

## Revised UTFA Council Agenda

Wednesday, February 23, 2022

3:00 – 5:00 p.m.

Zoom

1. Approval of the Agenda
2. Minutes of the Previous Meetings
  - a. January 20, 2022 \*
  - b. February 2, 2022 \*
3. Business Arising
  - a. From the Minutes of Council
  - b. From the Minutes of the Executive Committee
    - i. January 14, 2022 \*
    - ii. January 21, 2022 \*
    - iii. February 4, 2022 \*
4. Timed Item 3:10 p.m. Students for Survivors Campaign (10 min)  
Guests: Presentation by Faculty of Music Undergraduate Association Board Members;  
Catherine Jia En Tan, VP External; Vanessa Ng, VP Communications
5. Report of the Chief Returning Officer (CRO) (10 min)
  - a. Presidential Election Guidelines (Executive motion) \*
6. Report of the Chair of the Equity Committee (15 min)
  - a. Equity Committee meetings
  - b. CAUT Anti-harassment & Non-Discrimination Statement \* (Document for information; Executive motion)
  - c. UTFA Council survey (with J. Taylor)
7. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (10 min)
  - a. COVID LOU (with T. Zorić)
  - b. SBPW bargaining update (with T. Zorić)
    - i. Town halls report back
    - ii. Next steps
  - c. Concern re appropriation of research monies (taxing of grants)
8. Report of the President (40 min)
  - a. Challenging Anti-Asian Racism at U of T \*
  - b. "Students for Survivors Campaign" (with N. Niknafs)

- c. Faculty of Music proposed cuts to tenure-stream faculty positions (with N. Niknafs and L. Stewart Rose)
  - d. Health and Safety
    - i. Central Health and Safety Committee
    - ii. Expanded advisory group
    - iii. Winter term
      - a. Administration's Pulse Survey, Winter 2022
      - b. Implementation of vaccine mandate update
      - c. Coalition work
      - d. Communication to members
  - e. U of T commuting distance expectations
  - f. Release funds \* (Executive motion)
  - g. Joint Committee meeting \*
  - h. Policy negotiations update
  - i. Association grievances updates
    - i. Implementation of vaccine policy and UTFA members
    - ii. Without prejudice grievance responses
    - iii. COVID Health and Safety Grievance – Mediation Update
    - iv. Other association grievances in progress
9. Timed break – 3:55 pm (5 min)
10. Report of the Chair of the Membership Committee (15 min)
- a. AGM
    - i. Speaker
  - b. UTFA Donations Policy (with B. McDonagh)
  - c. C.B. Macpherson speaker
  - d. Council communication (with K. Banning)
  - e. Ideas generated at Thursday, January 27, meeting
    - i. Librarian campaign
    - ii. Reading campaign
    - iii. Did you know? Fact Fridays
11. Report of the Vice-President, University and External Affairs (5 min)
- a. Academic Citizenship Award (with J. Taylor) (Executive motion) \*
  - b. Faculty Associations on strike
    - i. Acadia University Faculty Association
    - ii. Lethbridge Faculty Association; and
    - iii. University of Ontario Institute of Technology Faculty Association
12. Report of the Chair of the Nominating Committee (L. Stewart Rose) (5 min)
13. Report of the Chair of the Appointments Committee (5 min)
- a. Part time policies
  - b. SETS
14. Report of the Chair of the Teaching Stream Committee \* (Written Report)

15. Report of the Chair of the Librarians Committee \* (Written Report)
  16. Approval of Committee members to UTFA Committees (5 min)
    - a. SBPW Committee – Raymond Kwong, Electrical and Computer Engineering
    - b. Teaching Stream Committee – Leslie Stewart Rose, OISE
    - c. University and External Affairs Committee – Ruth Marshall, Department for the Study of Religion
  17. Report of the Executive Director (5 min)
  18. Other Business
    - a. Winter Term Council Meetings
      - i. Thursday, March 24 3:00 – 5:00 p.m.
      - ii. Tuesday, April 19 3:00 – 3:45 p.m. (preceding the AGM)
      - iii. Thursday, May 19 3:00 – 5:00 p.m.
      - iv. Wednesday, June 15 3:00 – 5:00 p.m.
    - b. Annual General Meeting
      - i. Tuesday, April 19 4:00 – 6:00 p.m.
  19. Adjournment
- \* materials attached



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## UTFA Council Minutes

Thursday, January 20, 2022

3:00 – 5:00 p.m.

Zoom

- 
- Executive:** M. Attridge, K. Banning, R. Gillis, S. Helwig, W. Kemble, J. Macdonald, B. McDonagh, N. Niknafs, J. Nogami, H. Sonne de Torrens, L. Stewart Rose, J. Taylor, T. Zorić
- Present:** K. Adamson, J. Bale, E. Barbeau, A. Braun, C.H. Chen, L. Chen, E. Comelli, S. Darnell, G. de Souza, A. Fenner, D. Gastaldo, W. Ghobriel, A. Giacca, P. Gries, C. Guberman, M.A. Guttman, R. Helms-Park, A. Keith, E. Kim, R. Kwong, R. Levine, R. Marshall, C. Messenger, M. O'Connor, M. Peski, H. Rodd, S. Rupp, A. Sabl, K. Scheaffer, M. Vieta, S. Wagner, K. Weaver, Z. Zhang, A. Zilman
- Regrets:** V. Arora, G. Grasselli, A. Siddiqi, M. Stapleton
- Absent:** C. Desai, A. Emon, R. Gomez, A. Hojatollah Taleghani, S. Ruddick,
- Also present:** H. Diggle (Counsel)  
M. Horban (Business Officer)  
K. Johnson (Executive Director)  
H. Nowak (General Counsel)  
C. Penn (Notes and Senior Administrative Assistant)  
D. Puscas (Technical Support)  
N. Ptinis (Executive Assistant)  
H. Russell (Speaker)

H. Russell called the meeting to order at 3:05 p.m.

1. Approval of the Agenda

**Motion** by L. Stewart Rose, seconded by R. Gillis, that the agenda be approved as amended. **Carried.**

2. Reading of the Statement of Acknowledgement of Traditional Land

L. Stewart Rose read a statement of acknowledgement of traditional land and drew attention to Call to Action 10 from the Truth and Reconciliation Commission of Canada

3. Minutes of the Previous Meetings

a. December 14, 2021 \*

As there were no changes to the December 14, 2021, Council minutes, they were approved as distributed.

4. 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. December 10, 2021 \*

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

5. Elections (30 min)

a. Membership Chair Vacancy (Executive motion) \*

**Motion:** The Executive Committee recommends that Council approve Judith Taylor to continue as Chair of the Membership Committee until June 30, 2022.

The members discussed the motion.

J. Bale, seconded by B. McDonagh, called the question. **Carried.**

On the motion **Carried.**

b. Nominating Committee (Executive motion) \*

**Motion:** In keeping with UTFA's Constitution and By-laws, the Executive Committee suggests to Council the following slate of four names for membership in the 2022

Nominating Committee: **Rena Helms-Park, Azita Hojatollah Taleghani, Alison Keith, and Leslie Stewart Rose.** [Fifth person of committee to be elected by Council]. **Carried unanimously.**

H. Russell called for nominations for the fifth member of the Nominating Committee.

**Motion** by R. Marshall, seconded by J. Bale, that K. Weaver be the fifth member of the Nominating Committee. **Carried unanimously.**

c. Appointment of CRO (Executive motion) \*

**Motion:** The Executive Committee recommends to Council that Michael O'Connor be the Chief Returning Officer for the UTFA Pension Committee elections, Presidential Election and Executive Elections at Council. **Carried**

d. UTFA Pension Committee Elections

T. Zorić called the members' attention to the chart showing the nominations received for positions on the UTFA Pension Committee, with the candidates listed by categories set out in the committee's [Terms of Reference](#), section B.4.

**Motion** by C. Messenger, seconded by, J. Nogami, that Council appoint Erica Allen-Kim, Joseph Carens, Paul Downes, Lisa Kramer, James Mason, and Marcin Peski to join the ex officio members on the UTFA Pension Committee effective immediately for a two-year term.

**Carried**

6. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (15 min)a. COVID LOU (with T. Zorić)

**Motion** by J. Nogami, seconded by M. Attridge, that the meeting go in camera. **Carried.**

b. SBPW bargaining update (with T. Zorić)

J. Nogami assumed the chair.

7. Report of the President (40 min)a. Joint Committee Meeting Update \*b. Health and Safety (with J. Nogami)i. Winter termii. Mid Term assessmentiii. Central Health and Safety Committee updatec. U of T Sexual Violence Consultationsd. Policy Updatei. Vaccination Policyii. Academic Continuity Policye. Association grievancesi. Implementation of vaccine policy and UTFA membersii. Without prejudice grievance responsesiii. COVID Health and Safety Grievance – Mediation Updateiv. Other association grievances in progress

**Motion** by R. Marshall, seconded by K. Weaver, to return to the regular meeting. **Carried.**

8. Timed break – 3:55 pm (5 min)9. Report of the Chair of the Membership Committee (15 min)a. Speakers for the C.B. Macpherson Lecture

J. Taylor said that the Membership Committee is proposing the following as guest speakers for the C.B. Macpherson Lecture.

- Armine Yalnizyan, Economist (Basic Income)
- James Turk, Ryerson (Director of the Centre for Free Expression)
- Chris Newfield, Professor of English (UC) (University Donations, Philanthropy)

She invited members to attend the Membership Committee meeting on January 27 and to send her any comments on the suggested speakers.

- b. Motion of support and thanks for U of T HR Committees on Anti-Black Racism, Anti-semitism, and Anti-Islamophobia (Executive motion) \*

**Motion:** The Executive Committee recommends that Council commend the constructive direction begun by the Division of the Vice-President and Provost, Human Resources and Equity, the Division of People Strategy, Equity, and Culture, and the Scarborough Office of the Vice-President and Principal by their anti-racism initiatives of the last two years. We commend the conclusions of the Anti-Black Racism Task Force and the Antisemitism Working Group, and we look forward to the report from the Anti-Islamophobia Community Working Group. We support the values of the Scarborough Charter, and the creation of the Office of Indigenous Initiatives. UTFA Council aims to work in tandem with these initiatives to oppose discrimination on, and to transform, our three campuses. We look forward to working with the Administration to make change. **Carried unanimously.**

- c. Council member to constituent communications (breadth and constancy)

J. Taylor said that reminders are being sent to Council members to send to their constituencies. Some members are sending them out regularly, especially when there is a deadline. She asked for feedback about what is working or not. She said that members are invited to write their own email to members. The important thing is that they communicate with their constituents, including those in other departments that they represent.

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

- a. Victoria College Chapter Bylaw Approval (Executive motion) (with M. Attridge) \*

R. Gillis said that the UTFA members at Victoria College have a separate employer and are not U of T employees, but they do pay dues to UTFA. The Memorandum of Agreement of the Victoria Chapter dated June 30, 2016, is the agreement between Victoria College Chapter and UofT. That document was distributed at the last meeting and outlines the relationship. The previous Bylaws were from 2005 and were not passed by UTFA. The MoA covers a compensation structure like U of T's. It also provides for a Joint Committee, and when the chapter can meet with Victoria College to discuss terms and conditions of employment. The changes to the MoA include that UTFA now needs to approve any changes to their MoA and Bylaws. Any agreement must be approved by UTFA Council after recommendation by the Executive Committee.

**Motion:** The Executive Committee recommends that Council approve the Victoria University Chapter By-laws as distributed. **Carried unanimously.**

R. Gillis proposed the following motion.

**Motion** by R. Gillis, seconded by R. Marshall, that UTFA Council delegate sole responsibility for the administration of and the recommendation to UTFA Council of the recipient(s) of the UTFA Academic Citizenship Award to the members of the UTFA Membership Committee.

**Motion** by T. Zorić, seconded by M. Attridge, to refer this motion to the next Council meeting. **Carried.**

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

a. Barriers to Research Working Group (BRWG ) (with M. Attridge)

M. Attridge said that the working group is preparing a survey that he hopes to have Council test around the end of January. The working group is meeting weekly to work on this issue.

12. Report of the Chair of the Librarians Committee \* (Written report)

13. Report of the Executive Director (5 min)

a. Transition of UTFA staff to the UPP (with J. Nogami)

K. Johnson reported that as of January 1, 2022, UTFA staff had joined the UPP. She thanked M. Horban and R. Schmelzer for handling the administrative work. She also thanked T. Zorić and J. Nogami for their support and meetings with the UPP and C. Messenger and the UPP for making it happen.

14. Other Business

a. Winter Term Council Meetings

- i. Wednesday, February 23 3:00 – 5:00 p.m.
- ii. Thursday, March 24 3:00 – 5:00 p.m.
- iii. Tuesday, April 19 3:00 – 3:45 p.m. (preceding the AGM)
- iv. Thursday, May 19 3:00 – 5:00 p.m.
- v. Wednesday, June 15 3:00 – 5:00 p.m.

b. Annual General Meeting

- i. Tuesday, April 19 4:00 – 6:00 p.m.

15. Adjournment

**Motion** by R. Kwong, seconded by H. Sonne de Torrens, that the meeting adjourn. **Carried.**

The meeting adjourned at 5:05 p.m.

Chris Penn  
Senior Administrative Assistant



## Special Meeting of UTFA Council

### UTFA Council Minutes

Wednesday, February 2, 2022

3:30 – 5:00 p.m.

Zoom

**Executive:** M. Attridge, K. Banning, R. Gillis, S. Helwig, W. Kemble, J. Macdonald, B. McDonagh, N. Niknafs, J. Nogami, H. Sonne de Torrens, L. Stewart Rose, T. Zorić

**Present:** K. Adamson, V. Arora, J. Bale, E. Barbeau, A. Braun, L. Chen, E. Comelli, S. Darnell, C. Desai, G. de Souza, A. Fenner, D. Gastaldo, W. Ghobriel, A. Giacca, G. Grasselli, P. Gries, C. Guberman, M.A. Guttman, R. Helms-Park, A. Keith, R. Kwong, R. Levine, R. Marshall, M. O'Connor, M. Peski, H. Rodd, S. Rupp, A. Sabl, K. Scheaffer, S. Wagner, K. Weaver, Z. Zhang, A. Zilman

**Regrets:** J. Taylor, M. Stapleton

**Absent:** C.H. Chen, A. Emon, R. Gomez, A. Hojatollah Taleghani, E. Kim C. Messenger, S. Ruddick, A. Siddiqi, M. Vieta,

**Also present:** R. Chang (Counsel)  
H. Diggle (Counsel)  
M. Horban (Business Officer)  
K. Johnson (Executive Director)  
H. Mackenzie (Consultant)  
H. Nowak (General Counsel)  
C. Penn (Notes and Senior Administrative Assistant)  
D. Puscas (Technical Support)  
N. Ptinis (Executive Assistant)

T. Zorić called the meeting to order at 4:03 p.m.

She welcomed the members to the meeting and said that the meeting would follow the same rules that were in place for the COVID LOU meeting and that she would be chairing the meeting.

1. Ratifying the January 25, 2022, Memorandum of Settlement

T. Zorić said that the Negotiating Team and Executive Committee both voted unanimously to recommend the Memorandum of Settlement.

**Motion** by N. Niknafs, seconded by M. Attridge, that the meeting go in camera. **Carried.**

**Motion** by B. McDonagh, seconded by K. Banning, to return to the regular meeting.  
**Carried.**

**Motion:** The Executive Committee recommends that Council ratify the signed January 25, 2022, Memorandum of Settlement. **Carried.**

T. Zorić said that we need to hear from U of T that they ratified the agreement before we can share the details. An email will go to all members explaining the agreement with a hot link to the entire document.

T. Zorić said that we now need to prepare the documents for arbitration. She thanked J. Nogami and all the members of the Negotiating Team for their hard work.

J. Nogami also thanked the Negotiating Team and noted that reaching this settlement took hundreds of hours of work.

2. Adjournment

**Motion** by J. Nogami, seconded by T. Zorić, that the meeting adjourn. **Carried.**

The meeting adjourned at 5:00 p.m.

Chris Penn  
Senior Administrative Assistant



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## Council Summary

### UTFA Executive Minutes

Friday, January 14, 2022

Zoom Conference Call  
**10:00 a.m. – 12:00 p.m.**  
Chair – T. Zorić

Present: M. Attridge, K. Banning, R. Gillis, S. Helwig, W. Kemble, J. Macdonald,  
B. McDonagh, N. Niknafs, J. Nogami, H. Sonne de Torrens, M. Stapleton, L. Stewart  
Rose, J. Taylor, T. Zorić

Also present: M. Horban (Business Officer), K. Johnson (Executive Director), H. Nowak (General  
Counsel), C. Penn (Senior Administrative Assistant), N. Ptinis (Executive Assistant)

T. Zorić called the meeting to order at 10:00 a.m.

1. Approval of the agenda: The agenda was approved as amended.
2. Reading of the Statement of Acknowledgement of Traditional Land  
The members discussed alternatives to reading the Acknowledgement.
3. Minutes of the previous meeting
  - a. December 10, 2021: The minutes were approved as distributed.
4. Business arising (not elsewhere on the agenda): There was no business arising.
5. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (10 min)  
**Motion** by J. Nogami, seconded by W. Kemble, that the meeting go in camera. **Carried.**
  - a. COVID LOU (with T. Zorić)
  - b. SBPW bargaining update (with T. Zorić)  
**Motion** by J. Nogami, seconded by W. Kemble, to return to the regular meeting. **Carried.**
6. Report of the Chair of the Membership Committee (15 min)
  - a. Speakers for the C.B. Macpherson Lecture

J. Taylor suggested the following names for the C.B. Macpherson Lecture. She will bring them to Council for discussion.

- Armine Yalnizyan (economist, former sr. economist with Canadian Centre of Policy Alternatives, basic income)
- James Turk, Ryerson (Director of the Centre for Free Expression)
- Chris Newfield (UC Santa Barbara) (university donations, philanthropy)

b. Motion of support and thanks for U of T HR Committees on Anti-Black Racism, Anti-semitism, and Anti-Islamophobia

**Motion** by J. Taylor, seconded by T. Zorić, that the Executive Committee recommends that Council commend the constructive direction begun by the Division of the Vice-President and Provost, Human Resources and Equity, the Division of People Strategy, Equity, and Culture, and the Scarborough Office of the Vice-President and Principal by their anti-racism initiatives of the last two years. We commend the conclusions of the Anti-Black Racism Task Force and the Antisemitism Working Group, and we look forward to the report from the Anti-Islamophobia Community Working Group. We support the values of the Scarborough Charter, and the creation of the Office of Indigenous Initiatives. UTFA Council aims to work in tandem with these initiatives to oppose discrimination on, and to transform, our three campuses. We look forward to working with the Administration to make change. **Carried.**

c. Council member to constituent communications (breadth and constancy)

**Motion** by J. Taylor, seconded by M. Attridge, that the meeting go in camera. **Carried.**

**Motion** by M. Attridge, seconded by J. Taylor, to return to the regular meeting. **Carried.**

J. Nogami assumed the chair.

7. Report of the President (40 min)

a. UTFA Pension Committee

T. Zorić said that the UTFA Pension Committee terms of reference and nomination form were sent out to Council.

b. Chief Returning Officer (Executive Motion) \*

**Motion:** The Executive Committee recommends to Council that **Michael O'Connor** be the Chief Returning Officer for the UTFA Pension Committee elections, Presidential election, and Executive elections at Council. **Carried.**

c. Nominating Committee (Executive Motion) \*

**Motion:** The Executive Committee, in keeping with UTFA's Constitution and By-laws, suggests to Council the following slate of four names for membership in the 2022 Nominating Committee: **Leslie Stewart Rose, Rena Helms-Park, Azita Hojatollah Taleghani, and Alison Keith.** **Carried.**

d. Academic Citizenship Award

i. Who administers the award (with R Gillis)

T. Zorić reported that, after discussion with R. Gillis and J. Taylor, it was decided that the Membership Committee will administer it.

ii. Celebration of winners

The members discussed how UTFA could celebrate recipients of the Award.

e. Joint Committee meeting

**Motion** by T. Zorić, seconded by W. Kemble, that the meeting go in camera. **Carried.**

- i. Association grievance on implementation of vaccine policy and UTFA members
- ii. Association grievance re responses to grievances
- iii. Health and Safety Update

**Motion** by T. Zorić, seconded by J. Taylor, to return to the regular meeting. **Carried.**

f. Health and Safety

- i. Winter term
  - a. Precautionary Principles
- ii. Central Health and Safety Committee update
- iii. MOA Significant terms and conditions language

This item was deferred.

g. U of T Sexual Violence Consultations

J. Nogami reported that some members of this group discussed the U of T sexual violence consultation and the survey that was sent out.

h. Policy

- i. Donation Policy
- ii. Vaccination Policy
- iii. Sexual Violence Policy
- iv. Academic Continuity Policy
- v. Librarian Systemic Bias Working Group (with W. Kemble)

W. Kemble said that there was nothing new to report on the Librarian Systemic Bias Working Group.

All other items were deferred.

i. Association grievances

- i. Implementation of vaccine policy and UTFA members (awaiting Joint Committee reply)
- ii. Without prejudice grievance responses (awaiting Joint Committee reply)
- iii. COVID Health and Safety Grievance – Jan 12, 2022, mediation

This item was deferred.

8. Break: timed item 11:00 am (10 min)

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

- a. Update from the Annual Retiree Reception: Engaging with Indigenous Perspectives at U of T

J. Macdonald reported that the annual retiree reception was a success. She sent a written report to Council.

b. 2022 Annual Retiree Reception

J. Macdonald reported that the Retired Members Committee met and decided to continue with the theme of Indigenous perspectives at U of T or something similar for next year's event. The event will be held on Monday, October 24, from 1:00 to 3:00 p.m.

10. Report of the Vice-President, University and External Affairs (15 min)

a. Victoria College Chapter Bylaws Approval (with M. Attridge) \*

R. Gillis said that the Victoria College Chapter Bylaws were previously sent to Executive and Council so that they could read the bylaws before voting on them at the January Council meeting.

b. Concordia University of Edmonton Faculty Association (CUEFA) Strike

R. Gillis reported that UTFA has made a donation to CUEFA's strike fund.

c. Nominations to CAUT Executive and standing committees

R. Gillis noted that CAUT is calling for nominations to its Executive and standing committees.

11. Report of the Chair of the Librarians Committee \* (Written report)

12. Report of Executive Director (5 min)

a. Transition of UTFA staff to UPP (with J. Nogami)

K. Johnson reported that the staff have now been enrolled in the UPP and thanked M. Horban and R. Schmelzer for their work in implementing the process.

13. Other Business

a. UTFA Executive Meetings

i.	Friday, January 21	10:00 a.m. – 12:00 p.m.
ii.	Friday, February 4	10:00 a.m. – 12:00 p.m.
iii.	Friday, February 18	10:00 a.m. – 12:00 p.m.
iv.	Friday, March 4	10:00 a.m. – 12:00 p.m.
v.	Friday, March 18	10:00 a.m. – 12:00 p.m.
vi.	Friday, April 1	10:00 a.m. – 12:00 p.m.
vii.	Thursday, April 14	10:00 a.m. – 12:00 p.m.
viii.	Wednesday, April 27	10:00 a.m. – 12:00 p.m.
ix.	Friday, May 13	10:00 a.m. – 12:00 p.m.
x.	Friday, May 27	10:00 a.m. – 12:00 p.m.
xi.	Friday, June 10	10:00 a.m. – 12:00 p.m.
xii.	Friday, June 24	10:00 a.m. – 12:00 p.m.

b. UTFA Council Meetings

i.	Thursday, January 20	3:00 – 5:00 p.m.
ii.	Wednesday, February 23	3:00 – 5:00 p.m.
iii.	Thursday, March 24	3:00 – 5:00 p.m.
iv.	Tuesday, April 19	3:00 – 3:45 p.m. (preceding AGM)
v.	Thursday, May 19	3:00 – 5:00 p.m.

- vi. Wednesday, June 15 3:00 – 5:00 p.m.
- c. Annual General Meeting
- i. Tuesday, April 19 4:00 – 6:00 p.m.

14. Adjournment

**Motion** by J. Nogami, seconded by J. Macdonald, that the meeting adjourn. **Carried.**

The meeting adjourned at 11:52 a.m.

Chris Penn  
Senior Administrative Assistant



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## Council Summary

### UTFA Executive Minutes

Friday, January 21, 2022

Zoom Conference Call

**10:00 a.m. – 12:00 p.m.**

Chair – T. Zorić

Present: M. Attridge, K. Banning, R. Gillis, S. Helwig, W. Kemble, J. Macdonald, B. McDonagh, N. Niknafs, J. Nogami, H. Sonne de Torrens, M. Stapleton, L. Stewart Rose, J. Taylor, T. Zorić

Also present: M. Horban (Business Officer), K. Johnson (Executive Director), H. Nowak (General Counsel), C. Penn (Senior Administrative Assistant), N. Ptinis (Executive Assistant)

T. Zorić called the meeting to order at 10:15 a.m.

1. Approval of the agenda: The agenda was approved as amended.
2. Minutes of the previous meeting
  - a. January 14, 2022: The minutes were approved as distributed.  
Business arising (not elsewhere on the agenda)  
There was no business arising.
3. Report of the Vice-President, Salary, Benefits, Pensions, and Workload (10 min)
  - a. COVID LOU (with T. Zorić)
    - i. Entitlements
  - b. SBPW bargaining update (with T. Zorić)  
These items were deferred to the next meeting.
- J. Nogami assumed the chair.
4. Report of the President
  - a. Annual General Meeting – newsletter deadlines



T. Zorić said that the AGM is on April 19 and the first drafts of AGM Newsletter reports are due by February 22.

**Motion** by T. Zorić, seconded by M. Attridge, that the meeting go in camera. **Carried.**

- b. Council follow-up
  - i. Meeting timeframe & childcare demands
  - ii. Other
- c. Health and Safety
  - i. Winter term
    - a. Administration communications
    - b. Faculty/campus plans
    - c. Member input
    - d. UTFA response

T. Zorić was called away on an urgent matter.

- d. U of T Sexual Violence Consultations
- e. Academic Citizenship Award

**Motion** by J. Nogami, seconded by W. Kemble, to return to the regular meeting. **Carried.**

## 5. Other Business

- a. UTFA Executive Meetings
  - i. Friday, February 4 10:00 a.m. – 12:00 p.m.
  - ii. Friday, February 18 10:00 a.m. – 12:00 p.m.
  - iii. Friday, March 4 10:00 a.m. – 12:00 p.m.
  - iv. Friday, March 18 10:00 a.m. – 12:00 p.m.
  - v. Friday, April 1 10:00 a.m. – 12:00 p.m.
  - vi. Thursday, April 14 10:00 a.m. – 12:00 p.m.
  - vii. Wednesday, April 27 10:00 a.m. – 12:00 p.m.
  - viii. Friday, May 13 10:00 a.m. – 12:00 p.m.
  - ix. Friday, May 27 10:00 a.m. – 12:00 p.m.
  - x. Friday, June 10 10:00 a.m. – 12:00 p.m.
  - xi. Friday, June 24 10:00 a.m. – 12:00 p.m.
- b. UTFA Council Meetings
  - i. Wednesday, February 23 3:00 – 5:00 p.m.
  - ii. Thursday, March 24 3:00 – 5:00 p.m.
  - iii. Tuesday, April 19 3:00 – 3:45 p.m. (preceding AGM)
  - iv. Thursday, May 19 3:00 – 5:00 p.m.
  - v. Wednesday, June 15 3:00 – 5:00 p.m.
- c. Annual General Meeting
  - i. Tuesday, April 19 4:00 – 6:00 p.m.

## 6. Adjournment

**Motion** by J. Taylor, seconded by M. Attridge, that the meeting adjourn. **Carried.**

The meeting adjourned at 11:45 a.m.

Chris Penn  
Senior Administrative Assistant



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## Council Summary

### UTFA Executive Minutes

Friday, February 4, 2022

Zoom Conference Call

**10:00 a.m. – 12:00 p.m.**

Chair – T. Zorić

Present: M. Attridge, K. Banning, R. Gillis, S. Helwig, W. Kemble, J. Macdonald, B. McDonagh, N. Niknafs, J. Nogami, H. Sonne de Torrens, M. Stapleton, L. Stewart Rose, J. Taylor, T. Zorić

Also present: M. Horban (Business Officer), K. Johnson (Executive Director), H. Nowak (General Counsel), M. O'Connor (Chief Returning Officer), C. Penn (Senior Administrative Assistant), N. Ptinis (Executive Assistant)

T. Zorić called the meeting to order at 10:05 a.m.

1. Approval of the agenda: The agenda was approved as amended.
2. Minutes of the previous meeting
  - a. January 21, 2022: The minutes were approved as distributed.
3. Business arising (not elsewhere on the agenda): There was no business arising.  
Report of the Vice-President, Salary, Benefits, Pensions, and Workload (10 min)

**Motion** by T. Zorić, seconded by W. Kemble, that the meeting go in camera. **Carried.**

- a. COVID LOU (with T. Zorić)
  - i. Entitlements
  - ii. Extension
- b. SBPW bargaining update (with T. Zorić)
  - i. Ratification
  - ii. Member communication
  - iii. Townhalls
  - iv. Next steps

J. Nogami assumed the chair.

4. Report of the President (45 min)a. Health and Safety

- i. Long COVID concerns
- ii. Central Health and Safety Committee

**Motion** by T. Zorić, seconded by L. Stewart Rose, to return to the regular meeting. **Carried.**

T. Zorić reported that the UTFA and U of T CHSC invited Leanne MacMillan to act as a facilitator at the CHSC table. The Administration is considering UTFA's ongoing request to conduct ventilation assessments of non-classroom spaces and, after over a year of UTFA's advocacy.

T. Zorić reported that the Administration had stated that medical masks will be a floor. Its website still says that cotton and nonsurgical masks are allowed. The Administration has now clarified that medical masks are only a recommendation and not a floor.

iii. Winter term

- a. Administration's Pulse Survey, Winter 2022

T. Zorić said that the Administration sent out a survey asking about returning to in-person work. It does not raise key issues such as ventilation or air exchange rates, crowded classrooms, or requiring third doses.

- b. Implementation of vaccine mandate update
- c. Faculty of Music

Items b and c were deferred to the next meeting.

- d. Student Action

T. Zorić reported that several U of T student petitions are circulating calling for the option to continue to learn online; improved public health measures, including physical distancing; N95 masks; rapid antigen tests; contact tracing; ventilation improvements, etc. Other student groups are conducting an email campaign regarding health and safety measures for a safe return to campus.

- e. UTEAU campaign

T. Zorić said that UTEAU, which includes student groups, is taking positions that go even farther than UTFA's.

- f. Technology/ Intellectual Property & Video Recording of Lectures

iv. Communication to members

Items a(iii)(f) and (iv) were deferred to the next meeting.

- b. Faculty of Music and trucker disruption – N. Niknafs

N. Niknafs said that faculty, librarians, staff, and students in the Faculty of Music are concerned about their safety if the trucker demonstration takes place at Queen's Park on February 5.

T. Zorić asked H. Nowak to write to the Administration asking about its plans to protect people on the U of T campus.

**Motion** by N. Niknafs, seconded by L. Stewart Rose, to go in camera. **Carried**

**Motion** by J. Nogami, seconded by L. Stewart Rose, to return to the regular meeting. **Carried.**

- c. Concern re appropriation of research monies (taxing of grants) (with J. Nogami)

J. Nogami that he is looking into reports of a U of T claw back of carry-forwards from certain research grants. He will bring more information to the next Executive meeting.

- d. Joint Committee meeting
- e. Policy Tables Updates
- f. Association Grievances Updates

Items d, e, and f were deferred to the next meeting.

- 5. Break: timed item 10:55 am (10 min)
- 6. Report of the Chair of the Membership Committee (10 min)

This report was deferred to the next meeting.

- a. CBM speaker: Jim Turk plus panel
- b. Speaking up survey
- c. Council Communication (with K. Banning)
- d. Ideas generated at Thursday Jan 27<sup>th</sup> meeting
  - i. Librarian campaign
  - ii. Reading campaign
  - iii. Did you know? Fact Fridays
- e. AGM Agenda

- 7. Order of the Day 11:15 a.m. – Michael O’Connor – Chief Returning Officer (20 min)\*

- a. Guidelines for the Presidential Election \*

**Motion** by J. Nogami, seconded by M. Attridge, that the Executive Committee recommend to Council approval of the Presidential Election Guidelines as amended. **Carried.**

- b. Approval of external firm re: voting

**Motion** by J. Nogami, seconded by K. Banning, that that UTFA retain Simply Voting as the voting company, contingent on the approval of the Guidelines for the Presidential Election. **Carried.**

- 8. Report of the Chair of the Librarians Committee (10 min)
  - a. Best Practices Document for taking research leaves for Librarians

This item was deferred to the next meeting.

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

This item was deferred to the next meeting.

- a. Citizenship Award move to Membership Committee (with J. Taylor)
- b. Acadia University Faculty Association (AUFA) strike

- 10. Report of the Executive Director (5 min)

- a. Staffing update

K. Johnson announced that C. Penn will be celebrating her 33<sup>rd</sup> anniversary with UTFA on February 6. K. Johnson, as well as the other Executive and staff, congratulated C. Penn.

- 11. Report of the Chair of the Appointments Committee (5 min)

This item was deferred to the next meeting.

## 12. Other Business

### a. UTFA Executive Meetings

- |       |                     |                         |
|-------|---------------------|-------------------------|
| i.    | Friday, February 18 | 10:00 a.m. – 12:00 p.m. |
| ii.   | Friday, March 4     | 10:00 a.m. – 12:00 p.m. |
| iii.  | Friday, March 18    | 10:00 a.m. – 12:00 p.m. |
| iv.   | Friday, April 1     | 10:00 a.m. – 12:00 p.m. |
| v.    | Thursday, April 14  | 10:00 a.m. – 12:00 p.m. |
| vi.   | Wednesday, April 27 | 10:00 a.m. – 12:00 p.m. |
| vii.  | Friday, May 13      | 10:00 a.m. – 12:00 p.m. |
| viii. | Friday, May 27      | 10:00 a.m. – 12:00 p.m. |
| ix.   | Friday, June 10     | 10:00 a.m. – 12:00 p.m. |
| x.    | Friday, June 24     | 10:00 a.m. – 12:00 p.m. |

### b. UTFA Council Meetings

- |      |                        |                                  |
|------|------------------------|----------------------------------|
| i.   | Wednesday, February 23 | 3:00 – 5:00 p.m.                 |
| ii.  | Thursday, March 24     | 3:00 – 5:00 p.m.                 |
| iii. | Tuesday, April 19      | 3:00 – 3:45 p.m. (preceding AGM) |
| iv.  | Thursday, May 19       | 3:00 – 5:00 p.m.                 |
| v.   | Wednesday, June 15     | 3:00 – 5:00 p.m.                 |

### c. Annual General Meeting

- |    |                   |                  |
|----|-------------------|------------------|
| i. | Tuesday, April 19 | 4:00 – 6:00 p.m. |
|----|-------------------|------------------|

## 13. Adjournment

**Motion** by W. Kemble, seconded by M. Attridge, that the meeting adjourn. **Carried.**

The meeting adjourned at 12:00 p.m.

Chris Penn

Senior Administrative Assistant

UTFA  
PRESIDENTIAL ELECTION  
2022 GUIDELINES  
(DRAFT)

*Article 9.1 (iii) of the Constitution calls for Council to establish guidelines for presidential elections. What follows is an amended version of Guidelines to Presidential Election approved by Council on February 13, 2020. The amendments cover two things: means of communication (1) and Presidents' Candidates Forums (11).*

1. At least five weeks before the election period, the Chief Returning Officer (CRO) will ask the Executive Committee to approve engaging a specified external firm to conduct the presidential vote in the event that it is needed. The CRO will also work with the business officer to ensure effective communication regarding the balloting process for members who do not have an email address.
2. By the close of nominations at 5 p.m. on March 15, each presidential candidate must submit a statement no longer than 500 words to the CRO for posting on the UTFA website. The statement must include the name of the candidate, their academic rank, and the unit(s) in which they hold their appointment(s). This statement may contain one external link. The candidate may, in addition, provide one head and shoulders photograph for posting on the UTFA site. Finally, each candidate must submit the name, email address, and mobile phone contact information of a scrutineer, who must be a member in good standing. The scrutineer must be present at the UTFA office or online platform as designated by the CRO for 5 p.m. on the last day of voting.
3. If only one eligible presidential candidate is nominated, the CRO will, within twenty-four hours of the close of nominations, email all members to declare that the candidate is acclaimed. The CRO will provide a link to the candidate's statement and to the photograph (if available) on the UTFA website.
4. If more than one presidential candidate is nominated at the close of the nomination period, the CRO will, within twenty-four hours, email the membership to:
  - a. Declare that an election will occur;
  - b. Provide the names of the candidates, along with a link to their statements and photos (if available) on the UTFA website;
  - c. Provide the dates of the election period, including the time and date on which all voting will cease;
  - d. Inform the membership, including the retired, how they may vote, making sure to note that online ballots often "roll" out rather than appear in all members' inboxes at the same moment;
  - e. Provide contact information in the event that a member does not receive an online ballot; and
  - f. Communicate the approximate dates on which reminders to vote will be issued.

All of this information must also appear on the UTFA website, under a heading marked

“Click here for information on the UTFA Presidential election.”

5. On the UTFA website, the candidates will, initially, be listed in alphabetical order by last name, in a vertical list. The positions of the names will be shuffled every three days so that one candidate is not consistently listed first. The list will also be shuffled each time a voting reminder is sent to members. After the announcement of the candidates, three reminders should go out over the voting period.
6. The candidates may update their statements only twice during the election period. Any further updates/corrections are at the discretion of the CRO.
7. Candidates may not use UTFA email distribution lists to conduct their campaigns.
8. Candidates may not use UTFA staff to work on or support their campaigns.
9. Candidates may not use UTFA equipment or materials to support their campaigns.
10. Candidates are encouraged to maintain a collegial tone.
11. Two collegial Presidential Candidates Forums will be held, on Tuesday, March 22, at 5 p.m. and Wednesday, March 23, at 10 a.m. (or another date or dates the candidates agree to and the CRO approves) at which presidential candidates will be invited to outline their platforms. The Forums will be conducted online. The online platform will be determined by the CRO. No video will be posted or distributed. The CRO or their designate will serve as moderator. The CRO will announce the Forums to the entire membership and will send at least one reminder. Each candidate will have an opportunity to:
  - a. Make opening comments, for not more than 10 minutes.
  - b. Take questions from the audience for 10 minutes each but their response to each question will not be longer than 3 minutes, and
  - c. Make a closing comment for not longer than 3 minutes.

In the case that there are more than three (3) presidential candidates, the CRO will adjust the time allocations for the forum so that each Presidential Candidate Forum runs no longer than two (2) hours.

Each candidate may provide a document of no more than 2,500 words that outlines their platforms and provides a link to their website. The document must be submitted to the CRO no later than 48 hrs before the first Forum. The document will be posted on the UTFA website prior to the first Forum and links to the documents will be emailed by [faculty@utfa.org](mailto:faculty@utfa.org) to all members.

12. Disputes between the campaigns must first be brought before the CRO for resolution. If need be, the CRO may bring disputes before the Executive Committee for resolution but not to the president alone.

Michael O'Connor  
Chief Returning Officer  
February 14, 2022



Agenda Item #5a:

The Executive Committee recommends to Council approval of the Presidential Election Guidelines.

\*For INFORMATION\*

## CAUT-UTFA Anti-harassment and Non-Discrimination Statement of Principles

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### 1

The ~~Canadian Association of University Teachers~~ University of Toronto Faculty Association is committed to ensuring that all CAUT-UTFA events are free of harassment and discrimination. Harassing or discriminatory behaviour undermines an individual's right to participate fully and equally in the work of CAUT-UTFA as well as undermines the purposes and goals of our organization.

### 2

Neither discrimination nor harassment will be tolerated at any CAUT-UTFA event.

#### 2.1

Harassment is any vexatious comment or conduct against someone that is known or ought reasonably to be known to be unwelcome. It includes harassment on the prohibited grounds identified under provincial human rights codes, as well as sexual, psychological and personal harassment.

#### 2.2

Discrimination is the act of treating an individual or group differently, unfairly and usually to their detriment, because of their racial or ethnic origin, religion or belief, disability, age, sex, sexual orientation or other personal characteristics.

### 3

If you believe you are being harassed or discriminated against, act immediately to:

- a) Make clear to the person, if possible, that you do not welcome the behaviour. You can do so either on your own, verbally or in writing, or with the assistance of another party. Also, indicate that you will take further action if the behaviour continues.
- b) If the behaviour persists or if you feel uncomfortable approaching the person, contact the following designated representative who will serve as a liaison to an impartial, external, and skilled third-party who will investigate and report on the matter:

[~~name~~ UTFA Executive Director]

### 4

The investigation of each incident will be handled confidentially and expeditiously, with particular sensitivity for the complainant.

### 5

The resolution would include, but not be limited to, apology, reprimand and possible ~~expulsion.~~ Additional additional action ~~may be pursued~~ in accordance with ~~the CAUT By-law and~~ UTFA's legal ~~channels~~ obligations.

6

Where substantial remedy is involved, the Officers of [CAUTUTFA](#) shall make the final decision. A written report will be provided to all parties involved, and shall remain with [CAUTUTFA](#).

7

Vexatious claims of harassment and/or discrimination are themselves infractions of this policy.

Agenda Item #6b:

The UTFA Executive Committee recommends that Council adopt the principles embodied in the CAUT Anti-harassment & Non-Discrimination Statement.



History  
UNIVERSITY OF TORONTO

17 February 2022

Professor Meric Gertler  
Office of the President  
*Via email*

Dear President Gertler,

We write as concerned community members regarding the violent and racist threats made in a Zoom meeting of the University of Toronto Asian Student Alliance on Monday, February 11, 2022. According to a press report from *Global News*, about 45 minutes into the meeting, attendees were bombarded with violent, racist messages directed at persons of Chinese descent, including, according to the Global News report, that a “white man turned on his camera and showed off his machine gun,” “pointing at the zoom lens.”

Most of us did not hear of the incident until it was reported nearly four days later, in *Global News*, or shamefully, from our students, or colleagues outside the UofT, as it made its way through the internet. This is an utter failure in leadership on the part of the university.

As reported in the media and directly by participants in the meeting, the threats are serious and as a community devoted to the principles of equity, inclusion, and the preservation of dignity and human rights of all, we are outraged that the university appears to have made no effort to inform its members of the incident to ensure their safety. While the *Global News* reported that a “University of Toronto spokesperson” has stated that the “University of Toronto is deeply concerned,” about this incident, we see little tangible evidence of such concern. Most surprisingly, there has been no statement from the leadership condemning the violent and racist act. This is inexcusable.

We are a community with members who have had extensive experience with universities throughout the world, and when such incidents have taken place at other universities, those institutions demonstrate concern and care for their community by at a minimum issuing a university-wide notice. Our university has chosen not to demonstrate this minimal burden of care for its members.

As a first, and immediate step, we urge the University to inform all members of the incident, and to specify what real steps it is taking and will implement to support the affected students and communities. Condemnation of racism alone will not suffice. Concrete steps must be taken to provide timely information and to prevent such incidents from happening in the future. While expressions of concern for the mental health of those affected are welcome, this is not enough.

Second, in such a statement, the university must, as clearly as possible, explain when, who, and how it makes decisions to inform the community about violent racist threats. In order to sustain a modicum of trust in the university's professed values of anti-racism, equity, and inclusion, there must be procedural transparency.

FACULTY OF ARTS AND SCIENCE

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Third, as soon as possible, the university must set up an easily accessible hotline and office to which such incidents are reported. Some are more serious than others, but if the University is sincere about its stated commitment to diversity, inclusion, and the dignity of all its members, it needs to provide a clear mechanism for reporting such incidents and the guarantee, as well as possible, to record them for quantifying purposes.

Beyond these urgent first steps, we strongly request the University leadership to address key problems with its anti-racism policy. What is it? How is it co-ordinated? What exactly is the role of the Anti-Racism office? To whom should individuals report incidents?. How are they recorded and managed? How can we address anti-Asian racism together with the racisms faced by other racialized and indigenous communities?

There are many other systemic matters regarding the university's lack of attention to anti-Asian racism as an issue, including those sustained by its own institutional structures. These will need to be addressed in the near future, but we urge the leadership to implement these most urgent steps today.

Sincerely yours,

Nakanyike Musisi, Chair & Associate Professor, Department of History  
 Safiya Aidid, Post-doctoral Scholar, Department of History  
 Funké Aladejebi, Assistant Professor of History  
 Doris Bergen, Professor of History  
 Ritu Birla, Associate Professor of History  
 Heidi Bohaker, Associate Professor of History  
 Laurent Catterson, Ph.D. Candidate in History  
 Chris Chung, Ph.D. Candidate in History  
 Paul Cohen, Associate Professor of History  
 Elio Colavito, Ph.D. Candidate in History  
 Natalie Zemon Davis, Professor of History  
 Anver Emon, Canada Research Chair in Islamic History & Professor of Law  
 Takashi Fujitani, Dr. David Chu Chair in Asia-Pacific Studies & Professor of History  
 Anup Grewal, Assistant Professor of History  
 Malavika Kasturi, Associate Professor of History  
 Julie MacArthur, Associate Professor of History  
 Lisa Mar, Associate Professor of History  
 Koby Song-Nichols, PhD Candidate History  
 Nhung Tuyet Tran, Associate Professor, History  
 Luis van Isschot, Associate Professor of History  
 Tamara Walker, Associate Professor of History  
 Rebecca Woods, Assistant Professor of History  
 Siew Han Yeo, PhD Candidate, History

Cc:

Professor Heather Boon, Vice President, People Strategy, Equity, & Culture  
 Professor Cheryl Regehr, Vice President & Provost

Alexie Tcheuyap, Associate Vice President & Vice Provost, International Student Experience  
Professor Joseph Wong, Vice President, International  
Professor Sandy Welsh, Vice Provost, Students  
Professor Melanie Woodin, Dean, Faculty of Arts and Sciences

Agenda Item 8a:

The UTFA Executive commends the History Community letter and is committed to working in solidarity with its cosignatories in challenging Anti-Asian racism and all forms of racism and discrimination.



**RELEASE TIME for 2022-2023 - preliminary - based on 2020-2021 interim amounts**

<b>Salary</b>	<b>\$155,811</b>
<b>Benefits (at 23.50% )</b>	<b>\$36,616</b>

<b>Total</b>	<b>\$192,427 = 1 FTE</b>
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This is a notional amount from which the value of each Executive member's percentage release time is calculated. It is not any real person's salary.

MoA, Article 13:

The University of Toronto agrees to provide 3.5 FTE release time for the Association.

<b>TOTAL ALLOCATION</b>	<b>FTEs</b>	<b>3.5</b>	<b>AMOUNT</b>	<b>\$673,493</b>
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**ALLOCATION BY POSITION**

President	0.8	\$153,941
VP, Grievances	0.5	\$96,213
VP, SBPW	0.5	\$96,213
VP, U&EA	0.3	\$57,728
Treasurer	0.175	\$33,675
Committee chairs		
Appointments	0.175	\$33,675
Equity	0.175	\$33,675
Librarians	0.175	\$33,675
Membership	0.175	\$33,675
Teaching Stream	0.175	\$33,675
Members-at-large		
1	0.113	\$21,744
2	0.113	\$21,744
3	0.113	\$21,744
UPP Sponsor Board rep.	0.100	\$19,243

<b>TOTAL ALLOCATION</b>	<b>3.589</b>	<b>\$690,619</b>
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Agenda Item #8f:

The Executive Committee recommends that Council approve the allocation of release funds as presented.

## Joint Committee Meeting

Tuesday, February 1, 2022 – 10:00 a.m. – 12:00 p.m.

## Agenda

1. Vaccine Mandate – Follow up to questions UTFA sent to the Administration on January 21, 2021 (UTFA)
2. Association Grievances – Follow up (UTFA)
3. Bill 27, the Working for Workers Act 2021 – Right to Disconnect (UTFA)
4. Investigations and Sexual Violence Consultations – Follow up to questions UTFA sent to the Administration on January 25, 2021 (UTFA)

Agenda Item #11a:

The Executive Committee recommends that the UTFA Council delegate sole responsibility for the administration of, and for the recommendation to UTFA Council of, the recipient(s) of the UTFA Academic Citizenship Award to the members of the UTFA Membership Committee to run on a calendar year basis.

## 2021-2022 Teaching Stream Committee Report

For the 23 February 2022 UTFA Council Meeting (*Revised*)

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The second full, real-time meeting of the Teaching Stream Committee was held on 03 February 2022. As was the case with the fall semester meeting, this meeting was opened to, and well-attended by, non-committee members; I am pleased to report that attendance continues to grow.

While there was some reporting of work that is underway, the bulk of the formal meeting agenda was focused on what more UTFA could do to support its Teaching Stream members. There was a productive conversation focused on additional ways we might ensure our Teaching Stream colleagues understand the essential issues and know their rights (and where, when, and how best to stand up for them); the committee will be working to develop plans that are responsive to priority areas.

Significant attention continues to be focused on strengthening Teaching Stream connections to other UTFA committees and projects this year. These include, for example:

Barriers to Research: Teaching Stream-specific contributions to the work of the Barriers to Research Working Group are ongoing. I wish to acknowledge the time and effort of the Teaching Stream Committee members and others attending the fall committee meeting who helped to create and edit the original, extensive list of barriers, as well as Michael Attridge, Kass Banning, Kathryn Barrett, Renan Levine, Nasim Niknafs, Harriet Sonne de Torrens, Leslie Stewart Rose, and Terezia Zorić during the subsequent stages of development of questions for the upcoming survey.

Association Grievances: Several existing and potential association grievances (pay equity/salary discrimination, SETs [student evaluation of teaching], Teaching Stream workload) intersect with this committee's focus; the work of strategizing and planning next steps continues.

Respectfully,

Sherri Helwig, Chair  
helwig@utfa.org

On behalf of the UTFA Teaching Stream Committee

UTFA Librarians Committee Report  
February 18, 2022

Academic Freedom and Librarianship at the University of Toronto

On Monday, February 14, 2022, UTFA sponsored a session on 'Academic Freedom and Librarianship at the University of Toronto'. The session was a great success with one third of UTFA librarians members registered. Our guest speaker, Emma Phillips, lawyer and partner of Goldblatt & Partners, discussed what academic freedom means in academic communities and the role of negotiated policies in protecting members' academic freedom.

The 1.5 hour session covered academic freedom, protection and responsibilities as outlined in the Memorandum of Agreement, the WLPP, Library Workload Policy, the current Policies for Librarians and according to CAUT.

A thank you to Whitney Kemble for monitoring the chat, Chris Penn for handling the registration for the event, Terezia Zoric, Kathy Johnson and UTFA legal counsel for attending the event along with our members.

Harriet Sonne de Torrens  
Chair, UTFA Librarians Committee