should not miss an opportunity grow it, but one should not put it at risk.

The members discussed the proposed changes to the UTFA Investment Policy.

M. Stapleton said that there is no need to be alarmed about losses in the current market sell-off because the UTFA portfolio was structured so as to mitigate their impact.

The Executive Committee recommends that:

Council approve the revised UTFA Investment Policy.

Carried with one abstention.

b. Year-to-date

L. Florence called the members' attention to the year-to-date statement of expenses vs budget. UTFA is well within its budget, partly because it has not yet hired an Executive Director and has not moved quickly with the renovations of its new space.

L. Florence said that he has been asked about divesting from oil, carbon, etc. He proposed to replace some of UTFA's current ETFs with ETFs that mirror them as to risk but exclude some investments to which members object.

C. Messenger said that members have called for these changes. This is what we want UofT to do.

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

K. Weaver said that the committee has met several times virtually, received statements from the candidates, and met virtually with them. There are candidates for all the vacant portfolios, and he is confident that the committee will be able to issue its report by May 1.

8. Report of the Chair of the Membership Committee (10)

a. Black Faculty Focus Group - Salary Discrimination initiative

Due to time constraints, K. Adamson deferred this item to the next Council meeting.

b. Email communication

K. Adamson reported that an email was sent to Council describing a mailing list that has been developed for each constituency and explaining how to use it. He hopes that it will help facilitate communication. In a constituency with more than one Council representative, either one person can send out messages or constituency lists can be broken down by department and each representative can send out email to their own group. He asked that members contact him or M. Horban to set this up.

K. Adamson thanked M. Horban, C. Penn and S. Lee for helping to making this possible.

K. Adamson asked the members to forward the message C. Messenger sent out on April 14 concerning the pandemic.

c. Meet and greet

Due to time constraints, K. Adamson deferred this item to the next Council meeting.

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

the meeting be extended by 15 minutes.

Carried.

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

a. Update on Policy for Librarians Negotiations (K. Scheaffer & H. Sonne de Torrens)

H. Sonne de Torrens, seconded by D. Roberts, moved that:

the meeting go in camera.

Carried.

H. Sonne de Torrens, seconded by D. Roberts, moved to:

return to the regular meeting.

Carried.

b. Update and concerns on what is happening in the libraries

H. Sonne de Torrens reported that, with libraries closed and people working from home, there has been a major shift in processes and not just in workload. Changes to services differ between campuses but are impacting all librarians' workload. Librarians are pivotal to ensuring that faculty have access to online services, servers, support to negotiate new licenses, etc. There are concerns about library technicians (CUPE AND USW) and those unable to work from home.

H. Sonne de Torrens said that librarians have been advised not to order print materials for the time being, as there is no one available to receive or process them. This may create serious gaps in the collections. Researchers and graduate students are depend on our specialized print collections in area studies. This has raised concerns. Librarians have been told that there will be a decrease in collection budgets, due to the increased cost of e-books and the economic situation. E-resources are far more costly than print materials but have taken priority over them.

H. Sonne de Torrens said that UTFA needs to monitor UofT libraries to make sure there are no long-term ramifications from these changes. Also, several senior librarians are retiring, and there is an indication of a subtle re-organization, especially combined with the COVID issues. She suggested that UTFA have forums in the coming year for members to express their concerns.

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

a. Grievance re: Administrative Access to Quercus sites *

S. Rupp, seconded by D. Roberts, moved that:

the meeting go in camera for items 10a and 10b.

Carried.

b. Update on Grievance portfolio

S. Rupp, seconded by D. Roberts, moved to:

return to the regular meeting.

Carried.

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

a. Teaching stream review/promotions workshop - Wednesday, May 6th from 3-5pm

D. Roberts reported that H. Nowak, M. Burnett from CTSI, and he will be presenting at the above-noted workshop. They will be giving advice on how to prepare for an interim review and permanent status. The workshop will not address advancement to full professor.

b. Summary results of the teaching stream survey on research, scholarship, and creative professional activities *

D. Roberts called the members' attention to the results of the teaching stream survey, which 253 people completed. The qualitative responses are very interesting and give a better understanding of members' issues, for example, workload, PTR, access to grants, and scholarly research. There is inconsistent messaging from unit heads and chairs about what counts as scholarship in research and what they will get credit for. Many don't have time to do research.

D. Roberts said that part of the challenge is that the PTR process is opaque, and no one really understands how scores are arrived at. Many members believe that PTR reinforces a tiered system of faculty, where members of the teaching stream are a lower class, perceived to be incapable of doing research that counts. He noted that if you are in a precarious position, e.g., part-time, contract, or pre-promotion, things are even worse because of fear of reprisal.

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

a. Approval of Maryam Faiz, Divisions of Anatomy to the Equity Committee

A. Taleghani, seconded by D. Roberts, moved that:

Maryam Faiz be approved to sit on the Equity Committee.

Carried.

13. Other Business

- a. Next meeting of Council
TBA
- b. Annual General Meeting
TBA

14. Adjournment

E. Barbeau, seconded by D. Roberts, moved that:

the meeting adjourn.

The meeting adjourned at 5:55 p.m.

Chris Penn
Senior Administrative Assistant

Motions from the April 27, 2020 Council meeting

Item 4g:

The Executive Committee recommends to Council that:

Alan White be UTFA's representative to UTAM.

Carried.

Item 4i:

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

UTFA donate \$50,000 to the Emergency Student Bursary Fund, that Council revisit this amount in the future, and that UTFA urge the University to match all amounts.

Carried.

Item 5c:

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

UTFA advise the Administration that UTFA Council nominates Peter Sawchuk as UTFA's nominee to be the UofT Workload Adjudicator.

Carried

Item 6a:

The Executive Committee recommends that:

Council approve the revised UTFA Investment Policy.

Carried with one abstention.

Item 12a:

A. Taleghani, seconded by D. Roberts, moved that:

Maryam Faiz be approved to sit on the Equity Committee.

Carried.



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Council Summary

UTFA Executive Minutes

Friday, April 17, 2020
Zoom Conference Call
10:30 a.m. –12:30 p.m.
Chair – C. Messenger

Present: K. Adamson, M. Allen, A. Braun, A. Giacca, R. Gillis, L. Florence, J. Macdonald, C. Messenger, D. Roberts, S. Rupp, H. Sonne de Torrens, T. Zoric

Regrets: A. Taleghani

Also present: N. Bueler (Executive Assistant), W. Gray (Gray, Whitley LLP), M. Horban (Business Officer), H. Nowak (General Counsel), C. Penn (Senior Administrative Assistant and Notetaker), D. Puscas (Communications Officer)

C. Messenger called the meeting to order at 10:35 a.m.

1. Approval of the agenda: the agenda was approved as distributed.
2. Minutes of the previous meeting
 - a. February 28, 2020: Approved as distributed.
 - b. April 3, 2020: Approved as distributed.
3. Business arising (not elsewhere on the agenda) There was no business arising.
4. Report of the President (40 min)
 - a. COVID LOU *

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

the meeting go in camera for items 4a and b.

Carried.

- b. Part-time policy negotiations

C. Messenger, seconded by, A. Giacca, moved to:

return to the regular meeting.

Carried.

c. AGM; re-schedule for the fall (C. Messenger and W. Gray)

C. Messenger said that W. Gray has been reviewing UTFA's Constitution and Bylaws and advising on incorporation.

C. Messenger said that the Constitution and Bylaws prevent us from holding a virtual general meeting, but not a virtual town hall meeting. There is a strong preference to have an in-person AGM in the fall with the new President. Members are not asking why the AGM is not taking place now.

W. Gray explained that UTFA cannot have an online AGM or use proxy voting because the Constitution and Bylaws are silent on these.

The members discussed the risks of voting online or by proxy, around security and voter eligibility.

C. Messenger said that the current crisis shows that UTFA needs to be able to have an online AGM and allow for remote voting. She will be presenting changes to the Constitution and Bylaws for approval.

C. Messenger thanked W. Gray for taking part in the meeting and invited him to speak at Council.

C. Messenger said that she would bring a motion to Council that an AGM meeting be scheduled for the fall. When a meeting can be held, UTFA may have to reserve a large room to allow physical distancing.

d. AGM Newsletter

C. Messenger said that M. Horban would be in touch with members about their AGM reports.

e. Town Hall in May on the COVID response and consequences

C. Messenger said that she would discuss having a town hall meeting in May with Council. People need an opportunity to discuss issues around the COVID-19 crisis.

f. Investment policy: shift toward more fixed income? (C. Messenger and L. Florence)

C. Messenger said that she and L. Florence would be raising the issue of adjusting the investment policy at the next Council meeting. There has been discussion about moving toward fixed income. OCUFA and CAUT invest only in fixed income. A full discussion is also needed of the principles underlying our investing and of our investment goals.

L. Florence said that the Financial Advisory Committee discussed possible changes to the UTFA Investment Policy, proposing to move from 50% fixed income and 50% equity to less in equity and more in fixed income. However, a move to 100% fixed income would be extreme. UTFA has done very well with a balanced portfolio for some time. The Committee discussed how much money UTFA needs and for what purpose. When the current crisis has receded and markets stabilize, it would be reasonable to assess the risk appetite of Council and the membership and to think about shifting away from equities. This should be done carefully and thoughtfully, to determine what the right balance would be and to look at the philosophical views regarding the environment and social responsibility.

C. Messenger said that the present Constitution and Bylaws are flawed as they do not say who is legally responsible for these investments. This needs to be discussed. A change to the Constitution and Bylaws would be needed to place financial responsibility with Council, which approves the investment policy.

g. Nomination of UTFA's representative to UTAM – Alan White

C. Messenger said that A. White has been representing UTFA on UTAM well.

C. Messenger, seconded by L. Florence, moved that:

The Executive Committee recommend to Council that:

A. White be UTFA's representative to UTAM.

Carriedh. Council agenda

C. Penn asked members to send her items for the Council agenda by early next week.

5. Report of the Treasurer (5 min)a. Update on finances

L. Florence said that the conversation about moving to more or all fixed income was held under 4f.

L. Florence outlined how investments could be shifted to a model with more fixed income and less equity, touching on shifting the composition to more ESG-oriented investments.

L. Florence said that our investment portfolio presently sits around \$4 million, which is down from the peak, but we have recovered a lot. We are still ahead by many hundreds of thousands of dollars over the past eight years because of capital gains and interest. The portfolio is performing well and is balanced.

L. Florence said that our expenditures we are well under what was budgeted. This is in part because we have not yet hired an Executive Director and we have not spent much yet on renovations.

6. Report of the Chair of the Teaching Stream Committee (10 min)a. Update on teaching stream review/promotions workshop - Wednesday, May 6th from 3-5pm

D. Robertson said that this workshop is taking place through video conference. He, H. Nowak, and M. Burnett from CTSI will be presenting.

b. Update on the teaching stream survey on research supports

D. Roberts said that he sent out a summary of the results of the teaching stream survey. 253 people replied, which is good given the timing. They indicated what members' issues are, especially in the qualitative comments, e.g., workload, PTR, access to grants, and scholarly research.

T. Zoric said that she was pleased to see documentation for UTFA's arguments and that the data from this survey would be useful in negotiations.

D. Roberts reported on an informal meeting with some teaching stream members. They expressed concern about moving to online teaching.

7. Report of the Vice-President, Salary, Benefits, Pensions and Workload (20 min)a. SET Association grievances *

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

the meeting go in camera for agenda items 7a, b, c, and e.

Carried.b. SBPW updatec. Salary discrimination Association grievanced. Executive Director hiring – (discussed after item e)

T. Zoric reported that she and C. Messenger have been working with external legal counsel to finalize an offer for the Executive Director. She anticipates that the new Executive Director will begin on May 1.

e. Request for case management conference with Administration

T. Zoric, seconded by M. Allen, moved to:

return to the regular meeting.

Carried.

The meeting continued with item 7d.

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

a. Tenure Stream Workshop – May 5, 2020

S. Rupp said that this workshop is taking place by Zoom. E. Phillips will be the lead speaker and he and H. Nowak will help answer questions. Members will be interested in how the pandemic will affect them, and whether there would be harmful repercussions if they asked for an extension to their tenure clock.

C. Messenger said that she has been told by Simcoe Hall that there would be no adverse consequences for faculty for asking for an extension of one year, in any of the streams.

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

a. Update on the grievance portfolio

S. Rupp said that the grievance portfolio is quite active. Faculty and librarians have asked about many issues, but in particular about what accommodations UofT will provide around the pandemic.

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

a. Update and concerns on what is happening in the libraries

H. Sonne de Torrens said that changes to services are taking place in all libraries even though they are closed. They differ between the campuses but they all impact librarians' workload. Librarians have been advised not to purchase print materials as there is no one to process them. This could create serious gaps in the collections, on which researchers and graduate students depend. Other concerns are a decrease in budgets, due in part to the higher costs for eResources. There are also concerns about librarian technicians (CUPE AND USW) and those unable to work from home. Libraries have been shifting and assigning work to prevent layoffs. No summer students have been hired across the three campuses.

H. Sonne de Torrens reported that Librarian Policy negotiations are ongoing.

b. Update on the T2200 form for CRA

H. Sonne de Torrens asked whether members would be able to receive a T2200 form.

C. Messenger said that the Administration is looking into it. For the 2020 tax year it would only be for those months where faculty and librarians were prevented from using their office space and had to work from home. There are a lot of CRA restrictions, and this may be more difficult to claim than we think.

11. Other Business

K. Adamson said that a meeting was held on how to move forward with the new constituencyxxx@utfa.org lists. He and M. Horban are preparing an email outlining how to use them.

The members discussed how these email lists would work in constituencies with more than one Council representative or with no Council representative.

C. Messenger said that it is important that people know we are on top of things during this pandemic.

J. Macdonald said that the members of the Retired Members Committee were concerned that the general survey would seek to obtain data on retired members but would not show their age or health concerns.

T. Zoric said that people would be asked different questions depending on the stream they are in. She asked members to forward to her their preferred language and questions.

T. Zoric said that we need to communicate more with members so that we don't lose sight of the challenges they have and what assistance they may need.

L. Florence said that Kent Weaver asked him, as Chief Returning Officer, whether there is a process for elections to Executive positions if they are needed. K. Weaver also noted that the Nominating Committee would welcome nominations for the Vice-President positions.

a. Next Executive Committee meeting

The members discussed whether Executive meetings should be held through Zoom or by teleconferencing. Most people thought Zoom worked well for these meetings.

b. Next UTFA Council meeting
Monday, April 27, 2020
2:00 – 4:00 p.m.

c. Adjournment

H. Sonne de Torrens, seconded by S. Rupp, moved that:
the meeting adjourn.

Carried

The meeting adjourned at 12:30 p. m.

Chris Penn
Senior Administrative Assistant

Report of the 2020 Nominating Committee Report

The Nominating Committee has communicated via Zoom and e-mail throughout March and April. While the Covid-19 pandemic has complicated the lives of the entire University of Toronto community over the past several weeks, we wish to acknowledge the time and effort of all of those who have supported our work and gave of their time to ensure that we could present the following report.

Here are the candidates for next year's Executive Committee, arranged by portfolio, name and expiration of term that we are recommending for your consideration:

Portfolio	Name	Term Expiration
VP, Grievance	Brian McDonagh	2022
VP, SBP&W	Jun Nogami	2022
VP, UEA	Roy Gillis	2022
Treasurer	Darren Dias	2022
Treasurer	Maureen Stapleton	2022
Member-at-large	Matthew Allen	2022
Member-at-large	Michael Attridge	2022
Equity Chair	Kass Banning	2022
Librarians Chair	Harriet Sonne de Torrens	2022
Membership Chair	Keith Adamson	2022
Retired Members Chair	Jody Macdonald	2022

Please note that we have two candidates for two offices, Treasurer and Member-at-large. We are encouraged in our attempts to recruit new people.

There is an embedded link in each candidate's name that will pull up that candidate's statement as submitted to the Nominating Committee.

In accordance with the Nominating Committee Guidelines the Nominating Committee has been in touch with the CRO about the conduct of elections. At this time the Committee does not have any additional related guidelines for Council to consider.

At the outset of its deliberations the Nominating Committee requested that a committee Web page, including the nomination forms, be added to the UTFA Web site. Once there was approval of the various texts the Web pages were added.

The Nominating Committee is requesting that Council consider and approve an addition to the Nominating Committee Guidelines directing future Nominating Committees to update these Web pages as appropriate and to review additional functionality where appropriate.

An issue arose about the eligibility of Executive Committee officers and committee chairs to remain on Executive by standing for a Member-at-large position or for a past officer or committee chair to return to Executive by standing for Member-at-large. We are concerned about an implicit expectation that they should not exercise this option. We are recommending that Council initiate a review of the role of the Member-at-large and any stated eligibility requirements.

Concerns and questions were also raised about the desirability and expectations that candidates for the VP, Grievances have some combination of prior experience and training. Other questions arose the possibilities of this and other Executive positions being sub-divided and responsibilities shared amongst others. It is not within the Nominating Committee's purview to take any of these possibilities into account.

UTFA's Constitution and By-Laws say little about the requirements to serve on Council or Executive Committee, other than being a regular member of the Association. The Nominating Committee is charged with recommending colleagues who can be relied upon to be effective, responsive, creative and dedicated – and understand what it takes to have a responsible position in a collegial organization.

Our committee believes that there is a discussion to be had about the pros and cons of experience, mentoring, succession planning, training, etc. for future Executive Committee members and whether any of these should be made prerequisites. We recommend that the Executive Committee and Council consider such a review next year.

Other comments were received about the operations of the Executive Committee and Council, including the frequency and length of meetings, the possibilities for a discussion of issues and not a linear review by portfolio, more written reports in advance, the need for more and different kinds of engagement, outreach and communications. We would note that these are very similar to observations made in previous Nominating Committee reports. We are recommending that Council and Executive implement a review of these operational matters and look at these past reports for guidance and ideas.

As Chair of this year's Nominating Committee I want to commend members Alison Keith, Matthew Light, Leslie Stewart Rose and Azita Taleghani for their invaluable contributions. I also want to thank Cynthia Messenger, Marta Horban, Chris Penn and Darren Puscas for making the Nominating Committee Web pages a reality and their support of our work.

All of which is respectfully submitted,

Kent Weaver,
Chair, Nominating Committee

Nomination statement – Keith Adamson**Nominee for Chair of the Membership Committee**

I am pleased to put my name forward for the role of Chair – Membership Committee at the University of Toronto Faculty Association for the next two years. From 2018-2020, I served as the Chair of the Membership committee. I have enjoyed learning about the organization and have enjoyed working to support UTFA in its mission to promote the welfare of tenure and teaching stream faculty, academic librarians, and the retired on all three campuses. I found myself inspired by UTFA's mission and encouraged by the quality of its leadership and members. I would like to have the opportunity to further contribute to UTFA's important work on behalf of its membership.

Service to the UTFA Community 2018-2020

The Membership Committee over the last two years embarked on an exciting and engaging agenda. Apart from actively welcoming UTFA members at all UTFA events, the membership committee worked on the following:

Gender Salary discrimination outreach campaign

The membership committee provided logistical support to other members of UTFA's Executive and Council on the Gender Salary discrimination initiative. The membership committee co-constructed the initial strategy and tactics for the initiative, as well as the interview tool. The membership committee worked with executive to collect stories from our members about their experiences around compensation at the University of Toronto. Concurrent meetings with OCUFA took place in order to help UTFA enhance engagement through the Gender Salary discrimination Outreach campaign.

Meet-and-greet update meetings

Council members were invited to connect with their constituents to have meet-and-greet update meetings. The objectives of these 15–30 minute meetings were : (1) to acquaint constituents with their Council representative, (2) to share updates with respect to key UTFA initiatives, (3) to encourage community among UTFA members, and (4) to hear from our members about their unique experiences.

A Single email address for constituent units

The Membership Committee in collaboration with UTFA staff worked on a way to make it easier for council members to email their constituents, using a unique email address for each constituency. A customized distribution group was created for each constituency. This meant that council members no longer needed to import constituents' email addresses into the destination box to send an email message.

Vision and Goals for Chair of Membership committee 2020- 2022

Working within the context of a university dealing with a Covid 19 pandemic, requires a new way of reaching out to and communicating with UTFA members for at least the next year (2020-2021). Consequently, I will engage actively with OCUFA, and other faculty associations, to learn and understand how to conduct and facilitate engagement in an era of social distancing. Furthermore, over the next two years, I would like to focus on two goals. The first goal involves continuing to build on and further developing a sense of community between UTFA and its membership. A sense of community for me means that members feel a sense of connection to UTFA; that they feel or think that what they communicate to UTFA matters; and that through working together on key work-life issues, the organization and the members develop a shared history. One outcome connected to this first goal would be to devise a strategy to address filling vacant seats on Council. Representation on Council that demonstrates the diversity of thought, perspectives, and opinions of all constituents will strengthen UTFA's ability to negotiate and speak on behalf of all UTFA members. The second goal would be oriented to working with members of UTFA's executive and council on campaigns to support current negotiations. For example, there is work that still needs to be sustained with respect to the Gender Salary discrimination campaign, evolving work connected to the university's Covid 19 response and its impact on UTFA members, as well as work with respect to the validity of student evaluation of teaching, to name a few. I look forward to further contributions at UTFA.

Matthew Allen

Member-at-Large

I would like to serve for a second two-year term as a member-at-large on the Executive Committee. As UTFA is continuing to negotiate part-time policy, I believe that now is a particularly important time to have the views of part-time faculty represented on the Executive Committee. As my own scholarly work and teaching has to do with invisible labor, this is a topic of deep interest to me. It is also more important than ever: part-time faculty will be among the most affected by economic consequences of the current pandemic. I will continue to offer my perspective as a member of the Salary, Benefits, Pension, and Workload negotiating team, drawing from my experience on the Sexual Violence Policy LOU negotiating team in the past years. I would like to work on similar projects as the need arises. I remain enthusiastic about working with the Membership Committee to increase engagement with UTFA. Finally, I hope to have a chance once again to help organize a large event like the Climate First lecture that took place in Fall 2019.

Statement from Michael Attridge
for Member-at-Large Position

Dear Colleagues,

I'm pleased to submit this statement in support of my nomination for a Member-at-Large position on the UTFA Executive for the term 2020-2022. I'm an Associate Professor at the University of St. Michael's College, U of T and have been actively involved with UTFA since 2010. Over the past decade, I have been chair of the UTFA/St. Michael's Unit (2012-2017); UTFA Alternate at CAUT Council (2012-2017); Member of UTFA Executive and Chair of the Appointments Committee (2013-2017); Member of the OCUFA Executive (2015-2018); and UTFA Council Member, Constituency 119. I have served on the UTFA/St. Michael's bargaining team for all four rounds (once as Chief Negotiator); I currently serve on UTFA's bargaining team for the Part-Time Policy; and I'm also chair of OCUFA's Committee on University Governance (2017-). The past ten years have given me an opportunity to understand better the work of faculty associations across the country, throughout the province and here on the University of Toronto campus. I've gained knowledge and experience in such broad areas as: organizing; member outreach; negotiating both monetary and non-monetary provisions for faculty and librarians; academic and HR-related policy formulation; grievances; and university governance. I believe the future of strong universities relies on excellent faculty and librarians (across all ranks and categories of appointment) who are in turn represented by excellent faculty associations in place to support their teaching, scholarship, professional activities, and service responsibilities. As a Member-at-Large, I believe I could serve the broader membership, represent the Council, and work collaboratively with other members of the Executive on a variety of issues and across the many Executive portfolios.

My priorities for the term of the appointment are as follows:

- Greater attention to precarious academic labour. Precarity weakens academic freedom and undermines the quality of higher education. As we move through the COVID-19 crisis and the University looks to its budget, UTFA will need to be even more attentive to this and the potential fallout for our members.
- Support for member outreach and engagement. This is a perennial challenge; but it's vital. We're only really ever as strong as the support we have from our members, who in turn need to be actively consulted on what we do and whose input should fundamentally shape what we do on their behalf.
- Member education on policy and procedures. One of the things I learned as Appointments Committee chair is that members are largely unaware of the many non-monetary policies that also comprise vital terms and conditions of their employment. If we want better policies, then we have to educate our members about the existing policies and discuss with them areas for improvement.
- Work with CAUT and OCUFA to implement the resources currently being developed to strengthen the voice of academic staff in university governance.
- Assist librarians in bargaining a new policy. During my time on UTFA Executive I was involved in the earlier stages of this. I continue to see it as a top priority.

I would look forward to serving on the UTFA Executive and it would be my honour. Thank you for the opportunity to put my name forward for consideration.



Cinema Studies Institute
UNIVERSITY OF TORONTO

22 April 2020

Dear Mr. Weaver and Nominating Committee,

I write to convey my interest in serving as chair of the Equity Committee on the UFTA Executive Committee. In what follows I will review my contributions to UTFA thus far and offer my vision for the future.

I teach in the Cinema Studies Institute, and hold the rank of Associate Professor, Teaching Stream. I teach a range of courses, ranging from core foundational courses to 400-level undergraduate courses and graduate seminars. Research is integral to my teaching, where I have consistently focused on interrogating the status of cinema and tracking new developments in the field as they intersected with social and political meaning and social change. Indeed, it is this intersection of the aesthetic and the social across the terrains of teaching, research, and the public sphere, that has long commanded my attention. When possible, I have focused centrally on questions of difference, as well as evolving sets of issues related to national cinemas (Canada and Black Britain, in particular), and subsequent global, transnational developments. Since my arrival at the Cinema Studies Institute in January 1998 to the present moment I have played a key role in curriculum development and renewal and have served as the unit's Undergraduate Coordinator for two terms.

In addition to chairing the Teaching Stream Committee for three years (2016-2019) I served on the Donations Policy Committee and was a fully participating member of the Grievance and Appointments Committees. While not formally serving on the Membership Committee I offered input on the development of UFTA's new website, when available to attend meetings. I have also attended several conferences representing UTFA, to include the IDERD conference, "What's Racism Good for Now?" and CAUT's conference "Stronger Together: Achieving Fairness for Contract Academic Staff" (hand-picked speakers from this conference will participate at UTFA's upcoming conference on part-time precarious labour.) And in response to UTSC's concerns, I organized a meeting on campus to help address their new Teaching Stream Divisional Guidelines. Finally, I was in frequent contact with teaching stream members, entertaining queries and directing them to resources. I also attempted to congregate teaching stream members yearly by extending an invitation to meet socially following the yearly Teaching Stream Workshop, which was my responsibility to organize.

During my last year as Teaching Stream Chair I devoted most of my efforts to attempt to ensure that the major changes to the Policy and Procedures for Academic Appointments (2015) and the approval of the new Policy and Procedures Governing Promotions in the Teaching Stream (2016) were upheld in the university-wide initiative to bring divisional teaching evaluation guidelines into line with the new policy language. These Divisional Guidelines for the Effectiveness of Teaching have gradually rolled out two years ago. This work entailed working closely with in-house counsel to carefully scrutinize inconsistencies in both teaching and tenure stream language to ensure requirements are stated in clear language across roughly 20 faculties. Given the glaring inconsistencies and enhanced requirements and benchmarks for assessment evinced in most of these guidelines, we worked towards

submitting an Associational Grievance. I will be joining the official negotiating team once it resumes its work this summer.

I have worked with a range of teaching stream faculty both within UTFA and the wider university community to advance the teaching stream during my term. I continuously lobbied for a welcoming package and research opportunities comparable to those that are afforded to tenure stream faculty only. I highlighted such inequities, although this didn't have immediate results in our bargaining efforts.

As a relative newcomer to the culture of UTFA, I believe I have made considerable progress towards comprehending the tremendous role that UTFA plays in the lives of faculty and librarians, and the effort, knowledge and skill-set that is required from its executive to serve our members responsibly. I wish to continue my full participation at UTFA, after a one-year research leave hiatus, across a range of issues that affect all streams (tenure stream, teaching stream, and librarians). While mindful of my responsibilities as the Teaching Stream Chair, I was never a proponent of silo-like thinking. I have actively participated in debating all issues that impact all of our members, especially those that related to equity, and would like to resume doing so. Continuing to serve on the part-time negotiating team, the Grievance and Salary, Benefits, Pensions and Workload committees while on research leave this year, and securing and organizing UTFA's C.P. Macpherson lecture in 2019, attests to my ability to serve our members across roles and constituencies.

I would be honoured to continue the work I've initiated as an UTFA executive member to renew my commitment and energies toward equity issues, a focus that has indeed motored my academic career and beyond.

Thank you for your consideration.

Yours,

Kass



Kass Banning
Associate Professor, Teaching Stream
Cinema Studies Institute
University of Toronto

My name is Darren Dias. I am an Associate Professor and Director of Graduate Programs at the University of St Michael's College in the University of Toronto. I am seeking a 2-year term as treasurer of the University of Toronto Faculty Association. I've decided to put my name forward for consideration because I have a deep commitment to practices of solidarity and collectivity. I believe I have the necessary skills and experience to serve UTFA well.

I am conscious that I have benefitted personally and collectively from the work of UTFA and I'm now in a position to contribute to that work in a more active and intentional way. I have been an active supporter of the Faculty Association since 2010, variously organizing and participating in UTFA collective actions. In 2016 I was elected by Council to serve as Chief Returning Officer for UTFA's presidential election.

I currently serve on the boards of Catholic Crosscultural Services (Canada's largest refugee and newcomer settlement agency) (2007-10; 2017-present) and the Fondation-Guzman (a private foundation dedicated to the financial support of the elderly) (2010-14; 2018-present). I have served as a board member of the Canadian Friends of the Ecole Biblique (2014-19) and the Society of Sharing (2007-11). I served as bursar of a not-for-profit organization from 2006-09. I was elected as faculty representative on the *Collegium* (board of governors) of the University of St Michael's College from 2012-18. These experiences have taught me a great deal about governance, financial and administrative oversight, and risk management in academic and not-for-profit sectors.

I would have three priorities as treasurer:

1. Transparency and accountability in budgeting processes, reporting to membership, and assisting the Association in making informed financial decisions.
2. Regular evaluation of investment and spending policies, portfolio managers, and auditors.
3. As a result of my own experiences as a racialized person in the academy, I would use my voice to encourage the participation of equity-seeking persons and to further the interests of those marginalized in the university sector.

A priority for any treasurer, and no less for me, is always transparency and accountability in budgeting processes and reporting to membership as well as assisting the Association in making informed financial decisions. I believe the regular evaluation of investment and spending policies as well as portfolio managers and auditors is very important, but often overlooked.

Another priority is the result of my own experiences as a racialized person in the academy. I would like to use my voice as treasurer to encourage the participation of equity seeking persons and to further the interests of those marginalized in the university sector. This could be through the active encouragement of wider participation in UTFA and attention to the ways UTFA policies and practices can serve these populations and their interests.

Sincerely,
Darren Dias

Nomination Statement for UTFA Vice-President, University and External Affairs**J. Roy Gillis, Ph.D.**

I hope you and your loved ones are well during these challenging and ever-changing times.

I am an Associate Professor who has been employed at U. of T. since 1997, and active in UTFA since 2008. I am currently Vice-President, University and External Affairs and have worked effectively and collegially in this role throughout my term. My major accomplishments include: (1) work spanning multiple years on the Sexual Violence and Sexual Harassment Policy, (2) promoting Indigenous initiatives at UTFA, (3) serving on the Gender-Salary negotiations team that successfully increased salaries for women tenure-stream faculty and librarians, (4) playing a major role in organizing the David Suzuki climate change event, and (5) expanding the impact, in a collaborative manner, of UTFA within OCUFA, CAUT and UTEAU. I serve on, and have been a major contributor to, the following UTFA committees: University and External Affairs, Salary, Benefits, Pensions and Workload, Membership, and Appointments, and have recently accepted the role of UTFA Co-Chair on the Joint Benefits committee. My motivation for running for this position is two-fold. First, it is an opportunity for continued service to UTFA and our members. Secondly, I will provide innovative, experienced, and inspired leadership, particularly as it relates to OCUFA and CAUT, and larger political and legislative initiatives. My priorities as VP (UEA) in 2020-2022 would be: (1) ensuring that new policies do not permanently and negatively impact teaching, research, student supervision, PTR and/or workload of members, (2) oppose and organize against any further threats to the precarity of UTFA members, especially contract faculty and librarians, using my established relationships at OCUFA, CAUT and UTEAU, (3) advocate for increased mental health and wellbeing, childcare and eldercare resources for members, and (4) facilitate more effective online communications amongst UTFA and its members in this period of "virtual physical distancing."

Geraldine (Jody) Macdonald's Nomination Statement for the Position of Chair, UTFA Retired Members Committee (RMC) 2020-2022.

It has been my pleasure to serve as the Chair of the RMC for the years 2018-2020. Previously, I served on UTFA Council for over a decade. I served as Vice-President of UTFA, Internal and External Affairs, Chair of the Teaching Stream Committee, and as a UTFA Executive Committee Member. When VP, I was a Director of OCUFA and CAUT, representing UTFA. I also served as a Director of RALUT- the Retired Academics and Librarians of the University of Toronto – for several years. During my time on the RALUT board, I worked collaboratively to close down RALUT and transition advocacy for UTFA Retirees within a new Retired Members Committee at UTFA.

In my current role as Chair of the RMC, I also serve on UTFA's Executive Committee, UTFA Council, and Senior College's Board of Management. This ensures that the RMC Chair has a strong position from which to advocate for the needs of the retired members, especially related to the protection of our hard won and enviable Defined Benefit Pension and Benefits.

During the first year of my term, I was a member of the UTFA Pension Negotiating Team which negotiated for a new University sector Pension Plan (UPP). I also served on the UTFA SRA (Supplemental Retirement Arrangement) Negotiating Team. This experience prepared me well to serve the Retiree Constituency of UTFA and to contribute to the UTFA Executive. In my second year, I worked with the RMC to identify and complete four key goals: (1) host our first annual 'Welcome to New Retirees' reception, (2) evaluate the reception, (3) plan for our 2020 reception, and (4) keep informed on trends in public sector benefits in Ontario. As Chair of the UTFA Retired Members Committee I worked to engage our retired members in learning about the UPP developments, hosted outreach events, and hosted UTFA's highly successful first, annual 'Welcome to New Retirees' reception. In our final RMC meeting, April 16, 2020, we connected via Zoom, reflected upon the impact of the pandemic on UTFA retirees, placed our plans for our 2nd Annual 'Welcome to New Retirees' reception on hold, and considered retiree concerns in the coming years.

If elected again I will ensure that Retired Members' concerns continue to be anticipated, listened to, and acted upon. I will continue to stay informed about the impact of the pandemic on UTFA retirees; work collaboratively to set yearly goals for the RMC and work to achieve these goals; and provide positive leadership, which fosters a dynamic RMC, responsive to the challenges facing UTFA retirees at this moment in time.

It would be a privilege to serve as Chair of the UTFA Retired Members Committee for a second term.

Geraldine Jody Macdonald EdD, Associate Professor, Teaching Stream Emerita

Brian McDonagh Statement - nomination for V.P. Grievances Chair on UTFA Executive Council

Dear Kent,

I am writing to express my intention to run for the Executive seat of Vice President, Grievances.

My name is Brian McDonagh. For twenty-five years I have been teaching at the Faculty of Music in the Performance department. I have created and taught music survey courses at the undergraduate and graduate levels and lectured extensively on advanced music piano pedagogy. I have also maintained a large piano studio, teaching students in the piano department. In 2009, as an extension of my research on Canadian music, I founded Plangere Editions. With a catalogue of more than 500 titles, it is the largest publisher of Canadian art music in the country.

My initial appointment at the U of T was as a sessional instructor. By 2009 I had risen to the rank of sessional III and maintained a teaching contract of 6.75 FCE (full course equivalents). I was the union steward for CUPE3902 from 2009 to 2012. In this role, I served on the bargaining team and assisted the grievance officer in both single and group grievances. The retirement benefit available to sessional lecturers was expanded and improved as a direct result of a grievance I initiated as.

I received an appointed position, at the rank of Lecturer, in August 2012 and became a member of UTFA Council, unit 7 constituency, in 2014. Over my six years on Council, I have also been a multi-year member of the Membership Committee (3 years), Teaching Stream Committee (3 years), Grievance Committee (2 years), and the Appointments Committee (2 years). More recently, I have served on the newly formed UTFA Pension Committee. My UTFA service has helped shape my understanding of the University and its administration from a perspective I could never have gained through any other means. It laid the groundwork for what I consider my most significant contribution to date: I served on the UTFA Part-Time Policy negotiating team, led by our president, Cynthia Messenger. I was able to bring to this negotiation my strong sense of the importance of equity and fairness and my commitment to advocating in behalf of others.

Negotiating a revision of the part-time policy (for which the formal title is Policy and Procedures on Employment Conditions of Part-time Academic Staff) was a great education. The bargaining team was struck three years ago, and the last mediation meeting was May 7, 2020. Through the process, I gained a deeper understanding of how policy has evolved at U of T. As a unified team, our goal was to modernize the part-time policy and gain improved security for a group of faculty governed by an outdated and contradictory document. The process touched on every aspect of policy, anticipated potential challenges in its application and, whenever possible, established a mechanism by which contradictions to the newly forged policy could be grieved. As a team, we were committed and assiduous in our preparation. In just the last twelve months, as the negotiations moved to mediation, the team clocked over 120 hours in strategy meetings and off-site mediated negotiations.

My considerable service on UTFA committees, deepened and expanded by my experience on the part-time policy negotiating team has, I believe, helped prepare me for the duties of the V-P, Grievances. I have excellent task commitment and am confident in the role of advocate. I have a strong sense of justice and am motivated to do what I can to help others. I have been interested in the position of Vice-President, Grievances over the last few years. If I am elected, I will commit to doing my utmost for our members.

The world has changed. As a university and as individuals, we must adapt. Now, as a result of the COVID crisis, we must be vigilant if we are to retain our fundamental values as educators and custodians. We must watch out for each other and identify situations that have the potential to erode our fundamental right to academic freedom. I view the grievance process as essential to that security. I identify with this role and have no doubt I will be able to execute its duties with empathy and professionalism.

Sincerely,
Brian McDonagh

Candidate Statement: Jun Nogami for VP, Salary, Benefits, Pensions and Workload.

Biographical information:

I have been a professor in the Department of Materials Science and Engineering (MSE) since 2004. Before that time, I had faculty positions at Michigan State University and the University of Wisconsin-Milwaukee. My research has been primarily on the characterization and thin film electronic materials. My h-index is 38 (ISI) or 42 (Google Scholar). Further information is available [here](#).

UTFA experience:

- I have been a member of UTFA council since 2008, representing constituency 402 (Chemical Engineering & Applied Chemistry; Materials Science and Engineering).
- I chaired a Constitutional Review Committee in 2011 that resulted in revisions of the UTFA Constitution and Bylaws. The major change was the imposition of term limits for both the president and members of the executive committee.
- I have served on the nominating committee five times, including serving as chair or co-chair of the committee.
- I chaired an ad hoc committee reviewing release time policies for the UTFA executive in 2018. The proposed changes were not put forward for active consideration by the executive.
- I served on the SJAC (special joint advisory committee) from 2015-2016, and on the subcommittee considering changes to the policy governing the teaching stream. This resulted in the approval of three academic ranks for the teaching stream.
- I served on the UTFA executive as a member at large for six months. I had to step down from this position when I became department chair in January 2019.
- I am currently on the SBPW Committee.

Other relevant experience:

- I was MSE department chair for ten years. This experience gave me a strong grounding in university policies and practice. One of my major achievements as chair was raising the number of female faculty members in our department from one to five.
- In addition, in the Faculty of Applied Science and Engineering (FASE), the budget model has been downloaded to the departmental level, and so I am familiar with budget practice.
- I have also actively promoting the role of the teaching stream within FASE, including being on the decanal promotion committee for the first wave of faculty promoted to the rank of Full Professor, Teaching Stream.
- I was elected to Governing Council in 2019. I will have to resign this position if I am elected to the UTFA executive.

What I hope to achieve as VP SBPW:

First and foremost: my experience on UTFA executive and the SBPW Committee has been limited, and so I will be relying on the shared experience of the other members of both the executive and the committee. Those who have served on committees with me know that I am a consensus builder. I am committed to understanding and promoting the interests of all three groups within UTFA: the tenure and teaching streams, as well as the librarians. Additionally, as a member of the UTFA executive, I hope to address the concern that the tenure stream and the professional faculties do not have representation in proportion to their numbers among the UTFA membership. It is vitally important for the future of UTFA and the University that all members are fully engaged with the work that UTFA does on their behalf.

Statement to the Nominating Committee

I have completed a two-year term (2018-2020) as Chair of the UTFA Librarians Committee. I am interested in continuing for a second two-year term to complete the current on-going work.

In the past two years I have been a member of the UTFA teams that successfully:

- secured the 3.9% increased in remuneration for librarians who identify as female
- organized the full-day UTFA event *Charting Our Course: Empowering Librarians at the University of Toronto* held at the Faculty Club. Guest speakers from York University, Western University, Ottawa University, CAUT and others.
- worked to retain the retention of the Inforum library to serve the professional programs at the Faculty of Information

I am currently involved as Chair of the Librarians Committee, Member of Executive and Council on the following projects and would like to remain involved in UTFA until they are completed:

- Member of the Side-Table in negotiations for the *Policies for Librarians*
- Member of the 2020 Bargaining Team for Salary, Benefits, Workload & Pensions
- Member of the first established Systematic Bias Working Group in 2020
- Member of the UTFA Benefits Committee

Harriet Sonne de Torrens

April 1, 2020.

Maureen Stapleton, MBA, CFA – Associate Professor in Finance, Rotman School of Management**Expression of interest and summary of qualifications for the position of Treasurer, UTFA**

I am highly motivated to serve UTFA as Treasurer and well qualified to meet the requirements of the position. Meetings with the incumbent Louis Florence, Cynthia Messenger and business officer Marta Horban, as well as a site visit with UTFA accounting staff, deepened my understanding of the treasurer's role and fueled my enthusiasm to serve.

Objectives and Goals:

I am a strong supporter of UTFA, having served as Rotman member of council since 2018. I am also a hands-on specialist in finance and accounting. I am committed to:

- Maintaining and strengthening the financial integrity of UTFA
- Collaborating with UTFA's executive committee and sharing my knowledge of finance and investments.
- Effectively representing UTFA with internal and external university groups

My qualifications and relevant experience include:

- CFA designation (1986) and 25 years investment industry experience. Managed \$6 billion, primarily pension fund and endowment assets.
- Rotman teaching stream faculty since 2008, teaching undergraduate and MBA finance courses, specializing in investments.
- UTFA Council since 2018
- University of Toronto Governing Council – pension committee
- UTFA Salary, Benefits Pensions & Workload Committee; Member of the president's pension committee
- Investment Advisory Committee – Ontario Public Guardian & Trustee, Ontario Ministry of the Attorney General
- CFA Society Toronto – University Relations Committee
- Past member of the HOOP asset/liability committee (Healthcare of Ontario Pension Plan)
- Past president of Women in Capital Markets (WCM)
- Past member of the Board of Directors of CFA Society Toronto
- Past member of the investment committee – Girl Guides of Canada

In summary, I am a finance/accounting specialist and strong supporter of UTFA. I am also an experienced volunteer with proven commitment to communication and collaboration. I appreciated the opportunity use my pension fund expertise to support UTFA, our faculty and librarians through our ongoing pension transition, and I look forward to doing more in the role of Treasurer.

Thank you!

MAY 7, 2020 5:45 pm CONFIDENTIAL AND WITHOUT PREJUDICE UNIVERSITY OF
TORONTO AND UTFA MEMORANDUM OF SETTLEMENT

IN THE MATTER OF FACILITATED NEGOTIATIONS WITH FACILITATOR KAPLAN
REGARDING THE POLICY AND PROCEDURES ON EMPLOYMENT CONDITIONS
OF PART-TIME FACULTY (THE "POLICY")

BETWEEN:

THE UNIVERSITY OF TORONTO

(THE "UNIVERSITY")

-AND-

THE UNIVERSITY OF TORONTO FACULTY ASSOCIATION

(THE "ASSOCIATION")

MEMORANDUM OF SETTLEMENT

WHEREAS the parties engaged in facilitated negotiations with the assistance of William Kaplan as facilitator regarding a new Policy and matters related thereto;

AND WHEREAS the parties wish to resolve any and all issues regarding a new Policy and matters related thereto;

NOW THEREFORE the parties agree as follows:

1. The undersigned representatives of the Association agree that they will recommend that UTFA Council approve the terms and conditions of this Memorandum of Settlement.
2. Following approval of the terms and conditions of this Memorandum of Settlement by UTFA Council, the undersigned representatives of the University Administration agree to recommend that Governing Council approve the amendments to the Policy and to the Policy and Procedures on Academic Appointments(the "PPAA") as set out in the terms and conditions of this Memorandum of Settlement such that the new Policy and the amended PPAA will become effective January 1, 2021, if approved by Governing Council.
3. The parties agree that the new Policy referred to in paragraph 2 is attached hereto as Appendix A.

4. The parties agree that the Transition Framework related to the new Policy is attached hereto as Appendix B.
5. The parties agree that the amendments to the PPAA referred to in paragraph 2 above are attached hereto as Appendix C.
6. It is understood and agreed that the terms and conditions of this Memorandum of Settlement and/or Appendix A, B or C attached hereto are intended to be and shall remain strictly confidential and will not be disclosed before May 31, 2020. It is understood and agreed that UTFA will be providing a copy of this Memorandum of Settlement to members of UTFA Council after 4 pm on May 14, 2020 on the understanding that all members of UTFA Council will be bound by this confidentiality clause and that UTFA will advise them accordingly. Vice-Provost, Faculty & Academic Life Heather Boon and UTFA President Cynthia Messenger will discuss and agree on the timing of the public announcement regarding same.
7. This Memorandum of Settlement is made without prejudice or precedent to the rights of the University or the Association in any other matter.
8. This Memorandum of Settlement may be executed in any number of counterparts with the same effect as if all parties had signed the same document. All counterparts, including facsimile or email PDF signatures, shall be construed together, and shall constitute one and the same agreement.

FOR THE UNIVERSITY



Heather Boon

Vice-Provost, Faculty & Academic Life

FOR UTFA



UTFA President

APPENDIX “A”

**May 7, 2020 U OF T AND UTFA WITHOUT PREJUDICE AND CONFIDENTIAL
FACILITATION REGARDING THE PART-TIME POLICY**

SUBJECT TO FINAL AGREEMENT ON ALL UNRESOLVED ISSUES

UNIVERSITY MAY 7, 2020 PROPOSAL THROUGH FACILITATOR KAPLAN

U OF T PROPOSAL

**Created by accepting all track changes in the University’s April 24, 2020
proposal and new amendments in track changes.**

-

University of Toronto
Governing Council

Policy and Procedures on Employment Conditions
of Part-time Faculty

[Date], 2019

To request an official copy of this policy, contact:

The Office of the Governing Council

Room 106, Simcoe Hall

27 King's College Circle

University of Toronto

Toronto, Ontario

M5S 1A1

Phone: 416-978-6576

Fax: 416-978-8182

E-mail: governing.council@utoronto.ca

Website: <http://www.governingcouncil.utoronto.ca/>

Policy and Procedures on Employment Conditions of Part-time Faculty

Part-time faculty appointed under this Policy are “faculty members” for the purposes of the Memorandum of Agreement between the University and the Association and accordingly the provisions of Article 5: Academic Freedom and Responsibilities of that Memorandum of Settlement apply to part-time faculty members appointed under this Policy.

This policy does not apply to tenure stream or continuing status teaching stream faculty members who must be appointed under the Policy and Procedures on Academic Appointments (“PPAA”). Other part-time faculty appointments are made under this policy as referred to in the Memorandum of Agreement between the Governing Council of the University of Toronto and the University of Toronto Faculty Association (“the Memorandum of Agreement”).

A part-time appointment is one that does not exceed 75 per cent of full-time employment and is not less than 20 per cent of full-time employment¹. When an appointment is considered to be part-time, the fraction of the time for which the individual is to be appointed shall be computed on the basis of the expected workload of the individual divided by the workload of a comparable full-time faculty member over the period of employment.

(1) Appointments at all part-time ranks shall normally be one year's length in duration but may also be up to two year's length in duration.

(2) (a) Appointments may be made to any academic rank on a part-time basis.

(b) Appointment to the ranks of Assistant Professor, Teaching Stream; Associate Professor, Teaching Stream; Professor, Teaching Stream; Assistant Professor; Associate Professor or Professor should be reserved for those individuals who bear a similar responsibility in terms of teaching, research/scholarship and service, to full-time appointments.

(c) Divisions wishing to describe part-time professorial appointments as adjunct or visiting may retain the title but the rank shall also be specified, e.g., Adjunct Assistant Professor.

(3) Grievance procedures for part-time faculty members shall be pursuant to Article 7 of the Memorandum of Agreement.

(4) An appointment may be renewed for one or two years at the option of the department and the part-time faculty member should not expect continuation of the appointment. In the event an appointment is to be renewed, the department will endeavor to provide written notice of the renewal at least two (2) months in advance of the end date of the appointment, failing which the appointment will end in accordance with its terms. For clarity, failure to provide at least two months' written notice does not preclude the renewal of the appointment at a later time. There shall be no more than six (6) successive annual appointments or successive appointments

¹ The 20% minimum will apply to appointments made after these amendments become effective. Those currently appointed at less than 20% will be grandparented for the full term of their employment with the University. For clarity, part-time faculty members appointed at less than 20% when the new part-time policy becomes effective would be covered by the transitional provisions and the new part-time policy in the same way as their colleagues with appointments greater than 20% except that the requirement that part-time appointments not be less than 20% of full-time employment would be waived.

totaling six years before the part-time faculty member will be considered for continuing appointment in accordance with 7(a) below.

(5) All part-time faculty members shall be eligible for participation in the pension plan according to present policy. In addition, part-time faculty members holding appointments of 25 per cent or more shall be eligible for other benefits on a pro-rated basis.

(6) All part-time faculty members are eligible for consideration for PTR awards in accordance with the relevant policies and procedures on a pro-rated basis.

(7)

(a) During the sixth (6th) year of a period of successive one year and/or two year appointments, a part-time faculty member will be considered for continuing appointment as a part-time faculty member in accordance with (b) below on the terms set out in this policy.

(b) Where a part-time faculty member is being considered for continuing appointment pursuant to (a) above, the part-time faculty member must be reviewed during the sixth (6th) year of a period of successive one-year and/or two-year appointments, with the review to be conducted before December 31. If the review is successful the part-time faculty member will be provided continuing appointment as a part-time faculty member at the same percentage appointment as the part-time member's contract at the time the review was conducted unless the part-time faculty member and the unit head (with the approval of the division head and the Vice-President & Provost) agree to a different percentage. If the review is not successful, the part-time faculty member's contract will end in accordance with its terms and this Policy and will not be renewed. The review shall be the same as that of interim review for Assistant Professor and probationary review for Assistant Professor, Teaching Stream, pursuant to the relevant provisions of the PPAA, it being understood that the part-time faculty member is expected to have made achievements in teaching and research/scholarship during the course of their

employment. Significant service contributions may also be considered.. The review committee should consider two questions:

(i) Has the part-time faculty member's performance been sufficiently satisfactory for a continuing appointment to be recommended?

(ii) If a continuing appointment is recommended, what counselling should be given to the part-time faculty member to assist them to improve areas of weakness and maintain areas of strength?

(c) Where a part-time faculty member appointed under this policy was previously employed at the University in a Contractually Limited Term Appointment (CLTA) position in the same academic unit as their part-time faculty appointment, years of CLTA appointment shall normally be included when determining the application of this policy to that part-time faculty member. For example: a faculty member who had served five successive years in a CLTA position in the same academic unit could be appointed to a one year contract and considered for continuing employment in accordance with (b) above during what would be for the purposes of this policy their sixth successive year.

(d) Review for Continuing Appointment

Where there is a review for a continuing appointment and the review is not successful and the part-time faculty member will not be offered a continuing appointment, the non-continuation or non-renewal of the part-time appointment cannot be the subject of a grievance under the Grievance Procedure set out in Article 7 of the Memorandum of Agreement. A claim that the non-renewal of a part-time appointment breached Article 9: No Discrimination of the Memorandum of Agreement or was made in bad faith or as a reprisal for the exercise of academic freedom may be appealed. In the multi-departmental divisions, the appeal will be considered by the Principal or Dean. In other divisions, the appeal will be considered by a Principal or Dean designated for this purpose by the Vice-President & Provost. Where the appellant is cross-appointed, the person to hear the appeal will be determined according to the division in which the appellant holds their primary appointment. Appeals must be made in writing within fifteen (15) working days of the non-renewal of the part-time appointment and the appellant informed of the decision within twenty (20) working days of the appeal. The decision of the Principal or Dean may be appealed to the Vice-President & Provost within ten (10) days. The Vice-President & Provost's decision will be final and cannot be grieved under the Grievance Procedure set out in Article 7 of the Memorandum of Agreement.

(e) Exceptions to the requirement that employment be successive can be made by the Vice-President & Provost.

(8) Part-time faculty members appointed under this policy shall normally be expected to participate in departmental administrative activities as appropriate unless otherwise agreed to in writing with the unit head. The contribution will be proportionately reduced in accordance with their full-time equivalency. Such service will be assessed as part of the annual merit process.

(9) A faculty member on 50 percent or greater appointment shall be entitled to apply for research and study leave in accordance with the provisions of the Memorandum of Agreement.

(10) Part-time faculty members appointed under this policy shall be eligible for appointment to the graduate faculty upon recommendation of the unit head to the Dean of the School of Graduate Studies under the same terms as full-time faculty in their division. Whether a faculty member is full or part time does not affect eligibility to act as a Principal Investigator or their eligibility to apply for grants or awards provided they are otherwise eligible.

(11) The criteria and procedures for promotion through the ranks shall be the same as for full-time faculty members with an appropriately reduced expectation as to the quantity of work.

(12) Delay in Review

Part-time faculty members who are scheduled to be considered for continuing appointments pursuant to 7(a) above may make a written request for delay in their review for continuing appointment due to pregnancy and/or parental or adoption leave or serious circumstances beyond their control such as illness or injury. The leave or serious circumstances must have occurred during their appointment as a part-time faculty member.

Delays may be granted for one year, but not more than two years, with the written approval of the Vice-President & Provost. Written requests by a part-time faculty member for further delays based on the provisions of the *Ontario Human Rights Code* as amended from time to time will be considered by the Vice-President & Provost on a case-by-case basis, it being understood and agreed that such requests must be made by the member in writing at the earliest opportunity (i.e. as soon as a part-time member knows or reasonably ought to know that their review for continuing appointment may warrant a delay based on the provisions of the *Code*.)

(13) Termination of Employment

1. Termination other than for Cause

(a) Term limited appointments will terminate automatically in accordance with their terms unless previously renewed in writing. Acceptance of a term limited appointment constitutes written receipt of notice that the employment will terminate on the end date as set out in the appointment, except as otherwise provided above.

(b) The continuing appointment of a faculty member appointed under this policy may be terminated by the University for reasons that do not amount to cause for termination.

When the University decides to terminate a continuing appointment without cause, the part-time faculty member will be provided with two (2) months' working notice of termination plus, at the end of the period of working notice, severance pay on the basis of one (1) month's pay per completed year of continuous service* with the University, to a maximum of twenty-two (22) months** (i.e. a combined maximum of working notice and severance pay of twenty-four (24) months). In no case will an employee receive less working notice or compensation in lieu thereof than the minimum working notice required under the Employment Standards Act, 2000 as amended from time to time (the "ESA") or less severance pay than the severance pay, if any, required under the ESA. Notice of termination shall be in writing. Severance pay will be based on the faculty member's salary at the time the two (2) months' working notice is provided or the average of the faculty member's salary over the preceding thirty-six (36) months, whichever is greater.

*Continuous service is defined as years of service that are counted under this Policy for which the faculty member has not previously received any severance pay under this Policy; or, solely for the purposes of calculating severance pay under the Employment Standards Act, as defined by the Employment Standards Act.

** If two (2) months' working notice of termination is not provided, then severance pay would be up to a maximum of twenty-four (24) months.

All benefits coverage and pensionable service ceases the later of the date that the termination takes effect or the end of the minimum notice period required under the Employment Standards Act.

Termination of a continuing appointment without cause cannot be the subject of a grievance under the Grievance Procedure set out in Article 7 of the Memorandum of Agreement. A claim that a termination of continuing appointment breached Article 9: No Discrimination of the Memorandum of Agreement or was made in bad faith or as a reprisal for the exercise of academic freedom may be appealed. In the multi-departmental divisions, the appeal will be considered by the Principal or Dean. In other divisions, the appeal will be considered by a Principal or Dean designated for this purpose by the Vice-President & Provost. Where the appellant is cross-appointed, the person to hear the appeal will be determined according to the division in which the appellant holds their primary appointment. Appeals must be made in writing within fifteen (15) working days of written notice of termination of continuing appointment without cause and the appellant informed of the decision within twenty (20) working days of the appeal. The decision of the Principal or Dean may be appealed to the Vice-President & Provost within ten (10) days. The Vice-President & Provost's decision will be final and cannot be grieved under the Grievance Procedure set out in Article 7 of the Memorandum of Agreement.

2. Termination for Cause

At any time, the appointment of a part-time faculty member may be terminated for cause, including incompetence, persistent neglect of duty, wilful or gross misconduct, without notice or pay in lieu of notice or severance.

A decision to terminate a part-time faculty member for cause may be appealed. Appeals shall follow the Grievance Procedure set out in Article 7 of the Memorandum of Agreement commencing at Step 3. Appeals must be in writing by the part-time faculty member within fifteen (15) working days of receipt of notice of termination.

(14) The foregoing policy and procedures shall not apply to part-time academic clinical staff in Dentistry and Medicine.

Approved by the Governing Council June 17, 1976

Section 4 of the 1976 Policy approved by the Governing Council September 23, 1976

Section 8 of the 1976 Policy was amended to reflect Article 4 (a), (b) and (c) of the Memorandum of Agreement with UTFA as amended effective July 1, 1991, approved by the Business Board, with the concurrence of the Academic Board June 6, 1991.

Section 8 of the 1976 Policy was amended to reflect Article 4 (d) of the Memorandum of Agreement with UTFA, approved by the Business Board on March 7, 1994.

As amended following facilitated negotiations with UTFA approved by _____, effective [date].

APPENDIX “B”

**MAY 7, 2020 CONFIDENTIAL AND WITHOUT PREJUDICE UNIVERSITY OF
TORONTO AND UTFA – REVISED TRANSITION FRAMEWORK –**

U OF T PROPOSAL

May 7, 2020 4 pm proposal

All track changes in University’s May 7, 2020 afternoon proposal accepted, further revisions to same in track changes.

**U of T and UTFA – Confidential and Without Prejudice Facilitated Discussions
with William Kaplan on Part-time Policy
University Transition Framework Proposal**

This proposal is conditional on UTFA’s agreement to the University’s most recent May 1, 2020 proposal regarding the new Policy

1. Provided the new Policy as agreed to by representatives of the University Administration and UTFA and approved by UTFA council is approved by the Governing Council, these transitional provisions would apply on January 1, 2021.
2. As a transitional issue, any part-time faculty member who meets the criteria in paragraph 3 below (i.e. appointed in the same unit for 8 or more years, normally without a break in employment of more than 1 year) or in paragraph 4 below (i.e. appointed in the same unit for 5 or more years and less than 8 years, normally without a break in employment of more than 1 year) on May 7, 2020 (and provided the new Policy is approved by UTFA Council and that the new Policy is ultimately approved by Governing Council) and whose contract is not renewed will be entitled to notice and severance pay under clause (13)1(b) of the new Policy as if they had been terminated without cause under that clause of the new Policy. Where any such part-time faculty member received written working notice of non-renewal before May 7, 2020 and/or severance pay, the period of working notice and/or severance pay received will reduce the amount of notice and severance pay owing, provided that in no case will such a part-time faculty member receive severance pay in an amount less than any severance pay entitlement under the ESA. Working notice does not reduce the amount of severance pay. For example, if before May 7, 2020 a part-time faculty member appointed in the same unit for 10 years received 3 months of written working notice of non-renewal they would

be entitled to receive severance pay in an amount equivalent to 10 months' pay less required deductions.

3. The following transition provisions will apply to part-time faculty members appointed in the same unit for 8 or more years, normally without a break in employment of more than 1 year:

(a) Any part-time faculty member who meets these criteria on January 1, 2021 and whose contract in effect on that date is renewed will be deemed to have a continuing appointment under the new Policy without a review. The part-time faculty member's continuing appointment will be at the same percentage appointment as the part-time faculty member's current contract unless the part-time faculty member and the Unit Head (with the approval of the Division Head and the Vice-President and Provost) agree to a different percentage.

(b) Any part-time faculty member who meets these criteria on January 1, 2021 and whose contract in effect on that date is not renewed will, at the end of that contract, be entitled to working notice and severance pay under clause (13)1(b) of the new Policy as if they had been terminated from a continuing appointment without cause under that clause of the new Policy. Non renewal of a contract cannot be the subject of a grievance under the grievance procedure set out in Article 7 of the Memorandum of Agreement. A claim that non renewal of a contract breached Article 9: No Discrimination of the Memorandum of Agreement or was made in bad faith or as a reprisal for the exercise of academic freedom may be appealed. In the multi-departmental divisions, the appeal will be considered by the Principal or Dean. In other divisions, the appeal will be considered by a Principal or Dean designated for this purpose by the Vice-President & Provost. Where the appellant is cross appointed, the person to hear the appeal will be determined according to the division in which the appellant holds their primary appointment. Where written notice of non-renewal is provided appeals must be made in writing within fifteen (15) working days of written notice of non-renewal or otherwise within fifteen (15) working days of the end of the contract and the appellant informed of the decision within twenty (20) working days of the appeal. The decision of the Principal or Dean may be appealed to the Vice-President & Provost within ten (10) working days. The Vice-President & Provost's decision will be final and cannot be grieved under the Grievance Procedure set out in Article 7 of the Memorandum of Agreement.

4. The following transition provisions will apply to part-time faculty members appointed in the same unit for 5 or more years and less than 8 years, normally without a break in employment of more than 1 year:

(a) Any part-time faculty member who meets these criteria on January 1, 2021 and whose contract in effect on that date is renewed will be considered for a continuing appointment under the new Policy on the same basis as if they were in the sixth year of an appointment under the new Policy (i.e. a review for a continuing appointment). If the review is successful the part-time faculty member will have a continuing appointment. The part-time faculty member's continuing appointment will be at the same percentage appointment as the faculty member's current contract unless the part-time faculty member and the Unit Head (with the approval of the Division Head and the Vice-President & Provost) agree to a different percentage. If the review is not successful the part-time faculty member will not be offered a continuing appointment and will at the end of their contract be entitled to working notice and severance pay under clause (13)1(b) of the new Policy as if they had been terminated from a continuing appointment without cause under that clause of the new Policy. The non-continuation or non-renewal of the part-time appointment cannot be the subject of a grievance under the Grievance Procedure set out in Article 7 of the Memorandum of Agreement. A claim that the non-renewal of a part-time appointment breached Article 9: No Discrimination of the Memorandum of Agreement or was made in bad faith or as a reprisal for the exercise of academic freedom may be appealed. In the multi-departmental divisions, the appeal will be considered by the Principal or Dean. In other divisions, the appeal will be considered by a Principal or Dean designated for this purpose by the Vice-President & Provost. Where the appellant is cross appointed, the person to hear the appeal will be determined according to the divisions in which the appellant holds their primary appointment. Appeals must be made in writing within fifteen (15) working days of written notice of non-renewal and the appellant informed of the decision within twenty (20) working days of the appeal. The decision of the Principal or Dean may be appealed to the Vice-President & Provost within ten (10) working days. The Vice-President & Provost's decision will be final and cannot be grieved under the Grievance Procedure set out in Article 7 of the Memorandum of Agreement.

(b) Any part-time faculty member who meets these criteria on January 1, 2021 and whose contract in effect on that date is not renewed will at the end of their current contract be entitled to working notice and severance pay under clause (13)1(b) of the new Policy as if they had been terminated from a continuing appointment without cause under that clause of the new Policy. Non-renewal of a contract cannot be the subject of a grievance under the grievance procedure set out in Article 7 of the Memorandum of Agreement. A claim that the exercise of discretion breached Article 9: No Discrimination of the Memorandum of Agreement or was made in bad faith or as a reprisal for the exercise of academic freedom may be appealed. In the multi-departmental divisions, the appeal will be considered by the Principal or Dean. In other

divisions, the appeal will be considered by a Principal or Dean designated for this purpose by the Vice-President & Provost. Where the appellant is cross appointed, the person to hear the appeal will be determined according to the division in which the appellant holds their primary appointment. Where written notice of non-renewal is provided appeals must be made in writing within fifteen (15) working days of written notice of non-renewal or otherwise within fifteen (15) working days of the end of the contract and the appellant informed of the decision within twenty (20) working days of the appeal. The decision of the Principal or Dean may be appealed to the Vice-President & Provost within ten (10) working days. The Vice-President & Provost's decision will be final and cannot be grieved under the Grievance Procedure set out in Article 7 of the Memorandum of Agreement.

5. For part-time faculty who on January 1, 2021 have been appointed for less than 5 years, the new Policy takes effect automatically on the start date of the new appointment if they receive another part-time appointment on or after January 1, 2021. For example, if a part-time faculty member had an initial one year contract from July 1, 2020 to June 30, 2021 and they were offered and accepted another part-time appointment in the same unit starting on July 1, 2021 the new Policy would apply to them on July 1, 2021 and at which time they would have completed 1 year of appointment in the unit for the purposes of the new Policy.

6. The ranks and titles of part-time teaching stream faculty members will change from the current titles of Lecturer and Senior Lecturer to Assistant Professor, Teaching Stream and Associate Professor, Teaching Stream respectively on the date the new Policy is approved by Governing Council.

7. Part-time faculty members appointed under the current Policy and Procedures on Employment Conditions of Part-time Faculty who are currently appointed at less than 20% will be grand parented for the full term of their employment with the University. The 20% minimum will apply to appointments made after these amendments become effective. For clarity, part-time faculty members appointed at less than 20% when the new part-time policy becomes effective would be covered by the transitional provisions and the new part-time policy in the same way as their colleagues with appointments greater than 20% except that the requirement that part-time appointments not be less than 20% of full-time employment would be waived.

8. Individuals who held a tenured or continuing status full-time appointment and who under the current Policy and Procedures on Employment Conditions

C. S. Messenger

FOR UTFA	May 7, 2020
Per: UTFA President	Date

APPENDIX "C"

WITHOUT PREJUDICE UNIVERSITY PROPOSAL

Re: Part-time Amendments to PPAA September XX, 2019

c) Tenure Stream

A part- time appointment is one that does not exceed 75 percent of full-time employment.

Individuals holding a tenured full-time appointment may, with the agreement of the unit head and the appropriate division head, and with the approval of the Vice-President & Provost, reduce their appointment to part-time. Requests for such a reduction in percentage of appointment shall not be unreasonably denied by the University.

Appointments shall not normally be reduced to less than 20% FTE. Reductions in percentage of appointment shall not normally exceed three (3) consecutive years, unless the basis for the reduction is an accommodation under the Ontario Human Rights Code.

Unless the basis for a reduction in percentage of appointment is an accommodation under the Ontario Human Rights Code, a reduction in percentage of appointment shall not exceed three (3) consecutive years, and the faculty member must return to a full-time appointment at the expiry of the term of reduction in percentage appointment unless the reduction is extended in writing with the agreement of the faculty member, and the agreement of the unit head and the appropriate division head, and with the approval of the Vice-President & Provost.

d) Continuing Status Teaching Stream

A part- time appointment is one that does not exceed 75 percent of full-time employment.

Individuals holding a continuing status teaching stream appointment may, with the agreement of the unit head and the appropriate division head, and with the approval of the Vice-President & Provost, reduce their appointment to part-time. Requests for such a reduction in percentage of appointment shall not be unreasonably denied by the University.

Appointments shall not normally be reduced to less than 20% FTE. Reductions in percentage of appointment shall not normally exceed three (3) consecutive years,

unless the basis for the reduction is an accommodation under the Ontario Human Rights Code.

Unless the basis for a reduction in percentage of appointment is an accommodation under the Ontario Human Rights Code, a reduction in percentage of appointment shall not exceed three (3) consecutive years, and the faculty member must return to a full-time appointment at the expiry of the term of reduction in percentage appointment unless the reduction is extended in writing with the agreement of the faculty member, and the agreement of the unit head and the appropriate division head, and with the approval of the Vice-President & Provost.

UTFA Council

May 19, 2020

Proposed UTFA Association Grievance on Safeguarding Policy and Academic Integrity in the Context of the COVID Crisis

1. UTFA's attempt to negotiate an LOU on Working Conditions and COVID-19 was rejected by the University Administration. UTFA attempted to resolve one-by-one the issues it raised in the LOU, with only partial success. In addition, UTFA has repeatedly expressed orally and in writing its deep concern over a number of COVID-related issues. (Please see the collection of copies of letters UTFA has sent to the Administration since last March.)
2. One of the central goals of UTFA's negotiations and conversations with the Administration is that we attempt to maintain, as far as is possible, the high quality of student learning for which our members are justifiably proud.
3. This Association grievance has been prompted by the failure to reach agreement with the Administration on matters related to teaching and course delivery that have been expressed in urgent terms by our members. UTFA has received numerous emails from members, many in distress over their working conditions. In addition, extensive comments on UTFA surveys have confirmed that member concerns are widespread.
4. This grievance is undergirded by the following health and safety concerns, human rights grounds, principles, values, and workplace imperatives (no ranking implied, and the list is not intended to be comprehensive):
 - a) **Health and safety:** UTFA must take steps to ensure that its members with health and safety concerns in the context of COVID-19 are heard and are not subjected to unsafe working conditions.
 - b) **Human rights grounds:** UTFA cannot ignore the undermining of human rights. Many members have young children or other family status issues (such as aging parents), or pre-existing medical conditions, and the burden on those members has been especially oppressive. Others have complaints based on other protected grounds. These require accommodation.
 - c) **Academic freedom:** Our members should not be forced to teach in only prescribed modes. Units, apparently under pressure *from* the senior administration, are insisting on hybrid models in many cases. In addition, in at least one division, the Dean's office has asserted that chairs and administrators have the right to place instructors' Quercus sites under surveillance.
 - d) **Academic integrity:** The Administration must investigate and respond to reports that online cheating was widespread in April. Our members need

adequately robust online testing software if tests and exams are to be held online, and the Administration must take responsibility for ensuring academic integrity.

- e) **Workload and other appointments policies:** UTFA has ample communication from members to support the concern that negotiated policies have been flouted, especially workload policies. On-line teaching entails significantly more work than in-class delivery, and dual-delivery represents the highest workload of all. A serious lack of IT and TA support resulted in excessive workloads in the spring, to the point where some members have reported threats to their health. UTFA wants to make sure that we do not see a repeat of the spring in the fall or in the winter.
 - f) **Student Experience:** Our members will not be able to maintain the quality of student experience if they are overworked, if their health and safety are threatened, and if they do not have adequate pedagogical support.
-



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E faculty@utfa.org / www.utfa.org

Joint Committee Meeting
Thursday, April 30, 2020
3:00 – 5:00 p.m.
Conference Call

1. Research funding and PDAD&C #66
2. Workload and COVID
3. Agreement on extraordinary departures from policy and practice
4. Protecting those teaching on contract
5. SBP&W negotiations and July 1, 2020 PTR—follow up
6. Creating processes for Appointments to central bodies

CONFIDENTIAL**Workload and Accommodation Proposals to Present to May 20 Council
(via Email May 18)****Supports for Online Teaching and Professional Practice***

**Without prejudice to UTFA's position that members should be free to choose any safe mode of course delivery*

1. To add "Level and/or hours of technical and pedagogical support for online teaching" to 4.2 of the Workload Policy and Procedures for Faculty and Librarians ([WLP](#)).
2. To reduce teaching course loads for members transitioning to teaching courses online and to obtain additional course credits for developing and teaching online courses. To obtain further credit for the development and teaching of dual delivery/hy-flex/multi-modal courses.
3. To secure significant increases in TA support for online teaching.
4. To secure significant increases in technical and pedagogical support for online teaching, including support for online course production and the capacity to meet basic standards for online accessibility.
5. To secure significant increases in technical support for Librarians' professional practice, including for providing support services for online teaching and research.

Provisions for Fair, Reasonable, and Equitable Workloads

1. To include mandatory factors that must be addressed in Unit Workload Policies (including, if applicable, mode of delivery; level and/or hours of technical and pedagogical support for teaching; level and/or hours of technical support for professional practice; class sizes; level and/or hours of TA support; the expected total number of students in all of a member's courses; new or alternative mode or short notice course preparation; and graduate supervision).
2. To provide for equitable course release and course credit for excessive service and teaching within units. ("Assignment of individual workload based on the principle that comparable work will be weighed in the same manner and teaching/service release(s) will be granted equitably within units.")
3. To provide equitable workloads for Librarians across the three campuses.

4. To quantify the distribution of effort in a normal workload in percentages for faculty and librarians (e.g. 40/40/20; 60/20/20; 80/15/5, etc.) [subject to outcome of 2017-2020 round interest arbitration].
5. To add details about members' distribution of effort (DOE) to workload letters, and to facilitate members' access to such letters, subject to any confidential accommodation agreements, to promote increased transparency [subject to outcome of 2017-2020 round interest arbitration].
6. To formalize Teaching Stream teaching load relative to Tenure Stream teaching load within a unit at not more than 150% [subject to outcome of 2017-2020 round interest arbitration].
7. To ensure (vs. "encourage") teaching and service release for pre-tenure/pre-continuing status faculty members and professional practice and service release for pre-permanent librarians.
8. To clarify within the WLPP that the research and scholarly contributions of Librarians are self-directed.
9. Additional provisions for Librarians that ensure workload is reasonable and distributed in a transparent manner that appropriately respects their professional autonomy.

Accommodation Processes During the COVID-19 Pandemic

1. To establish clarity around the entitlement to use [Compassionate Care Leave](#) to do caregiving during the COVID-19 pandemic.
2. To affirm a Librarian's right to work from home, when appropriate, with the agreement of their unit head or supervisor. (This agreement shall not be unreasonably withheld.)
3. To establish centralized accommodation guidelines, including common processes where members may seek accommodation for exceptional caregiving or medical needs. Such accommodations could include but would not be limited to one or more of the following: the entitlement to conduct asynchronous teaching; redistributed and or reduced workloads without loss in pay; entitlement to shift to part-time status with enhanced rights to return to full-time status; increased TA/grading support; increased access to and assistance from post-doctoral fellows.

Agenda item 8b

The Executive Committee recommends to Council that:

Adria Giacca, Susan Ruddick and T. Zoric be the nominees for the Central Joint Health and Safety Committee

Colleague to Colleague: Taking Action Together in the time of COVID-19

The COVID-19 pandemic has created hardship and loss around the world and deep into the lives of our campus community. Despite government and institutional responses, continuing students, teaching and administrative staff, and graduating students, many of whom were already experiencing precarity, are falling through the cracks—ineligible for funding or unable to access enough. Students cannot afford tuition, rent, or access to critical digital infrastructure. Staff face possible layoffs, or the prospect of contracts that aren't renewed. Graduating students face a stalled academic job market.

In this time of crisis and need, we believe that faculty and librarians with secure appointments have an ethical duty to act in solidarity with the most vulnerable of our community. The Dish With One Spoon Wampum, an original treaty that governs the lands on which we live and work, calls on us to take only what we need and to care for collective resources and human and natural ecologies (see a faculty-authored elaboration of treaty obligations in the time of the pandemic here

<https://www.dropbox.com/s/77y7h46axvyl74o/Dish%20with%20One%20Spoon%20.pdf?dl=0>). These perspectives compel us to use our capacities to contribute to the health and well-being of all members of the University community.

This is why, as colleagues from across the disciplines and from all three of U of T's campuses, we are coming together to support more precarious members of our campus community through the creation of a solidarity fund. We want the opportunity to make a meaningful contribution at the time of our annual PTR letters. We want to create a mechanism that will make it simple for faculty to choose to donate to such a fund, with university matching, to be distributed on terms we collectively define.

Treaty obligations and ethical responsibilities apply to institutions too. Stepping up, therefore, also means finding and using our considerable campus voice to urge senior

university administrators to take more action. A wealthy and influential university must prioritize the health and wellbeing of its community over the bottom line. The University of Toronto, with the largest endowment in Canada, holds enough wealth to sustain the important role of every member of our tri-campus community through this crisis. In these difficult times, we have the opportunity and the responsibility to take meaningful action together. Living in treaty means living by treaty.

Join us - your colleagues - in taking these humble steps in this exceptional time. We need widespread support among faculty and librarians to make this initiative come to life. Even if you are not in a position to contribute financially yourself, please sign this letter to help promote the initiative and to encourage those who are able to contribute to the solidarity fund to do so.

Sign on below to indicate that you endorse the spirit of this idea. Signing does not constitute a pledge to donate; rather, it is a signal of your support for this voluntary initiative to move forward, for development of a detailed proposal, and for engagement to work with the broader University community in an ethical, transparent, and accountable manner.

** The petition with the list of signatories will be presented to UTFA and the University Administration.

** Please send any questions and comments to UofTcolleagues@gmail.com

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Treasurer Report for the May 20, 2020 Council Meeting

My apologies, I am unable to deliver a report today, in person, so to speak. But here is a written update:

First, a reminder that, at the June Council meeting, I will present a preliminary budget for the year 2020-2021, for information and discussion only (approval to be requested at the October Council meeting).

Second, at our April Council meeting, a motion was passed to reduce the equity proportion of our investment portfolio from about 50% to about 35%, with the rest being invested in fixed income. I want to report that this has been done, and that furthermore, I took the opportunity to shift a significant proportion of the remaining equity into ESG-oriented Vanguard ETFs (sustainable investments with a positive societal impact), while maintaining the distribution of the equity component at about 1/3 Canadian, 1/3 US, and 1/3 international.

I also note that despite the severe economic dislocation we are experiencing due to the coronavirus, and associated equity market volatility, our investment portfolio, as of April 30, 2020, was down only slightly over one percent from the level it stood at on June 30, 2019, which was about \$4,200,000.

As you can observe in the year to date (to April 30, 2020) actual versus budget, included in your package, we have thus far spent significantly less than we budgeted for, in the 2019-2020 year. This is due mainly to the same reasons I have outlined previously, including the fact that we only now have finally acquired an Executive Director, though we budgeted for one that would have started much earlier, we have not moved forward on office space renovations as quickly as we had expected, etc.

Please feel free to email me with any questions you may have regarding any of the above, or any other matter related to the UTFA finances. As always, I strive for complete transparency in everything I do and have done as your Treasurer, during these last three years.

Sincerely

Louis Florence

UTFA Income Statement
Actual vs budget 2018-2019 //
YTD Apr 2020 / Budget 2019-2020

Item 9b
Council - May 20, 2020

		<u>Jul '18 - Jun 19</u>	<u>Budget</u>	<u>Jul '19 - Apr 20</u>	<u>Budget</u>
Income					
4000 · Membership Dues					
4001 · UofT	3,136	3,414,140	3,400,000	3,022,271	3,600,000
4002 · St. Michael's College	23	20,614	24,000	15,223	21,000
4003 · Victoria College	25	23,465	25,000	19,225	24,000
4004 · Trinity College	6	4,367	5,500	6,683	5,500
4005 · Retiree	472	17,956	20,000	11,524	17,000
Total 4000 · Membership Dues	3,662	3,480,542	3,474,500	3,074,926	3,667,500
4040 · Subsidies					
4041 · Subsidy - Office Rent		155,876	140,000		140,000
4042 · Subsidy - Telephone		10,359	10,000		10,000
4046 · Subsidy - UPP		1,060,378		89,462	
Total 4040 · Subsidies		1,226,613	150,000	89,462	150,000
4999 · Uncategorized Income				5,699	
Total Income		4,707,155	3,624,500	3,170,087	3,817,500
Expense					
5000 · External Fees					
5011 · Dues to CAUT		477,251	475,501	417,937	501,515
5012 · Dues to OCUFA		478,128	478,128	430,388	516,458
5020 · Dues to CAUT Defence Fund		1,584	1,500	1,304	1,600
Total 5000 · External Fees		956,963	955,129	849,629	1,019,573
5050 · External Legal & Consulting					
5055 · Legal Salary Ben. & Pen.		532,298	200,000	42,591	200,000
5057 · Legal UPP				5,339	
5058 · Association Grievances		192,342	50,000	118,895	125,000
5060 · Legal Grievances		284,401	250,000	168,807	250,000
5065 · Legal Other		27,127	40,000	32,594	40,000
5070 · Consulting Salary Ben. & Pen.		699,431	50,000	23,269	75,000
5075 · Consulting Grievances		16,227	5,000	70,738	40,000
5080 · Consulting Other		101,138	30,000	109,814	50,000
6600 · Auditor		10,526	12,000	10,831	11,000
Total 5050 · External Legal & Consulting		1,863,490	637,000	582,878	791,000
6000 · Administration					
6001 · Staffing					
6005 · Salaries		770,412	950,000	658,796	950,000
6006 · Group Insurance		88,067	110,000	70,738	125,000
6007 · Pension / RRSP		91,123	115,000	76,500	125,000
6008 · Casual Labour - Office		91,811	25,000	43,456	50,000
6009 · Casual Labour - Legal				28,905	
6020 · Professional Dues and Expenses		8,669	9,000	8,171	9,000
6025 · Professional Insurance		10,735	14,000	11,123	12,000

UTFA Income Statement
Actual vs budget 2018-2019 //
YTD Apr 2020 / Budget 2019-2020

Item 9b
Council - May 20, 2020

	Jul '18 - Jun 19	Budget	Jul '19 - Apr 20	Budget
6030 · Other Benefits	11,706	11,000	4,605	11,000
6322 · IT Services	56,456	50,000	44,616	55,000
Total 6001 · Staffing	1,128,979	1,284,000	946,910	1,337,000
6100 · Office Expenses				
6102 · General	7,225	6,000	5,304	6,000
6105 · Postage	1,767	2,500	1,175	2,500
6108 · Courier	1,740	1,200	923	1,200
6110 · Stationery	1,382	8,000	994	8,000
6116 · Printing and Copying	11,652	8,000	7,131	8,000
6120 · Office Supplies	6,734	7,000	5,957	7,000
6122 · Telephone	17,785	20,000	13,486	20,000
6150 · Miscellaneous	13,169	12,000	12,550	12,000
Total 6100 · Office Expenses	61,454	64,700	47,520	64,700
6300 · Office Equipment				
6305 · Furniture and Equipment	2,626	45,000	10,772	45,000
6310 · Computer Hardware & Software	9,611	20,000	52,831	20,000
6315 · Equipment Rental and Repair	10,357	8,000	5,916	8,000
Total 6300 · Office Equipment	22,594	73,000	69,519	73,000
6400 · Advertising and Communications				
6405 · Newsletters and Bulletins	2,136			
6425 · Other	11,256	6,000	616	6,000
Total 6400 · Advertising and Communications	13,392	6,000	616	6,000
6500 · Insurance				
6505 · Contents Insurance	1,832	1,800	2,042	2,050
6510 · Directors & Officers Liability	2,700	3,000	2,700	3,000
6515 · Errors and Omissions	4,716	4,606	5,240	4,982
Total 6500 · Insurance	9,248	9,406	9,982	10,032
6700 · Library	4,771	4,000	3,312	4,000
Total 6000 · Administration	1,240,438	1,441,106	1,077,859	1,494,732
7000 · Stipends - Exec				
7005 · Council Speaker	5,039	5,000	3,500	5,000
7010 · President	20,000	20,000	15,000	20,000
7015 · V-P Grievances	10,000	10,000	7,500	10,000
7020 · V-P Salary, Benefits, Pensions	10,000	10,000	7,500	10,000
7022 · V-P Univ. & External Affairs	7,500	7,500	5,625	7,500
7025 · Chair - Appointments	5,000	5,000	2,500	5,000
7030 · Chair - Equity	5,000	5,000	3,750	5,000
7035 · Chair - Teaching Stream	5,000	5,000	3,750	5,000
7040 · Chair - Librarians	5,000	5,000	3,750	5,000
7042 · Chair - Membership	5,000	5,000	3,750	5,000
7043 · Chair - Retired Members	5,000	5,000	3,750	5,000
7045 · Treasurer	10,000	10,000	7,500	10,000
7055 · Members-at-Large	6,875	7,500	5,625	7,500

UTFA Income Statement
Actual vs budget 2018-2019 //
YTD Apr 2020 / Budget 2019-2020

Item 9b
Council - May 20, 2020

	Jul '18 - Jun 19	Budget	Jul '19 - Apr 20	Budget
7095 · Employer Expenses	5,665	5,000	4,158	5,000
Total 7000 · Stipends - Exec	105,079	105,000	77,658	105,000
7100 · Stipends - UPP				
7101 · Sponsor Board Rep			7,500	10,000
7102 · Pension Cttee - voting			15,000	25,000
7103 · Pension Cttee - non-voting			6,750	9,000
7109 · Employer Expenses			1,403	2,660
Total 7100 · Stipends - UPP			30,653	46,660
7110 · Stipends - Other				
7111 · Stipends - Other			3,750	5,000
7119 · Employer Expenses			191	450
Total 7110 · Stipends - Other			3,941	5,450
7200 · Outreach & Communications	10,514	15,000	10,376	15,000
7300 · Member Services				
7305 · General Member Services	25,905	30,000	33,022	30,000
7310 · AGM	12,409	15,000	2,651	15,000
7315 · Workshops/Conf.-UTFA sponsored	23,712	15,000	8,422	15,000
7320 · Macpherson Lecture	17,938	15,000		15,000
Total 7300 · Member Services	79,964	75,000	44,095	75,000
7500 · Committee Expenses				
7510 · Council	11,578	14,000	7,442	14,000
7512 · President	2,182	5,000	1,794	5,000
7515 · Executive	11,792	10,000	7,916	10,000
7520 · Grievance		500	143	500
7525 · Salary and Benefits		500	165	500
7530 · University & External Affairs	103	500		500
7540 · Appointments	72	500	150	500
7545 · Equity	150	500		500
7550 · Teaching Stream		500	165	500
7560 · Librarians	397	500	79	500
7565 · Financial Advisory		500	9	500
7566 · Membership		500	171	500
7567 · Retired Members	650	500	1,576	500
7568 · Office Staff Relations		500	201	500
7570 · Inter-Campus Travel	1,157	500		500
Total 7500 · Committee Expenses	28,081	35,000	19,811	35,000
7700 · Office Rent	259,636	240,000	92,764	250,000
8000 · Special Expenses				
7600 · Negotiation Expenses-Non Legal	9,087	25,000	2,913	25,000
8010 · Donations	203	10,000		10,000
8015 · Special Projects				
8016 · Renovation - Suite 410	1,746		2,298	
8016a · Renovation - Suite 408		175,000	24,633	175,000

UTFA Income Statement
Actual vs budget 2018-2019 //
YTD Apr 2020 / Budget 2019-2020

Item 9b
Council - May 20, 2020

	Jul '18 - Jun 19	Budget	Jul '19 - Apr 20	Budget
8016b · Renovation - Suite 418	2,373	25,000	3,447	25,000
8016c · Renovation - Suite 419			17,440	
8017 · Senior College Centre	7,147	7,147		
Total 8015 · Special Projects	11,266	207,147	47,818	200,000
8025 · Contingencies	6,250	10,000	7,000	10,000
8030 · Conferences-attended by UTFA	58,145	30,000	48,504	35,000
8035 · Tuition Scholarships	16,792	25,000	18,197	25,000
8037 · Citizenship Award		2,000		2,000
8045 · Training	16,047	1,000	12,781	1,000
8060 · Honoraria		1,000	1,750	1,000
Total 8000 · Special Expenses	117,790	311,147	138,963	309,000
Total Expense	4,661,955	3,814,382	2,928,627	4,146,415
Net Operating Income	45,200	-189,882	241,460	-328,915
Investment Gains/-Losses	181,594		-49,198	
Net income - Operating plus Investment	226,794	-189,882	192,262	-328,915