

UTFA Council Agenda

Thursday, May 19, 2022

3:00 – 5:00 p.m.

Zoom

1. Approval of the Agenda
2. Minutes of the Previous Meeting
 - a. March 24, 2022 *
 - b. April 19, 2022 *
3. Business Arising
 - a. From the Minutes of Council
 - b. From the Minutes of the Executive Committee
 - i. February 18, 2022 *
 - ii. March 4, 2022 *
 - iii. March 16, 2022 *
 - iv. March 18, 2022
 - v. April 1, 2022
 - vi. April 14, 2022
 - vii. April 27, 2022
4. Report of the Vice-President, Salary, Benefits, Pensions and Workload (15 min)
 - a. SBPW bargaining update and next steps (with T. Zorić)
 - b. Process to appoint Chair of UTFA Pension Committee and UTFA representative on UPP Employee Sponsor Committee (ESC) (Executive motion) * (with T. Zorić)
5. Order of the Day: 3:30 p.m. – Executive Committee Appointments (30 min)
 - a. Report of the Chief Returning Officer * (M. O'Connor)
 - b. Executive Committee elections
 - i. Chair of the Membership Committee
 - ii. Member at Large
 - c. Appointment of Executive Committee
 - d. Report of the Chair of the Nominating Committee for discussion at June Council meeting (written)* (L. Stewart Rose)
6. Timed Break – 4:00 pm (5 min)
7. Report of the President (60 min)
 - a. OCUFA Governance workshop report
 - b. Health and Safety (with J. Nogami)
 - i. Administration and CHSC Update
 - ii. JHSC concerns
 - iv. Coalition work

- v. Pandemic effects and members with heightened risks and vulnerabilities
 - c. Policy Tables
 - i. Librarian Systemic Bias Working Group (with W. Kemble)
 - ii. Sexual Violence Policy
 - iii. Academic Continuity Policy
 - iv. Copyright and Intellectual Property
 - v. Provostial Guidelines on Donations
 - d. Association grievances
 - i. Salary Discrimination
 - ii. Pay Equity
 - iii. COVID & Health and Safety
 - iv. Divisional Guidelines on the Assessment of Teaching Effectiveness
 - v. Student Evaluations of Teaching (SET)/ Student Course Evaluations (SCE)
 - vi. Faculty of Law Hiring Controversy
 - vii. Implementation of vaccine policy and UTFA members
 - viii. Without prejudice grievance responses
- 8. Report of the Executive Director (5 min)
 - a. Constituency representative vacancy process
- 9. Other Business
 - a. Workshop reminder
 - i. Teaching Stream – Continuing Status Review Workshop – Tuesday, May 24, 10:00 a.m. – 12:00 p.m.
 - ii. Tenure Stream Workshop – Wednesday, May 25, 2:00 – 4:00 p.m.
 - b. Winter Term Council Meeting
 - i. Wednesday, June 15 3:00 – 5:00 p.m.
- 10. Adjournment
- * materials attached

UTFA Council Minutes

Thursday, March 24, 2022

3:00 – 5:00 p.m.

Zoom

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- Executive:** M. Attridge, 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
- Present:** K. Adamson, E. Barbeau, C.H. Chen, L. Chen, E. Comelli, C. Desai, A. Fenner, D. Gastaldo, W. Ghobriel, P. Gries, C. Guberman, M.A. Guttman, R. Helms-Park, S. Ibrahim, A. Keith, E. Kim, N. Klenk, R. Kwong, R. Levine, J. Mason, R. Marshall, M. O'Connor, F. Parsch, H. Rodd, S. Rupp, A. Sabl, K. Scheaffer, S. Stefanović, K. Weaver, A. Zilman
- Regrets:** V. Arora, J. Bale, K. Banning, A. Giacca, G. Grasselli, C. Messenger, S. Wagner, Z. Zhang
- Absent:** A. Braun, S. Darnell, A. Emon, A. Hojatollah Taleghani, M. Pęski, S. Ruddick, A. Siddiqi, M. Vieta
- 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)
M. Rajabi Paak (Policy Analyst – OCUFA)
H. Russell (Speaker)
S. Waldorf (Assistant Project Coordinator)
S. Wurtele (OCUFA President)

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

H. Russell introduced the following new Council members:

- Nicole Klenk, Constituency 304
- Sheliza Ibrahim, Constituency 201
- Fabian Parsch, Constituency 111
- Saša Stefanović, Constituency 204

Council welcomed the new members.

1. Approval of the Agenda

Motion by B. McDonagh, seconded by K. Weaver, that the agenda be approved as distributed. **Carried.**

2. Minutes of the Previous Meeting

a. February 23, 2022 *

As there were no changes to the February 23, 2022, Council minutes, they were approved as distributed.

3. Business Arising

a. From the Minutes of Council

There was no business arising.

b. From the Minutes of the Executive Committee

i. January 14, 2022 *

A. Sabl asked why Executive went in camera under agenda item 6c.

J. Taylor said that she was seeking Executive's advice about a complaint about the use of the Council email list. She wanted the conversation to be kept out of the minutes out of respect.

ii. January 21, 2022 *

iii. February 4, 2022 *

iv. February 18, 2022 *

v. March 4, 2022 *

vi. March 16, 2022

4. Order of the Day: 3:15 p.m. Presentation "Strategies for enhancing collegial governance and effectiveness in governance space" Sue Wurtele, OCUFA President (15 min) *

S. Wurtele thanked Council for inviting her to speak about strategies for enhancing collegial governance and effectiveness in governance space. Information on this issue, compiled by an OCUFA committee, can be found at <https://ocufa.on.ca/assets/2022-02-17-Strategies-for-enhancing-collegial-governance.pdf>.

S. Wurtele noted that there will be a day-long workshop on university governance on May 6, 2022, under the theme "The Erosion of Collegial Governance: Reclaiming Lost Ground," to give hands-on training to faculty associations and faculty representatives on governing bodies.

H. Russell thanked S. Wurtele and M. Rajabi Paak for attending the meeting.

5. Report of the Chief Returning Officer (CRO) (5 min)

M. O'Connor reported that the nominating period had closed. He reported on the forums and said that the recordings had been posted on the UTFa website in an un-downloadable format and links were emailed to members. He also provided information related to communication with members. He thanked H. Russell for doing a splendid job in facilitating the forums and thanked the staff who worked hard behind the scenes to make sure things worked.

H. Russell thanked M. O'Connor for all his work as the CRO.

6. Report of the Chair of the Nominating Committee (L. Stewart Rose) (15 min)

a. Nominating Committee Guidelines 2022 (Executive motion) *

L. Stewart Rose said that the Nominating Committee elected her as its chair.

L. Stewart Rose called the members' attention to the Guidelines and reviewed the Committee's processes for filling the vacancies on the Executive Committee. She recommended that the Nominating Committee review and update the Guidelines and key dates each year. In a change from past practice, the Nominating Committee will take the process only to May 1 and then the CRO will take over. She acknowledged the work of M. Horban and K. Johnson in helping to update the Guidelines.

Motion: The Executive Committee recommends to Council approval of the revised Guidelines for Conduct of the Executive Committee Appointments. **Carried unanimously.**

b. Key dates*

L. Stewart Rose reviewed the key dates document, noting that the dates apply specifically to 2022.

7. Special Report of the Executive Director and General Counsel (10 min)

a. Interim Dispute Resolution Policy – for information*

K. Johnson provided a high-level overview of the document. She noted that the members need to take time to understand this important policy. This is an interim policy and the Equity Committee continues to do its work in developing their recommendation regarding this policy.

K. Banning said that any members who have comments or feedback on the interim policy should email her as Chair of the Equity Committee, and copy K. Johnson and H. Nowak. She noted that Executive strongly supports this document.

K. Johnson said that that an information session for Council. This interim policy is not in place until approved by Council.

8. Timed Break – 3:55 pm (5 min)

9. Timed Item 4 p.m. Report of the President (30 min)

a. Solidarity for Ukrainians - Actions in progress (with R. Gillis)
[Statement on Ukraine | University of Toronto Faculty Association \(utfa.org\)](https://utfa.org)

T. Zorić said that the statement of solidarity with Ukraine was posted on our website. In

keeping with the statement, in the coming weeks UTFA will be reaching out to student groups, U of T faculty, librarians, staff, the Administration, OCUFA, and CAUT to see how it can support actions already in progress to support scholars at risk. The University and External Affairs Committee has discussed what that would look like.

b. Students for Survivors Campaign

T. Zorić spoke about the presentation by students in the Faculty of Music at the last meeting about their campaign in support of survivors of sexual harassment and sexual violence.

c. Health and Safety

i. Central Health and Safety Committee

T. Zorić updated the members on several health and safety issues at U of T.

The Central Health and Safety Committee continues to meet. A facilitator has helped make the meetings more productive. UTFA continues to advocate for best practices, including greater transparency and collegiality in decision making.

Given the removal of some layers of protection and waning vaccination efficacy, it is important to have *in situ* monitoring of ventilation, testing that is done recognized as a public health issue, and data shared transparently.

CHSC member J. Siegel has been working with the US Environmental Protection Agency, and the Biden Administration, on ventilation standards that he helped shape. UTFA continues to encourage the U of T Administration to make better use of J. Siegel's expertise.

UTFA is advocating for better monitoring, including CO2 monitoring. The Administration has agreed to a small pilot project but only in three locations.

ii. Change in Provincial policy and Administration announcement

T. Zorić said that the province no longer requires universities to have a vaccine mandate, to require masks or physical distancing in most public places, or to set capacity limits. U of T has committed to keep its mandate, including masks, until at least the end of term. UCheck and academic units have discretion about physical distancing in their areas. The Administration has created an optional COVID-19 safety list.

iii. Unique risks in libraries

T. Zorić said that two years into the pandemic, the Administration has only "assessed" ventilation in some classroom spaces. Libraries are a concern because students are permitted to remove their masks to eat in those spaces. We have asked the Administration to assess the ventilation in the libraries and reconsider their policy that permits people to eat in the library.

d. U of T commuting distance expectations

T. Zorić said that in a January 19, 2022, memo to UTFA members, the Administration stated: "All employees *are expected to be within commuting distance of their workplace*, unless approval is obtained in advance to work outside of Ontario. We continue to encourage flexibility and support for employees with childcare responsibilities resulting from potential cancellations of in-person classes for school-age children or day care closures."

UTFA raised concerns about this "new" expectation at the Joint Committee meeting. The Administration said that this is a legal requirement. The applicable legislation comes into play

when people are working out of the country/province. In general, they always expect people to come to campus., but the circumstances never crystallized this way before COVID.

UTFA is concerned that the Administration developed the policy without consulting UTFA.

Motion by T. Zorić, seconded by J. Macdonald, that the meeting go in camera. **Carried.**

e. Policy negotiations update

f. 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

Motion by T. Zorić, seconded by K. Weaver, to return to the regular meeting. **Carried.**

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

a. AGM

J. Taylor reviewed the AGM agenda with the members.

- i. Approval of AGM agenda *

Motion: The Executive Committee recommends to Council that the draft agenda for the AGM be approved as distributed. **Carried.**

b. UTFA Donations Policy (with B. McDonagh) (Executive motion) *

Motion by T. Zorić, seconded by J. Taylor, that the donations policy and academic citizenship award agenda items be deferred to the next meeting. **Carried.**

c. C.B. Macpherson speaker

J. Taylor addressed this under the AGM agenda.

d. Council communication

J. Taylor addressed this earlier in the meeting.

e. Ideas generated at Thursday, January 27, meeting

- i. Librarian campaign
- ii. Reading campaign
- iii. Did you know? Fact Fridays

This item was deferred to the next meeting.

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

a. Academic Citizenship Award (with J. Taylor) (Executive motion) *

This item was deferred to the next meeting.

Motion by J. Nogami, seconded by K. Weaver, that that the meeting go in camera. **Carried.**

12. 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)

- c. SBPW Committee meeting
- d. Concern re appropriation of research monies

Motion by J. Macdonald, seconded by K. Weaver, to return to the regular meeting. **Carried.**

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

L. Stewart Rose said that she would submit a written report.

- a. Part time policies
- b. SETs

14. 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

Motion by K. Weaver, seconded by S. Helwig, that the proposed members be approved to the UTFA standing committees. **Carried.**

15. Other Business

- a. Winter Term Council Meetings
 - i. Tuesday, April 19 3:00 – 3:45 p.m. (preceding the AGM)
 - ii. Thursday, May 19 3:00 – 5:00 p.m.
 - iii. Wednesday, June 15 3:00 – 5:00 p.m.
- b. Annual General Meeting
 - i. Tuesday, April 19 4:00 – 6:00 p.m.

16. Adjournment

Motion by H. Sonne de Torrens, seconded by S. Helwig, that the meeting adjourn. **Carried.**

The meeting adjourned at 5:10 p.m.,

Chris Penn
Senior Administrative Assistant

UTFA Council Minutes

Tuesday, April 19, 2022

3:00 – 3:45 p.m.

Zoom

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- Executive:** M. Attridge, 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, V. Arora, J. Bale, K. Banning, E. Barbeau, A. Braun, L. Chen, E. Comelli, A. Fenner, W. Ghobriel, A. Giacca, G. Grasselli, P. Gries, C. Guberman, M.A. Guttman, R. Helms-Park, A. Hojatollah Taleghani, S. Ibrahim, A. Keith, E. Kim, R. Kwong, B.S. Lee, R. Levine, J. Mason, R. Marshall, C. Messenger, M. Mishler, M. O'Connor, F. Parsch, M. Pęski, H. Rodd, A. Sabl, K. Scheaffer, S. Stefanović, S. Wagner, K. Weaver, Z. Zhang, A. Zilman
- Regrets:** M. Stapleton
- Absent:** C.H. Chen, S. Darnell, C. Desai, A. Emon, D. Gastaldo, N. Klenk, S. Ruddick, S. Rupp, A. Siddiqi, M. Vieta
- 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)
S. Waldorf (Assistant Project Coordinator)

H. Russell called the meeting to order at 3:03 p.m.

H. Russell welcomed two new Council members: M. Mishler, Constituency #110, History, and Byung Soo Lee, Constituency #706, Joseph L. Rotman School of Management.

1. Approval of the Agenda

Motion by M. Attridge, seconded by K. Weaver, that the agenda be approved as distributed.
Carried.

2. Minutes of the Previous Meeting

a. March 24, 2022

The March 24, 2022, Council minutes were deferred to the next meeting.

3. Business Arising

a. From the Minutes of Council

b. From the Minutes of the Executive Committee

i. March 18, 2022

ii. April 1, 2022

As no minutes were distributed, this item was deferred to the next meeting.

4. Report of the Chief Returning Officer (CRO) * (15 min)

M. O'Connor drew attention to his report in the meeting package. He noted that the document includes a factual description and data, reflections on the key problems, and a series of recommendations that he believes Council should consider implementing.

L. Stewart Rose said that there was an overlap between the Presidential elections and the work of the Nominating Committee that should be considered.

The members discussed how to implement the recommendations. They also discussed members' issues and concerns that came out of the election.

T. Zorić suggested that the Executive Committee discuss forming a working committee to take on this work and setting out a timeline.

T. Zorić thanked M. O'Connor for doing a stellar job under difficult circumstances.

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

L. Stewart Rose gave an update on the work of the Nominating Committee.

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

a. AGM

J. Taylor reviewed the AGM agenda with the members and reminded them that the AGM was taking place after Council. She thanked the Council representatives for communicating with members about the election.

J. Taylor said that she has been working on filling vacant Council seats. She asked Council to let her know if they knew of any members who may be interested in filling the vacancies.

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

J. Nogami said that we are trying to set up arbitration dates for the third year of the SBPW agreement. He anticipated that this would not take place until October.

J. Nogami said that he has heard from members that they did not receive their retroactive ATB payments in the March pay run. The Administration said that some units could not implement the increases before the May run. They promised that all pay increases would be processed by the end of May.

8. Report of the President (10 min)

a. Health and Safety

T. Zorić said that she has been receiving questions from members about the exam period and having to accommodate a record number of students with COVID. UTFA is pressing the Administration to address this problem as it is causing our members a lot of stress. She also noted that several Ontario universities are continuing their mask mandate beyond May 1, yet U of T's will be "paused" at the end of April. UTFA has argued for collegial governance at the faculty, department, or individual class level, to permit our members to continue to have universal masking in classrooms. The Administration informed UTFA that students could be asked to wear masks but there would not be any enforcement or support.

b. Team to Negotiate Provostial Guidelines on Donations * (Executive Motion)

Motion by T. Zorić, seconded by S. Helwig, that the meeting go in camera. **Carried.**

Motion by T. Zorić, seconded by S. Helwig, to the regular meeting. **Carried.**

Motion: The Executive Committee recommends to Council that J. Bale, A. Emon, J. Nogami, D. Reaume, D. Roberts, and T. Zorić be on the team to negotiate the Provostial Guidelines on Donations. **Carried.**

9. Special Report of the Executive Director and General Counsel (5 min)

a. Interim Dispute Resolution Policy Information Meeting

K. Johnson said that a second meeting to discuss the Interim Dispute Resolution Policy is being scheduled.

10. Report of the Chair of the Pension Committee * (Written Report)

C. Messenger said that the pension is fully funded and is in surplus.

11. Other Business

a. Winter Term Council Meetings

- i. Thursday, May 19 3:00 – 5:00 p.m.
- ii. Wednesday, June 15 3:00 – 5:00 p.m.

b. Annual General Meeting

i. Tuesday, April 19 4:00 – 6:00 p.m.

12. Adjournment

Motion by R. Kwong, seconded by J. Taylor, that the meeting adjourn. **Carried.**

The meeting adjourned at 3:47 p.m.

Chris Penn
Senior Administrative Assistant



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Council Summary

UTFA Executive Minutes

Friday, February 18, 2022

Zoom Conference Call

9:30 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), S. Waldorf (Assistant Project Coordinator)

T. Zorić called the meeting to order at 9:35 a.m.

1. Approval of the agenda: The agenda was approved as distributed.
2. Minutes of the previous meeting
 - a. February 4, 2022: As there were no changes to the February 4, 2022, minutes they were approved as distributed.
3. Business arising (not elsewhere on the agenda): There was no business arising.
4. Report of the Chair of the Membership Committee (30 min)
 - a. Anti-Asian Letter

T. Zorić said that on February 7 violent and racist threats were made in a Zoom meeting of the University of Toronto Asian Student Alliance.

The members discussed how U of T did not do enough to inform the community that this happened or to support those who were traumatized by the event.

It was agreed that Executive would endorse the letter from the History community to President Meric Gertler about the incident; that UTFA should meet with the people involved and ask how UTFA can support them; and that UTFA needs to speak up when racist attacks take place.

Motion by T. Zorić, seconded by K. Banning, that 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. **Carried.**

b. AGM

i. Newsletter Deadline – February 22

J. Taylor noted that reports for the AGM Newsletter were due by February 22.

c. UTFA Donations Policy (with B. McDonagh)

J. Taylor said that she has been working with B. McDonagh on a proposed donations policy. It will be presented in phases.

d. C.B. Macpherson speaker: Jim Turk plus panel**

J. Taylor said that the Membership Committee voted unanimously to invite Jim Turk as the guest speaker for the C.B. Macpherson lecture. J. Turk is the Director, Centre for Free Expression, at Ryerson University. She will work with him to assemble a panel of diverse speakers from his centre for the lecture.

e. Speaking Up survey **

This item was deferred.

f. Council communication (with K. Banning) **

J. Taylor said a short survey is being prepared for Council, to be sent out from the Equity Committee and analyzed by an equity consultant. The aim is to have more equitable dialogue on Council.

The survey will be brought to Executive before it is circulated.

g. Ideas generated at the Thursday, January 27, meeting **

J. Taylor said that the Membership Committee had met and generated ideas for three UTFA campaigns.

i. Librarian campaign

This would spotlight partnerships between teaching faculty and librarians who do research and work on collections together.

ii. Reading campaign

This would involve culling information from newsletters, including CAUT's and OCUFA's, and other sources to provide to Council representatives to send to their constituents.

iii. Did you know? Fact Fridays

UTFA could send members useful information and facts every Friday.

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

a. Best Practices Document for taking research leaves for Librarians

H. Sonne de Torrens deferred her report on the Best Practices Document but did take a moment to report on the successful academic freedom session for librarians.

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

- a. Academic Citizenship Award move to Membership Committee (with J. Taylor) **

R. Gillis said that the following motion was referred back to Executive from Council.

Motion by R. Gillis, seconded by M. Attridge, that the Executive Committee recommend that UTFA Council delegate the sole responsibility for the administration and the recommendation to UTFA Council for the recipient(s) of the UTFA Academic Citizenship Award to the UTFA Membership Committee, to run on a calendar year basis. **Carried.**

- b. Faculty Associations on strike
 - i. Acadia University Faculty Association**
 - ii. Lethbridge Faculty Association; and
 - iii. University of Ontario Institute of Technology Faculty Association

It was noted that beyond the three associations that are on strike, 15 other units in Ontario are going into bargaining this year.

7. Report of the Chair of the Equity Committee (15 min)

- a. Equity Committee meeting

K. Banning said that S. Olexson attended the Equity Committee meeting, and she unpacked the U of T **Report on Employment Equity 2020**.

- b. SWEC retreats

K. Banning reported on a two-day OCUFA conference that she attended. OCUFA is preparing an equity survey that will be sent out and developing a databank with information and language for faculty associations to use.

- c. CAUT Anti-harassment & Non-Discrimination Statement

<https://www.caut.ca/about-us/caut-policy/lists/administrative-procedures-and-guidelines/caut-anti-harassment-statement>

K. Banning said that the Equity Committee reviewed and passed a motion on the CAUT Anti-harassment and Non-Discrimination Statement.

The members discussed the document.

Motion by K. Banning, seconded by J. Nogami, that the UTFA Executive Committee recommend that Council adopt the principles embodied in the CAUT Anti-harassment and Non-Discrimination Statement. **Carried.**

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

- a. COVID LOU (with T. Zorić)

Motion by J. Nogami, seconded by L. Stewart Rose, that the meeting go in camera. **Carried.**

Motion by J. Nogami, seconded by S. Helwig, to return to the regular meeting. **Carried.**

- b. SBPW bargaining update (with T. Zorić)
 - i. Town halls report back

J. Nogami reported that UTFA held four town halls, one for each campus and one for retired members. Members were generally positive, especially about benefits.

T. Zorić said that there was appreciation for UTFA's work to defend retired members' benefits.

ii. Next steps

J. Nogami said that the next steps are to move forward to arbitration with Eli Gedalof.

Motion by J. Nogami, seconded by K. Banning, that the meeting go in camera. **Carried.**

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

9. Report of the Chair of the Nominating Committee (L. Stewart Rose) (5 min)

L. Stewart Rose reported that the Nominating Committee met and she was chosen to be Chair. Weekly meetings have been scheduled.

10. Break: timed item 10:55 am (10 min)

J. Nogami assumed the chair.

11. Report of the President (55 min)

a. Health and Safety

i. Central Health and Safety Committee

T. Zorić reported that Leanne MacMillan has agreed to act as facilitator at these meetings. At the last meeting the Administration confirmed that it has no plans to change its vaccine mandate for the present term. They will not be requiring, only recommending, medical grade masks. They did not accept that N95 or KN95 masks should be used, in spite of what the science shows. They confirmed that students are being allowed to eat in more spaces in Robarts and Gerstein libraries. An in-person course may have up to 1/3 of scheduled activities online and faculty have academic freedom to choose what 1/3 to teach online. This 1/3 rule applies to an entire course, not each section.

ii. Expanded advisory group

T. Zorić reported on the meeting with the expanded Central Health and Safety advisory group. They discussed returning to in-person work, third dose vaccines and mandates, masks, wastewater testing, ventilation, indoor occupancy limits/physical distancing, rapid tests, and CO2/particle monitors.

T. Zorić said that UTFA is advocating for faculty choice.

The members discussed the request by M. Peski to put forward a motion to Council on health and safety.

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

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

Motion by W. Kemble, seconded by N. Niknafs, that the motion proposed by M. Peski, not be sent to Council. **Carried.**

iii. Winter term

a. Administration's Pulse Survey, Winter 2022**

b. Implementation of vaccine mandate update**

Items a. and b. were deferred.

c. Faculty of Music **

N. Niknafs said that the University of Toronto Students Union, the PEARS project, and the Faculty of Music Undergraduate Association (FMUA) are holding “Students For Survivors—VOICES through the Arts,” a campaign to address gender-based violence, sexual harassment, and sexual assault. A few students have been invited to attend the February 23 Council meeting to speak about it.

The members discussed how UTFA could support this campaign.

Items 11a(iii)d through 11h were deferred.

d. Technology/ Intellectual Property & Video Recording of Lectures**

e. Coalition work

iv. Communication to members

- b. "Students for Survivors Campaign" (with N. Niknafs)
- c. Concern re appropriation of research monies (taxing of grants) (with J. Nogami)
- d. U of T commuting distance expectations
- e. Release funds*
- f. Joint Committee meeting**
- g. Policy Tables Update**
- h. Association Grievances Updates**

12. Report of the Executive Director (5 min)

This item was deferred.

13. Other Business

a. UTFA Executive Meetings

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

14. Adjournment

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

The meeting adjourned at 12:05 p.m.

Chris Penn
Senior Administrative Assistant



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Council Summary

UTFA Executive Minutes

Friday, March 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, L. Stewart Rose, J. Taylor, T. Zorić

Regrets: M. Stapleton

Also present: M. Horban (Business Officer), K. Johnson (Executive Director), H. Nowak (General Counsel), N. Ptinis (Executive Assistant), R. Schmelzer (Bookkeeper and Note Taker)

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

1. Approval of the agenda: The agenda was approved as distributed.

2. Minutes of the previous meeting

a. February 18, 2022: Deferred to the next meeting.

3. Business arising (not elsewhere on the agenda)

There was no business arising.

4. Special Report of the Executive Director and General Counsel (50 min)

a. Interim Dispute Resolution Process

Motion by B. McDonagh, seconded by S. Helwig, that the meeting go in camera. **Carried.**

Motion by L. Stewart Rose, seconded by N. Niknafs, to return to the regular meeting. **Carried.**

5. Break: timed item 11:20 am (5 min)

6. Report of the President (50 min)

a. Council meeting conduct (with J. Nogami)

M. Attridge assumed the chair.

Motion by T. Zorić, seconded by J. Nogami, that the meeting go in camera. **Carried.**

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

- i. Equity Survey (with K. Banning)

This item was deferred.

- b. Ukraine Statement * (with R. Gillis)

T. Zorić presented a draft statement on Ukraine and asked the members to send her additional suggestions on it.

R. Gillis volunteered to reach out to student groups; U of T faculty, librarians, staff, and the Administration; OCUFA and CAUT to see how we can support solidarity actions already in progress

- 7. Health and Safety Update (with J. Nogami)

This item was deferred.

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

- a. AGM

- i. Draft agenda (to be approved at the March 24 Council meeting)

J. Taylor reminded the members, as applicable, to submit their AGM newsletter reports to M. Horban.

J. Taylor said that she is drafting an AGM agenda that will go to the March Council meeting. A draft agenda will be circulated prior to the next executive meeting.

- b. UTFA Donations Policy * (with B. McDonagh)

B. McDonagh noted two small changes to the UTFA Donations Policy.

Motion by M. Attridge, seconded by B. McDonagh, the Executive recommend that Council approve the sections of a future comprehensive UTFA donations policy that deal with memorial tributes and sponsorship of non-UTFA events and other initiatives, as amended. **Carried.**

- c. Academic Citizenship Award

J. Taylor spoke about celebrating the recipients of the UTFA Academic Citizenship Award.

- d. Resource requests

- i. “Students for Survivors Campaign” (with N. Niknafs)

- ii. Scholar Strike

Motion by N. Niknafs, seconded by J. Macdonald, to donate up to \$1000 for “Students for Survivors Campaign”, subject to seeing their budget, and \$500 for ASL translation for Scholar Strike, counted against the \$10K ceiling for 2021-2022. **Carried.**

- 9. Other Business (5 min)

- a. UTFA Executive Meetings

- i. Friday, March 18 10:00 a.m. – 12:00 p.m.
- ii. Friday, April 1 10:00 a.m. – 12:00 p.m.

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

10. Adjournment

Motion by B. McDonagh, seconded by H. Sonne de Torrens, that the meeting adjourn. **Carried.**

The meeting adjourned at 12:15

Rucsandra Schmelzer
Bookkeeper and Note Taker



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Council Summary

Special UTFA Executive Committee Meeting Minutes

Wednesday, March 16, 2022

Zoom Conference Call

3:30 – 5:00 p. m.

Chair – T. Zorić

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

Regrets: M. Attridge, N. Niknafs, M. Stapleton

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. Zoric called the meeting to order at 3:35 p.m.

B. McDonagh assumed the chair.

1. Interim Policy and Procedure for Internal Harassment and Discrimination Complaints

Motion by B. McDonagh, seconded by K. Banning, that the Executive Committee recommend that Council adopt the Interim Policy and Procedure for Internal Harassment and Discrimination Complaints. **Carried unanimously.**

The members discussed scheduling a special meeting of Council to discuss the Interim Policy and Procedure for Internal Harassment and Discrimination Complaints document.

T. Zorić congratulated K. Johnson and H. Nowak on preparing this complex and difficult document.

2. Adjournment

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

The meeting adjourned at 4:55 p.m.

Chris Penn
Senior Administrative Assistant

Item 4b

The Executive Committee recommends to Council that on the replacement of Cynthia Messenger as the Chair of the UTFA Pension Committee, as well as the UTFA representative on the Employees Sponsor Committee of the UPP, UTFA Executive will consult with the UTFA Pension Committee to bring forward nominations to Council for approval.

From: [Chief Returning Officer](#)
To: [Council_A](#); [Council_B](#)
Subject: Re: Executive Committee Appointments
Date: May 11, 2022 6:51:46 AM

FYI

There were no further nominations received by yesterday's deadline.
 Michael

From: Chief Returning Officer
Sent: Friday, May 6, 2022 5:12:46 PM
To: Council_A <council_a@utfa.org>; Council_B <council_b@utfa.org>
Subject: Executive Committee Appointments

Dear Colleagues

This email contains (1) an update on nominations and (2) a request for statements from all nominees. You can find all this material and more on the dedicated [webpage](#).

1. Update

The Slate prepared by the Nominating Committee was circulated on May 1:

<i>Portfolio</i>	<i>Name</i>	<i>Term Expiration</i>
VP Grievances	B. McDonagh	2024
VP SBPW	J. Nogami	2024
VP University & External Affairs	J. Bale	2024
Treasurer	M. Stapleton	2024
Chair, Equity Committee	K. Banning	2023
Chair, Librarians Committee	H. Sonne de Torrens	2024
Chair, Membership Committee	P. Hamel	2024
Chair, Retired Members Committee	S. Rupp	2024
Member-at-Large	M. Attridge	2024

Additional nominations may now be submitted to me **until May 10**; please use this [nomination form](#).

So far, two additional nominations have been received:

- For Chair, Membership Committee: **R. Levine**, nominated by M. Pęski and E. Barbeau.
- For Member-at-Large: **G. Grasselli**, nominated by M. Pęski and E. Barbeau.

2. Request

According to the Guidelines (#10), all those who have been nominated, whether on the Nominating Committee's Slate or subsequently, are "expected to submit a short (maximum of one page / approximately 300 words) statement that outlines their goals for serving on the Executive Committee in that position. Alternatively, the nominee may describe their goals orally in the time allocated to them at the May Council meeting." These statements should be emailed to me **no later than May 11** for circulation to Council ahead of the May 19 meeting.

regards
 Michael

--

Michael O'Connor
Chief Returning Officer
chiefreturningofficer@utfa.org

Statement from Michael Attridge
for Member-at-Large Position
May 2022

Dear Colleagues,

I'm pleased to submit this statement in support of my nomination for the Member-at-Large position on the UTFA Executive for the term 2022-2024. I'm a tenured 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 the UTFA Executive (Appointments Committee Chair – 2013-2017; Member-at-Large – 2020-2022); Member of the OCUFA Executive (2015-2018); and UTFA Council Member, Constituency 119 (2017-). I have served on the UTFA/St. Michael's bargaining team for all four rounds (once as Chief Negotiator) and on UTFA's bargaining team for the Part-Time Policy (2018-2020). From 2017-2021, I was chair of OCUFA's Committee on University Governance. I'm currently a member of the bargaining team for the librarians' policy and chair of the UTFA ad hoc working group on barriers to research. The past twelve 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 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:

- Support for member outreach and engagement. We're only 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 our work;
- Member education on policy and procedures. I have learned that members are largely unaware of the policies that comprise vital terms and conditions of employment. If we want better policies, we need to educate our members about the existing policies and discuss with them areas for improvement;
- Work with OCUFA to implement the resources that have been developed to strengthen the voice of academic staff in university governance. The toolkit is now in place. UTFA will now need consider ways of strengthening its voice with respect to the administration;
- Assist librarians in bargaining a new policy. I look forward to the next stages of bargaining in order to achieve excellent policy language for librarians;
- Finishing the survey of the Barriers to Research Working Group, summarizing its findings and making strategic recommendations to Executive and Council.

I would look forward to serving on the UTFA Executive for a second term and it would be my honour.

Statement from Jeff Bale

I am seeking election as Vice President, University and External Affairs and am grateful for the support of the Nominating Committee for this position.

I am an Associate Professor of Languages and Literacies Education at OISE. In my almost 8 years at UofT, I have served as Program Coordinator for LLE, on department and OISE Council, and on search committees for OISE's library and at UTM. Since winter 2021, I have served on UTFA Council. In addition to work on the Equity, Grievances, and UEA committees, I am co-chairing an Appointments sub-committee on the use of student evaluations in the assessment of our teaching. I have also recently begun work with the ad-hoc committee reviewing the University's donations policy. These experiences have helped me understand the complexity of this university. At the Executive level, it is important to seek a wider perspective on the university as a workplace, and not reduce ourselves (or be reduced to) representing a single, narrow interest (in my case, tenure-stream colleagues at St. George).

I understand the position of VP UEA as primarily concerned with relationship building. Internally, this relationship work means strengthening UTFA's collaboration with other work groups on campus, as well as student unions and organizations. I bring extensive experience with such collaboration. This includes building closer relationships with OISE colleagues represented by CUPE and United Steelworkers, as well as working with the student association for our teacher-education program to organize a public response to education cuts the Ford government announced shortly after being elected. Also, in my previous appointment at Michigan State University (2008-2014), I served for three years as faculty liaison to the Gay and Lesbian Faculty and Staff Association, and helped conduct the first climate survey there for queer employees.

The external dimensions of this relationship work involve liaising with OCUFA and CAUT, and supporting public relations and media work. I also bring important experience in these areas. As a teacher in Washington, DC public schools, I served on the Executive for the teachers' union from 2002–2004. Networking with other employee groups, both inside the school board and within DC's labour council, was a key part of that role. In terms of media work, [I have written for Academic Matters](#), OCUFA's journal, raising my concerns about oversights in how faculty associations and researchers have defined 'work-life balance' during the pandemic.

The main argument in that OCUFA article was to consider the experiences of otherwise overlooked segments of faculty from a position of solidarity – that is, from an understanding of our *shared* interests in addressing universities' responses to the pandemic. As Sue Wurtele, President of OCUFA, stated at our AGM last month, and as Roy Gillis, outgoing VP UEA, noted in his annual report, neither the universities nor the Ministry are letting the crisis of this pandemic go to waste. Solidarity – not only among faculty and librarians, but also across different work and student groups in the higher ed sector – is more important than ever. I see the VP UEA role as leading this kind of work for UTFA and believe I have the experience needed to carry it out. Thank you for your consideration.

Statement from Giovanni Grasselli for Member-at-Large Position**April 23, 2022**

Dear Colleagues,

After receiving several emails from colleagues from Engineering and from members of UTFa Council, I decided to seek the position of Member-at-Large for a two-year term.

About myself

I am a Full Professor Tenure Stream in the Department of Civil and Mineral Engineering, where I have worked since 2006, and I am cross-appointed to Earth Sciences. I am one of the only seven Professors at the University of Toronto to hold a Senior Natural Sciences and Engineering Research Council (NSERC) Industrial Research Chair.

Besides teaching two grad/undergrad courses every year, I have established and lead a large, very active, diverse, collaborative, and inclusive research group that applies geomechanics to address energy transition and energy security issues. Our research has brought us to develop a strong relationship with the Treaty 8 First Nations of Alberta with whom we share the ambition of improving life for future generations through more sustainable and equitable energy resources exploitation strategies. As part of this effort, all my students attend a 4-day workshop in Indigenous Relations Training to gain a better understanding of the issues facing Canada's Indigenous population today and how to effectively build relationships with those communities.

My leadership experience also includes the following positions: Associate Director of the Lassonde Institute; secretary and treasurer for the Canadian Rock Mechanics Association; co-Chair of the NSERC 1509 evaluation group; and founder and president of Geomechanica Inc. In addition, I have served on a variety of professional committees, including scientific and organizing conference committees, scientific editorial boards, and working groups at the University of Toronto, such as the FASE Strategic Infrastructure Task Force.

I have been an active member of UTFa Council since 2018, representing the Constituency 401 – Civil Engineering, and I served on the UTFa Nominating committee in 2019. I have been enthusiastically working to increase awareness of UTFa within the U of T Engineering community, and to represent the views of my constituency on UTFa Council.

My vision

Currently, the Executive Committee is very well-represented by colleagues from OISE, music, and mainly from the teaching stream. To ensure the Executive Committee functions to reflect the diversity of university, it is important to include more colleagues from STEM, especially from the Engineering and Science, as well as representation from tenure stream members.

I envision my role as a Member-at-Large will be to bring diversity to the Executive Committee and to raise awareness about those specific problems that research stream faculty members in the Natural Sciences and Engineering field care about. Of note, this goes beyond the Faculty of Engineering as NSERC-funded researchers have appointments that span multiple faculties including the health sciences. I would like to bring more attention to specific challenges that are important to the large majority of those tenure track engineering and science professors I have discussed with, such as, but not limited to: students funding; continuous increase of research taxes and overhead fees charged by the central administration; continuous decrease in financial and admin support; increase in legal responsibilities associated with research activities; increase in workload caused by the burden associated to growing administrative requirements made by the central administration. As part of my job, I will help the VP External to press the case not only to Simcoe Hall but also to OCUFA/CAUT when appropriate.

Ultimately, I am convinced that my experience as active research stream professor in the Engineering and Natural Sciences fields will bring very much needed diversity and will help create a more balanced representation of UTFa membership within the Executive Committee. This will help raising interest and support for UTFa within the professional and research focused faculties.



Laboratory Medicine & Pathobiology UNIVERSITY OF TORONTO

10 May 2022

Hello UTFA Council,

I am thrilled to be considered for the Chair of the Membership Committee of UTFA Council and provide some details of my academic work across faculties, my previous work for UTFA and some thoughts on what I hope to contribute to the work of the Membership Committee.

On the academic side, my work has spanned several disciplines and Faculties at this University. These have been in the realm of research, program development and teaching. I am a Professor in the Department of Laboratory Medicine & Pathobiology (LMP) Faculty of Medicine and have a continuously-funded research lab since April Fools' Day, 1992. Within the Faculty, I have taught both undergraduate and graduate courses and have recently been tasked to develop an EDI module for the *Translational Research Program* in LMP. I have twice received Teaching Awards (latest in 2017) for my teaching in LMP. I was previously Chair of the Research Committee of Faculty of Medicine, on the Dean's Advisory Committee on Research and I currently serve on the Appeals Committee.

I have also had the privilege of teaching across divisions in distinct areas, specifically global health. As my "minor", I have published a few papers in this area and mentored students in undergraduate research projects in global health. I teach in FAS the HMB303 *Global Health & Human Rights* course since 2006 and, at University College, HST464 *Nature of Global Health*. From 2008-2014, I was the Director of and redesigned the Health Studies Program at University College, collaborated with teachers in Sexual Diversity Studies to develop a number of joint courses and was invited to be a member of the *FAS Working Group on Indigenous Teaching & Learning* in 2016-17.

I mention these to illustrate that my academic activities at the University of Toronto have purposefully crossed geographical and disciplinary boundaries and allowed me to gain insights and experience in various academic and administrative areas outside of the Faculty of Medicine. I continue to teach in and collaborate with academics in all streams in FAS, at University College, at the DLSPH and with colleagues at UTM and UTSC. In collaboration with Prof. John Valleau, I also have studied, published and presented work across the country on the nature of the academy, academic freedom and the deleterious consequences of the philanthropic influences on academic freedom at the University.

With respect to UTFA, I have also considerable experience. I was the **Council Representative for the 505 Constituency**. During that time, I also served on the **Membership Committee** in a number of roles. I was on the principal negotiating team of the **Special Joint Advisory Committee** (SJAC) that won significant changes in the Memorandum of Agreement between the University Administration and UTFA. During this period, I also served as **Member-at-Large** on the Exec, briefly on the bargaining committee of the **Salaries, Pensions & Workload committee** and was the **Treasurer for UTFA**.

As Chair of the Membership Committee, I engage librarians, teachers and tenure-stream members to learn in fine detail for UTFA about the wide range of issues that affect our members across this University. The members of the membership Committee will, in collaboration with Council Members and the Executive, routinely visit all of our constituencies in order to facilitate discussions that will allow UTFA to generate a deep understanding of the common and distinct issues affecting our members. These interactions will promote the work of the Faculty Association helping our members to become aware that we are here to serve their interests and needs. Furthermore, I hope that the Membership Committee can serve as a unifying force among our members who, despite apparent differences, have common goals of promoting academic freedom, freedom of teaching and research and advancement of all our members at this academic institution. Promotion of these unifying principals while supporting the myriad scholarship and creative professional activities at this university, will form the basis of the membership Committee if I am Chair.

Thanks for your time and consideration. Of course, feel free to contact me if you have any questions or comments concerning this matter. I look forward to meeting you.

Paul A. Hamel

Professor Paul A Hamel, Ph. D.

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ELECTION 2022 – VP GRIEVANCES – BRIAN MCDONAGH

STATEMENT TO COUNCIL

I assumed the role of VP Grievances two years ago. This complex and demanding portfolio is critical to UTFA's work to support our membership. It has been a steep learning curve which has been supported by the President and staff.

As VP Grievances, I have worked closely with UTFA's legal team to ensure confidential advice and counsel is provided to members seeking both informal and formal resolutions to workplace conflicts. Prior to the pandemic, the legal portfolio had already been experiencing increases in requests for advice and representation and these requests have only continued to increase. Between July 1, 2021, and the end of March 2022 alone, UTFA experienced a 65% increase in member calls over the same period last year. I work closely with our General Counsel and legal team to ensure we provide timely advice and representation to our members.

In addition to my other work, I also joined the Sexual Violence Policy LOU Negotiation team and became the Chair of the Part-time Working Group. I have also been working with the President to support moving Association grievances forward, some of which were stalled for some time. We also continue to assess the merits of using the Association grievance process to protect rights already negotiated, plus to achieve improved rights and protections for our members.

While the grievance portfolio must be responsive to our members' needs, we must also ensure fiscal responsibility and accountability. I have spent considerable hours working with the Treasurer, senior leadership, and staff to align our practices to ensure members are receiving value for monies spent. A stricter approval process for external resources has been implemented as we work to develop our internal capacity.

My goal over the next two years is to continue to work with UTFA leadership and staff to maximize our capacity to respond to our members' needs both proactively and responsively while maintaining a sound fiscal process. I am proud of the work we have accomplished in the last two years and hope to have the support of Council so that I can continue in the role of VP Grievances.

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 in the US. My research has been thin film electronic materials. My h-index is 38 (ISI) or 44 (Google Scholar). Further information is available [here](#). I was MSE department chair for ten years.

UTFA experience:

- I have been VP SBPW for the past two years. During that time, UTFA negotiated a three year agreement for which salary and benefits improvements for the first two years were settled. Terms for the third year beginning July 1 2022 are to be determined by arbitration this fall.
- I also co led on the negotiation for the COVID LOU.
- I also negotiated the final terms for the Supplemental Account Plan which provides some pension enhancements for high earners.
- I am on the following admin facing committees: Joint Benefits, Central Joint Health and Safety
- I am also currently serving on the following UTFA Committees: Appointments, Retired Members, Pension Advisory and Academic Continuity Policy Negotiating Team.
- I have been a member of UTFA council since 2008, representing constituency 402

What I hope to achieve as VP SBPW:

- I will wrap up the third year of the agreement. We are preparing arbitration briefs to be submitted this summer for arbitration dates that will be in early October. The preparation of the briefs will be crucial as the administration has not agreed to any UTFA asks concerning workload. In addition, the administration has indicated that it will table items that could significantly impact the health benefits for our retirees. UTFA will stand firm on the principle that our retirees should have the same health benefits as those of active members.
- UTFA has asked for more disclosure in terms of the finances of our extended health benefits. I will lead the analysis of this information in order to be fully prepared for the next round of bargaining.
- As part of the process of preparation, UTFA will once again survey the members for their bargaining priorities. During the past two years, I have also been in receipt of many suggestions from individual members. Several other issues were raised during the UTFA presidential election, including child care supports, and the termination of the faculty housing loan program.
- 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. Towards that end, I would support a change in the UTFA Constitution so that the three VP positions on the UTFA executive would be elected directly by the entire membership.
- There are several other working groups that have been inactive, and I hope to be able to revive some of them, including groups on privacy and IP issues and tri-campus issues with regards to uneven workloads and applications of policy.

**UTFA Retired Members Committee
April 2022**

The RMC will attend to implementation of the UPP, in the context of benefits for retired members. Protection and improvement of negotiated health benefits is another priority for the coming year. We will collaborate with the committee for Salary, Benefits, Pensions and Workload in this area. Protocols for COVID-19 will continue to inform discussions of health and safety. The Retired Members Committee will take an active role here, by surveying members' interests and working with the Executive to implement effective measures. UTFA will continue to make good use of internal expertise in relation to the transmission of COVID.

The committee will also examine the full range of activities undertaken by retired members, including research and part-time teaching. The capacity to undertake such work is important for our members, and contributes to satisfaction with retired status. We will encourage members to engage in these areas, and to continue to participate in the university community, in part through access to the Senior College. Such participation is central to the committee's mandate. We will work on outreach to retired members.

We will continue discussions of indigenous perspectives within the university community, by engaging with leaders in this field and enhancing relationships with planning and programing for indigenous studies.

Stephen Rupp

Statement to the Nominating Committee

I have completed a two-year term (2020-2022) as Chair of the UTFA Librarians Committee. I am a firm advocate for the important contributions of academic librarians at the University of Toronto, and therefore, I am interested in continuing for a two-year term to complete the current on-going work.

I am currently involved as Chair of the Librarians Committee, Member of Executive and UTFA Council on the following projects and would like to remain involved in UTFA representing librarians until these negotiations are completed and implemented in our community:

- Member of the Side-Table in negotiations for the *Policies for Librarians*. These policies have not been updated since 1978. Current negotiations are now in the fourth year. Preparation for these negotiations commenced back in 2011. It has been a long journey and I hope to see it completed. As Chair of the UTFA Librarians Committee I will continue to support the dedicated work of members of the negotiating team.
- Member of the Bargaining Team for *Salary, Benefits, Workload & Pensions*. I am committed to obtaining the very best for my colleagues in current negotiations which continue.
- Member of the first established *Systematic Bias Working Group* in 2020

In February 2022 I initiated, with assistance from UTFA staff and support from the Executive a special session on what constitutes academic freedom for U of T librarians. Guest speaker Emma Phillips from Goldblatt & Partners reviewed our policies and the MoA, in terms of academic freedom, and answered questions in this session. It was well attended by colleagues from across our three campuses.

Harriet Sonne de Torrens

May 6, 2022.

Maureen Stapleton, CFA – Seeking re-election as Treasurer of UTFA**Qualifications:**

I am Associate Professor, Teaching Stream in Finance at the Rotman School of Management. Prior to joining the Rotman faculty in 2008, I spent 25 years in the finance industry, managing more than \$6 billion in assets for large pension funds and endowments. I am also a Chartered Financial Analyst (CFA).

Achievements at UTFA:

During my first term as Treasurer (2020 - 2022, I led initiatives to strengthen UTFA's financial health and stability. I worked with the UTFA office staff and Executive Committee to successfully address the operational challenges of COVID, while also implementing new financial procedures to improve efficiency, strengthen financial transparency and emphasize accountability. I continue to work actively with staff to ensure UTFA's ongoing financial health and stability. Both are important because they ensure that UTFA can continue to do the important work of the Association.

UTFA continues to benefit from initiatives implemented during the COVID shutdown to improve operational efficiency and manage costs. These actions allowed us to reduce the operating deficit without compromising the level of service provided to our members.

I also contributed to UTFA's financial health by managing our Investment Fund, which benefitted from the strong performance of financial markets. The fund continues to invest conservatively, with 40% of assets in high quality equities and 60% in defensive fixed income securities, in compliance with the UTFA Investment Policy.

I look forward to building on my work with our dedicated staff along with the continuing support of our UTFA senior leadership team.

Maureen Stapleton, CFA
Treasurer

Report of the 2022 UTFA Nominating Committee

The Nominating Committee was established at the January Council meeting. We began meeting, weekly, in February at which time I (LSR) was nominated to chair the committee. Throughout March, the Committee updated, clarified, and proposed changes to the Nominating Committee Guidelines and Key Dates. The Guidelines were approved by Council at its March meeting.

Beginning March 25, the Committee assessed the field of potential candidates, accepted names for consideration, recruited, interviewed, and deliberated.

By April 9, each of the following Executive members who were eligible to do so indicated that they would continue in their roles.

Chair, Appointments Committee	L. Stewart Rose	2023
Chair, Teaching Stream Committee	S. Helwig	2023
Member-at-Large	W. Kemble	2023
Member-at-Large	N. Niknafs	2023

Judith Taylor (Interim) Chair of the Membership Committee; Roy Gillis, VP, University & External Affairs; and Jody McDonald, Chair of the Retired Members Committee, each announced that they would not seek re-appointment.

On May 1, I communicated the following slate of candidates to Council on behalf of the Nominating Committee (* denotes nominees who did not serve on Executive this past year):

<u>Portfolio</u>	<u>Name</u>	<u>Term Expiration</u>
VP Grievances	B. McDonagh	2024
VP SBPW	J. Nogami	2024
VP University & External Affairs*	J. Bale	2024
Treasurer	M. Stapleton	2024
Chair, Equity Committee	K. Banning	2023
Chair, Librarians Committee	H. Sonne de Torrens	2024
Chair, Membership Committee*	P. Hamel	2024
Chair, Retired Members Committee*	S. Rupp	2024
Member-at-Large	M. Attridge	2024

As we shared previously, Nominating Committee member Alison Keith recused herself from discussions regarding the Chair of the Retired Members Committee position due to her relationship with the candidate.

Following the Nominating Committee's announcement of its slate, UTFA's Chief Returning Officer (CRO) received two additional nominations in the May nomination period and distributed the submitted candidates' statements to Council. The two nominees and the portfolios they are seeking are:

<u>Portfolio</u>	<u>Name</u>	<u>Term Expiration</u>
Chair, Membership Committee	Renan Levine	2024
Member-at-Large	Giovanni Grasselli	2024

Thus, elections will be held for the two positions in which there are multiple nominees, Chair, Membership Committee, and Member-at-Large, at Council on Thursday, May 19.

The Nominating Committee notes the following (with some of these points carried over from previous years):

- The criteria for the Nominating Committee's selection of the slate of candidates is guided by Article 10.4 of the UTFA By-Laws.
- The Committee also recognized a range of long-standing considerations (some of which sometimes exist in tension with one another), including but not limited to: support for those leading important work on behalf of the membership; demographic and disciplinary diversity and representation; prior experience and past contributions to the work at UTFA; and succession planning.
- We note the significant need for greater BIPOC representation on Executive. Executive positions require knowledge and skills that are often most readily gained through Committee work; we strongly encourage outreach to diversify UTFA Committees and to broaden opportunities for learning, engagement, and contribution.
- Key dates and guidelines for UTFA presidential and executive election processes require annual review.

Appreciations are in order. Thank you to our outgoing Executive Committee members who have dedicated their expertise and time. Thank you to everyone who expressed interest in the Executive Committee positions. The Nominating Committee encourages everyone to participate in the important work of UTFA committees. Many thanks are due to UTFA staff for their support in documenting this work in order to support future Nominating Committees and updating the website.

And finally, as chair, I wish to personally thank this year's Nominating Committee for their dedication to UTFA's mandate and their remarkable generosity with their time to participate rigorously and fully on this committee. Please join me in recognizing Rena Helms-Park, Azita Hojatollah Taleghani, Alison Keith, and Kent Weaver.

Respectfully submitted,
Leslie Stewart Rose
Chair, UTFA Nominating Committee