

## **UTFA Council Agenda**

November 16, 2016 – 3:00 – 5:00 p.m.

Room L1060, Rotman School of Management  
105 St. George Street

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1. Approval of the Agenda
2. Minutes of Previous Meetings
  - a. October 18, 2016
3. Business Arising
  - a. From the Minutes of Council
  - b. From the Summary of the Minutes of the Executive Committee
    - i. September 9, 2016 \*
    - ii. October 14, 2016 \*
    - iii. October 28, 2016 \*
4. Announcements
5. Order of the Day – 3:15 p.m.  
Pension Report (P. Downes) (20 min)
6. Report of the President (15 min)
  - a. Approval of Membership in Committees of Council \* (motion)
  - b. Part-time Appointments Policy
  - c. Invitation to Richard Freishtat for an event on SETs in April 2017 \* (C. Evans)
  - d. Pension Town Hall postponement
  - e. Web site redesign
  - f. Other matters
7. Report of the Chair of the Appointments Committee (5 min)
8. Report of the Vice-President, Salary, Benefits, Pensions and Workload (10 min)

9. Report of the Chair of the Teaching Stream Committee (5 min)
10. Report of the Chair of the Librarians Committee (10 min)
  - a. ACALP Committee
  - b. Other matters
11. Report of the Vice-President, University and External Affairs \* (10 min)
12. Report of the Vice-President, Grievances (10 min)
13. Report of the Chair of the Membership Committee (10 min)
14. Report of the Chair of the Equity Committee \* (Motion) (10 min)
15. Report of the Chair of the Retired Members Committee \* (Written Report) (5 min)
16. Reports from the Floor of Council
17. Other Business
  - a. Next meeting of Council  
Monday, December 12, 2016  
3:00 to 5:00 p.m.  
Upper Dining Room, Faculty Club
  - b. Holiday Reception  
Monday, December 12, 2016  
5:00 p.m. – Main Lounge
18. Adjournment

\* materials attached



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## Council Summary

### UTFA Executive Minutes

September 9, 2016 – 2:00 p.m. – 4:00 p.m.

UTFA Boardroom

Chair – H. Sonne de Torrens

**Present:** M. Attridge, K. Banning, E. Damiano, C. Evans, R. Gillis, J. Jenkins  
L. Kohn, K. MacDonald, C. Messenger, A. Motsch, K. Scheaffer, H.  
Sonne de Torrens (Chair), K. Weaver, T. Zoric

**Also present:** D. Campanella (Research Analyst), P. Downes (past Vice-President,  
Salary, Benefits, Pensions and Workload), M. Horban (Business Officer)  
A. Lo (Communications Officer), H. Nowak (Legal Counsel), C. Penn  
(Administrative Assistant and Notes)

H. Sonne de Torrens called the meeting to order at 2:10 p.m.

1. Approval of the agenda: approved as distributed.
2. Minutes of previous meetings
3. a. May 12, 2016 \*
  - i. Minutes
  - ii. Council summary

Executive minutes and Council summary of the May 12 meet were approved as amended.

- b. July 5, 2016 \*
  - i. Minutes
  - ii. Council summary

Executive minutes and Council summary of the May 12 meet were approved as amended.

4. Business arising (not elsewhere on the agenda)
  - a. Action List \*

Some items were removed from the action list and others updated.

5. Chair of the next Executive Committee Meeting (5 min)

K. Weaver volunteered to Chair the next Executive Committee meeting.

6. Order of the Day: 2:15 p.m. (10 min)  
Update on Pension Plan (P. Downes)

P. Downes joined the meeting.

P. Downes provided an update on the Joint Working Committee (JWC) meeting on the pension plan which took place on August 22. This meeting included the Administration and other groups from UofT.

P. Downes reported that the Marshall paper described many possible options for reforming pension funding rules in Ontario. He outlined the options on solvency funding for universities and noted that there was still some confusion on the details.

For UTFA members, a change in the rules could mean a number of different possible scenarios. P. Downes reviewed these scenarios with the members.

P. Downes said it makes sense not to commit to anything until we know what the government is going to do. They are looking for feedback by September 30 and plan to propose changes to the government in the new year with the policy in place by next spring/summer. UofT has large solvency payments due in 2018, approximately \$150 million, and UTFA could be bargaining new pension contribution rates next summer. Our increases to the pension plan will come into effect July 1, 2017, barring any new developments.

P. Downes said that he met with C. Messenger on August 31 to discuss the Marshall report and JWC meeting. He also met with Hugh Mackenzie on September 7 to get feedback on the Marshall report. P. Downes provided the highlights of this discussion.

Who owns what part of the deficit in the JSPP is not clear. As of June 30, 2017 our current contract runs out and there will be pressure to increase pension contributions.

The members discussed UTFA's options going forward.

J. Jenkins said that UTFA has to consult with members over the next year to let them know what options are available. A pension town hall meeting would be a good place to lay them out. A starting point could be to point out that change is coming. Focus groups geared to this issue will work towards the town hall.

P. Downes agreed that it will be a good idea to have a public forum in the fall to discuss the issues. He is working on a pension Q&A.

7. Order of the Day: 2:25 p.m. (10 min)  
Memorandum of Agreement – revised \* (motion) (P. Downes)

P. Downes reviewed the changes to the Memorandum of Agreement with the members.

The Special Joint Advisory Committee process led to change on a number of fronts and both UTFA and the Administration have been working since the agreements were reached to ensure that the relevant sections of the Memorandum of Agreement were revised to reflect those changes. At the same time, we tried to take this opportunity to correct some obvious errors in the MoA and to incorporate the terms of previous agreements and/or the practical reality of certain procedures.

S. Prudham worked with S. Barrett of Goldblatt Partners and went through the MoA line by line. Council has to approve the revised version before C. Messenger, as UTFA President, can sign it.

P. Downes reviewed the highlights of the revisions with the members.

K. MacDonald, seconded by M. Attridge, moved that:

the Executive Committee recommend to Council that Council approve the changes to the revised Memorandum of Agreement.

Carried.

P. Downes left the meeting.

8. Report of the President (40 min)

C. Messenger thanked M. Horban for all of her work on the renovation in suite #410. The members showed their appreciation through applause.

- a. Council Speaker (motion)

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

the Executive Committee recommend to Council that Jeff Newman be reappointed as Council speaker for the 2016–2017 academic year.

Carried.

- b. UTFA Office Committee (motion)

C. Messenger noted that the Office Staff Relations Committee is a subcommittee of the Executive Committee. The committee shall consist of the President; Vice-President Grievances; Vice-President Salary, Benefits, Pensions and Workload; Treasurer; and one other member of the Executive Committee, appointed by the Executive Committee. C. Messenger said that she is recommending that H. Sonne de Torrens be the additional member of this committee.

C. Messenger, seconded by, K. Weaver, moved that:

H. Sonne de Torrens be nominated as the additional member on the Office Staff Relations Committee.

Carried.

- c. Draft Executive Retreat Agenda \*

C. Messenger called the members' attention to the draft agenda. She asked members to email her with further suggestions or comments.

A. Motsch suggested having a broad discussion on communication. C. Messenger asked that, as we are trying to focus as narrowly as possible, he bring specific ideas to the meeting.

- d. Professor Homa Hoodfar

C. Messenger said that she has been in touch with Executive on this issue and there seems to be interest in moving ahead with an ad in an Irish newspaper. She is also looking at arranging a meeting with Minister Dion and putting a statement on the Free Homa site as well as holding a forum.

The members discussed the details around these proposals.

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

the Executive Committee recommend to Council that UTFA move forward in seeking additional sponsors for a full page ad in an Irish newspaper in support of Homa Hoodfar.

The members discussed the motion. We should be clear in our objectives.

C. Messenger said that a forum is being planned and people on campus will be invited to speak.

Carried.

- e. CAUT Defence Fund Trustee (motion to nominate E. Damiano)  
[http://defencefund.caut.ca/files/What\\_is\\_the\\_Defence\\_Fund-20141029.pdf](http://defencefund.caut.ca/files/What_is_the_Defence_Fund-20141029.pdf)  
<http://defencefund.caut.ca/>

E. Damiano said that UTFA has a trustee on the CAUT Defence Fund committee because of the unionized employees at St. Michael's College. The fund is used when faculty go on strike and this committee deals with the distribution of those funds. Historically the UTFA Treasurer has been Trustee.

The CAUT Defence Fund dates from 1978. It was founded to provide Canadian academic member unions with a unified strike fund. It has 50 member unions representing over 21,209 academics.

K. Macdonald, seconded by K. Weaver, moved that:

the Executive Committee recommend to Council that E. Damiano be the UTFA CAUT Defence Fund Trustee.

Carried.

f. SJAC – Promotion to Full Professor, Teaching Stream

C. Messenger reported that discussions are ongoing and we are looking for additional dates to meet.

g. Part-time Appointments Policy and precarious employment (T. Zoric)

T. Zoric reported that last year she, M. Attridge, C. Messenger, L. Kohn, and C. Evans prepared a report to the government on precarious academic labour. OCUFA was involved and of great help to our presentation. T. Zoric said that we want to improve the UofT part-time appointments policy. M. Attridge has done some research on UofT's part-time employees. Focus groups have been tentatively scheduled.

h. Academics in Turkey (motion for possible ad hoc committee)  
<https://www.scholarsatrisk.org/>

C. Messenger said that there was discussion about striking an ad hoc committee on the problems facing academics in Turkey. The goal is to advise UTFA about what we can do on this issue. CAUT suggested making a donation to the Scholars at Risk program and that we also lobby the Administration to hire a scholar at risk. The ad hoc committee would talk to CAUT, other organizations, and the Administration, and then bring back information on further action.

L. Kohn said that she would like to be on this committee as she has been following the issue. C. Messenger suggested that L. Kohn co-chair with J. Hanssen, who is actively involved.

C. Messenger, seconded by A. Motsch, moved that:

an ad hoc committee of Council be formed to advise UTFA Executive and Council on what initiatives UTFA might undertake to address the crisis of academics in Turkey. This ad hoc committee would be co-chaired by Linda Kohn, Vice-President, University and External Affairs.

Carried.

i. Formation of an ad hoc committee of Council on Pensions (motion; Chair K. MacDonald)

K. MacDonald said that an ad hoc committee of Council on Pensions should be formed, with around ten members. Council must be informed about what we are hearing about pensions. J. Jenkins said that it will be important for this committee to coordinate with the Membership Committee as pensions will be a big part of the focus group discussions. K. MacDonald said that the committee would consist of M.A. Guttman, P. Downes, J. Jenkins, K. Scheaffer, K. Weaver, J. Newman, L. Vaage, H. Rodd, A. Motsch, C. Messenger and a representative from UTM.

K. Weaver, seconded by K. MacDonald, moved that:

the Executive Committee recommends to Council that an ad hoc committee of Council on pensions be constituted.

Carried.

j. Formation of an ad hoc committee on gender salary inequity (motion; Chair C. Messenger)

C. Messenger said that an ad hoc committee on gender salary inequity was needed to be formed. She anticipated that R. Gillis, Chair of the Equity Committee, K. MacDonald, V-P, SBPW, and T. Zoric, V-P, Grievances, would all be on this committee. It would not be a subcommittee of the SBPW committee. The committee would talk to other organizations and D. Campanella would prepare the data. She said that she would also be asking Council for volunteers.

C. Messenger, seconded by J. Jenkins, moved that:

The Executive recommends to Council that an ad hoc committee of Council on gender salary inequity be formed. Included on the committee would be C. Evans, K. MacDonald, R. Gillis, T. Zoric, K. Scheaffer, H. Sonne de Torrens and at least one member of Council.

Carried.

K. MacDonald, seconded by K. Weaver, moved that:

the meeting be extended to 4:30 p.m.

Carried.

i. Report on salary inequity \* (D. Campanella)

D. Campanella presented the members with various charts showing information on:

- Gender by rank;
- Rank by gender;
- Division by gender;
- Experience, i.e. highest degree, years in stream, and years employed;
- Salary differential by rank;
- Salary differential by division

D. Campanella drew the data from 2014 Information Requests. It includes all full- and part-time faculty but not librarians as we do not receive that information. Over all, the graphs show that women are under-represented in all positions and underpaid in all streams. There is also a large gender divide in many positions.

The members discussed gender equity reports prepared at other universities and what UTFA could do.

L. Kohn said that UTFA needs to look at data from all three campuses. We also need to find out starting salaries but those are hard to obtain.

k. Council seats \*

C. Messenger called attention to the information on the new members of Council.

l. Joint Benefits Committee membership (motion) (Chair K. MacDonald)

K. MacDonald noted that the Joint Benefits Committee meets with the Administration three to four times a year to deal with questions on benefits. K. Weaver was on the committee the last academic year and has agreed to continue to serve. K. MacDonald and C. Messenger would also be on the committee.

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

the Executive recommend to Council that a Joint Benefits Committee be formed. Included on the committee would be K. MacDonald, C. Messenger and K. Weaver, for the duration of one year.

Carried.

m. Joint Committee Agenda – September 19, 2016

C. Messenger said that there will be a meeting of the Joint Committee on September 19 and asked for agenda items.

n. Task Force on Financial Investments (motion)

C. Messenger said that there was discussion at the June Council meeting about having a task force to look at both University and UTFA investments. She asked if there was any interest in doing this. It would be a small ad hoc committee of Council, looking at the ethical underpinnings of investments.

The members discussed whether they thought such a task force should be formed.

C. Messenger, seconded by J. Jenkins, moved that:

the Executive Committee recommend to Council that an ad hoc Financial Investment Committee of Council be formed that would serve as a task force to examine investments in the University as well as UTFA.

Carried.

o. Other matters

There were no other matters.

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

a. Outreach to the membership (focus groups, Council seats, fall term social event)

J. Jenkins said that outreach will be a priority for the Membership Committee. She would like to have more face-to-face meetings in focus groups and asked members to help bring one of these focus groups to their unit and be invited to the department meeting. It will be more effective for a member of the Executive get on the department meeting agenda and ask if there is interest in a focus group. Likely pensions will be the main topic of conversation. She hoped to get these focus groups started this fall.

b. Pension discussions

J. Jenkins said other forms of outreach she was planning include a pension town hall meeting and an informal social event.

c. Other matters

There were no other matters.

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

R. Gillis said equity is a cross-cutting issue at UofT. He anticipated working on several issues over the coming year, including LTD negotiations, the sexual violence policy, and advocacy around the Homa case. Going forward his committee would be working collaboratively with other committees. He hoped to meet with Equity committees across the campuses to find out what the local equity issues are.

R. Gillis reported that the Equity Committee would be working on the speakers series on equity issues tentatively called "Equity Talks!" The discussions would focus on issues such as precarious employment, employment equity, employment of librarians, etc. across all three campuses.

R. Gillis said that he is also an advocate for an UTFA social media committee and that communications should be looked at in a broader sense.

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



- a. Update on Sexual Harassment/Violence issue
  - i. Sexual Harassment/Violence negotiating team (motion)

T. Zoric said that a negotiating team was needed to review the Draft Policy on Sexual Violence and to meet with the Administration.

T. Zoric, seconded by M. Attridge, moved that:

The Executive Committee recommend to Council that a Sexual Harassment/Violence negotiating team for UTFA be formed. Included on the committee would be C. Messenger, R. Gillis and T. Zoric.

Carried.

- b. Other matters

There were no other matters.

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

- a. Government report on the changing workplace and OCUFA request for input  
[https://www.labour.gov.on.ca/english/about/cwr\\_interim/index.php](https://www.labour.gov.on.ca/english/about/cwr_interim/index.php)

L. Kohn reported that she met with representatives from CUPE 3902. The contract of Unit 5, post-doc students, is up for negotiations and they are asking UTFA to work with them to find out from PIs what their “asks” would be. As PIs are our members they thought if the request came from UTFA some may respond. UTFA did something like this for their first contract. They have suggested that UTFA hold an event getting PIs together so that they can get some feedback.

Due to time constraints, L. Kohn deferred the rest of her report to the next meeting.

- b. Suggestions for the 2017 C.B. Macpherson lecture
- c. UTEAU meeting
- d. Other matters

13. Report of the Business Officer (5 min)

Due to time constraints, M. Horban deferred her report to the next meeting.

- a. Donations Policy
- b. Update on renovations
- c. A few points for committee chairs

14. Report from the Members-at-Large (5 min)

- a. C. Evans \*

C. Evans asked for a discussion about inviting Richard Freishtat back to UofT for another event.

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

Due to time constraints K. Weaver deferred his report to the next meeting.

- a. CURAC and AROHE conferences \*
- b. Retired members’ event
- c. Other matters

16. Council Agenda – September 15, 2016 \* (5 min)

Members were encouraged to forward any Council agenda items to C. Penn.

17. Other Business

- a. Next scheduled Executive Committee meeting  
Friday, October 14, 2016 – 2:00 to 4:00 p.m.
- b. Next scheduled Council Meeting  
Thursday, September 15, 2016 – 3:00 to 5:00 p.m.  
Room 368, Rotman School of Management
- c. Executive Retreat – Friday, September 23, 12:00 to 8:30 p.m.
- d. Social gathering for the Executive at the Faculty Club pub at 4:30 p.m.

18. Adjournment

It was duly moved and seconded that:  
the meeting adjourn.

Carried.

The meeting adjourned at 4:30 p.m.

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## Council Summary

### UTFA Executive Minutes

October 14, 2016 – 2:00 p.m. – 4:00 p.m.

UTFA Boardroom

Chair – K. Weaver

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**Present:** M. Attridge, K. Banning, E. Damiano, C. Evans, R. Gillis, J. Jenkins, L. Kohn, K. MacDonald, C. Messenger, A. Motsch, K. Scheaffer, H. Sonne de Torrens (Chair), K. Weaver, T. Zoric

**Regrets:** A. Motsch

**Also present:** S. Barrett (Goldblatt Partners), R. Chang (Counsel), D. Campanella (Research Analyst), H. Diggle (General Counsel), M. Horban (Business Officer), A. Lo (Communications Officer), J. MacDonald (Goldblatt Partners), H. Nowak (Legal Counsel), C. Penn (Administrative Assistant and Notes), E. Phillips (Goldblatt Partners)

K. Weaver called the meeting to order at 2:05 p.m.

1. Approval of the agenda: Approved as distributed.
2. Minutes of previous meetings
  - a. September 9, 2016: Minutes of the September 9, 2016 meeting were approved as amended. The Council summary was not available.
3. Business arising (not elsewhere on the agenda)
  - a. Action List \*

Some items were removed from the action list.

4. Report of the Treasurer \* (20 min)
  - a. Draft audited financial statements for the year ended June 30, 2016 and some past data \*

E. Damiano called the members' attention to the audited financial statements for the year ending June 30, 2016.

The auditor found our books to be in order. Overall UTFA's finances are strong. E. Damiano reviewed the financial statements with the members and outlined why UTFA has such a large surplus. Revenue from dues has been growing because both salaries and our membership are growing. The number of pre-Rand faculty and librarians who were not paying dues is shrinking, and new faculty and librarians are all paying dues. A surplus will continue, and at some point we may need to consider what to do with this

money. We now have a structural surplus annually of about \$750,000 and \$4.5 million in assets, and this will likely continue to grow. He suggested UTFA consider reducing the mil rate.

The members discussed E. Damiano's suggestion to reduce the mil rate. They also provided suggestions on how the surplus money could be spent to better serve our members. It was noted that reducing the mil rate would not be a problem but raising it back up could be.

E. Damiano said that if you reduce mil rate from .75 to .675, you can still have a surplus of \$400,000.

C. Messenger said that any change to the mil rate would have to be approved at an AGM.

E. Damiano said that he would present the final audited financial statements to Council at the next meeting.

b. 2016-17 Budget \*

E. Damiano reviewed the draft final budget with the members. He thanked M. Horban for all the work she put into preparing it.

E. Damiano believes that there will be a significant surplus even after planned workshops, donations to the CAUT Academic Freedom Fund, etc. He did not include funds for an Executive Director but has budgeted for a new lawyer.

E. Damiano, seconded by K. MacDonald, moved that:

the 2016-2017 budget be approved as distributed.

Carried.

c. Motion on Senior College – amended \*

E. Damiano said that the motion for the administrative position that was passed at the July 5 meeting reads:

that UTFA fund one administrative position at the Senior College for one year only at the 2015–2016 amount to a maximum of \$30,770.56.

He explained that the person in the position received an ATB raise, and he believes that the spirit of the motion was to fund 40% of the position for one additional year, so a larger amount is required.

E. Damiano, seconded by M. Attridge, moved that.:

the terms of UTFA's funding of the Senior College administrative position approved by the Executive Committee on July 5, 2016, be amended—while retaining the spirit of the original motion—to reflect (1) that UTFA covers 40% of the cost, (2) that this is the second year of UTFA funding, (3) the contract year end, and (4) a regular annual increase in salary; and that the amended motion read as follows (with amendments bolded):

That UTFA fund 40% of one administrative position at the Senior College for one additional year only, ending September 14, 2017, at the 2015–2016 amount of \$30,770.56 as increased for 2016–2017, to about \$32,000.

Carried.

d. Other matters

There were no other matters.

5. Chair of the next Executive Committee Meeting (5 min)

K. MacDonald volunteered to chair the next Executive Committee meeting.

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

a. CAUT Academic Freedom Fund Donation

<http://www.caut.ca/issues-and-campaigns/academic-freedom/academic-freedom-fund/caut-academic-freedom-fund---faculty-association-donors>

L. Kohn said that CAUT is trying to raise \$2 million because the Academic Freedom Fund has been depleted by various grievances, some of them costly. She reminded the members that CAUT helped UTFA financially with the Nancy Oliveri grievance. UTFA is the second largest faculty association at CAUT and to date we have made the largest contribution: \$160,000. We last contributed in 2013-2014 in the amount of \$10,000 for the Academic Freedom Fund and \$2,000 to the Harry Crowe Foundation.

L. Kohn, seconded by E. Damiano, moved that:

UTFA contribute \$14,000 to the CAUT Academic Freedom Fund.

M. Attridge, seconded by T. Zoric, moved a friendly amendment that:

the Executive Committee recommends to Council that UTFA contribute \$25,000 to the CAUT Academic Freedom Fund.

M. Attridge said that risks to academic freedom often arise in smaller associations with no legal support, and issues that arise there could later affect UTFA as well.

The members discussed the friendly amendment.

Carried.

b. CAUT Harry Crowe Foundation

<https://www.crowefoundation.ca/>

L. Kohn, seconded by E. Damiano, moved that:

the Executive Committee recommends to Council that UTFA contribute \$2000 to the The Harry Crowe Foundation.

Carried.

L. Kohn said that the donations would be announced at the November CAUT Council Meeting.

c. Suggestions for the 2017 C.B. Macpherson lecture

L. Kohn said that she needs suggestions for speakers.

d. UTEAU meeting

L. Kohn reported that she organized a UTEAU meeting, held at UTFA on September 27. These meetings provide a way to network with other campus unions and associations and share information. She heard from one member that there is a possibility that the Family Resource Centre will close.

e. CUPE3902 Strike Outreach Survey

L. Kohn said that CUPE 3902 has asked UTFA to fill out an online survey on strike outreach. She asked the members if they thought UTFA should do so. The survey was sent to her and C. Messenger only. She will ask CUPE 3902 for more information, e.g., how the data will be reported and how it will be used.

f. Other matters

There were no other matters.

M. Attridge assumed the chair.

7. Report of the Chair of the Retired Members Committee \* (5 min)

a. CURAC and AROHE conferences

K. Weaver reported that he represented UTFA at both the annual CURAC (College and University Retirees Association of Canada) and the biennial AROHE (Association of Retired Organizations in Higher Education) conferences. CURAC met on the Uof Saskatchewan campus May 27–29. AROHE met on the Uof Washington campus August 14–16.

K. Weaver called the members' attention to his written report on these two conferences.

b. Retired Members event

K. Weaver reported that UTFA has never held a Retired Members event. The Retired Members Committee agreed that it would be good to put names to faces and for the constituency to get to know the Committee. A reception for retired members was proposed, at the Faculty Club with a guest speaker. K. Weaver has approached David Ticoll from the Munk School to speak on autonomous vehicles.

K. Weaver reported that the Committee was planning to put on two events over this academic year.

K. Weaver, seconded by C. Evans, moved that:

the budget for the Retired Members event be \$4,000.

The members discussed the choice of guest speaker. K. Weaver said that he is an independent researcher and not employed by UofT. We will be paying him an honorarium.

Carried.

c. Other matters

There were no other matters.

K. Weaver assumed the chair.

8. Report of the President (15 min)

a. SJAC – Promotion to Full Professor, Teaching Stream \*

C. Messenger said that we are near the end of negotiations for Promotion to Full Professor, Teaching Stream. She called the members' attention to what she hoped would be the final document from UofT. We have replied to it, asking for a few additional changes. They are represented in the package and she asked that members provide her with any comments before Council.

b. Association Grievance: Gender Salary Inequity Issue

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

the meeting go in camera to discuss a possible Association Grievance.

Carried.

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

the meeting go ex camera.

Carried.

c. Part-time Appointments Policy \*

C. Messenger noted the document showing an initial work plan for proceeding with the part-time appointments policy issue. She will lead on this issue, working with the Grievance Committee, the Appointments Committee, and other committees. She hopes to bring it into the upcoming round of SBPW negotiations.

d. Invitation to Richard Freishtat for an event on SETs in April 2017 \* (C. Evans)

C. Evans noted that she presented a proposal at the retreat to invite Richard Freishtat to give a workshop and a public lecture. The workshop is titled “Strengths-Based Pedagogy (or How to Teach from Your Strengths)” and the lecture is titled “How SETs negatively impact advances in learning and pedagogy.”

C. Evans presented a budget for the “Evaluating Effective Teaching: Problems and Possibilities” event. She noted that R. Freishtat is available April 3 and 4 only.

C. Evans, seconded by R. Gillis, moved that:

a budget of up to \$15,000 be spent on the Richard Freishtat event.

The members discussed the fee being paid to R. Freishtat and the budget.

Carried.

e. Other matters

There were no other matters.

9. Order of the Day: 3:00 p.m. (20 min)  
(Guest: Steven Barrett and Emma Phillips, Goldblatt Partners)

a. Transgender Language Issue and Academic Freedom

K. Weaver welcomed Steven Barrett, Jim MacDonald and Emma Phillips from Goldblatt Partners to the meeting.

T. Zoric, seconded by J. Jenkins, moved that:

the meeting go in camera.

Carried.

T. Zoric, seconded by J. Jenkins, moved that:

the meeting go ex camera.

Carried.

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

UTFA affirms its commitment to academic freedom and the human rights of all members of the university community.

The members discussed the motion.

Carried.

K. Weaver thanked the lawyers and they left the meeting.

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

a. Pension Town Hall Meeting

J. Jenkins said that the H. Hoodfar event was cancelled because she was released. Prominent people had been willing to speak for free at the event. L. Kohn is working on a possible event for Turkish academics.

J. Jenkins said that a joint meeting of the University & External Affairs and Membership Committees was being arranged to talk about guest speakers.

J. Jenkins said that a pension town hall meeting is in the process of being arranged.

b. Focus Groups

J. Jenkins said that she has had only one response for a focus group, from Music.

The members discussed how departments could be persuaded to request focus groups or how else members could be brought together to discuss their issues.

c. Other matters

There were no other matters.

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

a. UTFA's response to Administration's Draft Sexual Violence Policy \*

Due to time constraints, T. Zoric deferred her report to the next meeting. She asked the members to review the above-noted document and provide her with any comments.

b. Sexual Harassment Policy

<http://www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppnov251997.pdf>

c. Joint Committee \*

d. Other matters

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

a. Approval of the ACALP Committee (motion)

K. Scheaffer reported that the Librarians Committee had its first meeting and reviewed the guiding principles that ACALP was working on. The committee is eager for members to know what the guiding principles are, and wants to develop a communications plan to get that information out. The committee will then be working on a survey for constituents to follow up. ACALP is seeking additional volunteers outside the Librarian constituency to be on this committee.

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

the Executive Committee recommends to Council that an ACALP ad hoc committee consisting of Agatha Barc, Dan D'agostino, Jeff Newman, Kathleen Scheaffer, Ken MacDonald (UTFA), Suzanne Meyers Sawa – Retired, Vicki Skelton, and Whitney Kemble be formed.

Carried.

b. Other matters

K. Scheaffer said that she is encouraging librarians to join other UTFA committees and will follow up with other committee chairs.

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

Due to time constraints, R. Gillis deferred his report to the next meeting.

14. Report from the Members-at-Large

There was no report from the Members-at-Large.

15. Council Agenda – October 18, 2016 \* (5 min)

C. Messenger asked that members review the draft agenda and submit their feedback immediately.

16. Other Business

M. Horban said that Executive needs to set the amount for the strike donation policy. The amount approved for 2015–2016 was \$3,500.

L. Kohn, seconded by M. Attridge, moved that:

the strike support donation amount be a minimum of \$3,500 for the 2016-2017 academic year.



Carried.

A. Lo presented ideas for the annual holiday gift and asked members to contact him with their comments.

C. Messenger advised the members that they should hold at least one committee meeting per term. The committee should agree to motions before bringing to Executive. She asked members to send her a 100 to 150 word report by October 20 to put in a newsletter.

- a. Next scheduled Executive Committee meeting  
Friday, October 28, 2016 – 2:00 to 4:00 p.m.
- b. Next scheduled Council Meeting  
Tuesday, October 18 – 3:00 to 5:00 p.m.  
Main Dining Room – Faculty Club  
Followed by a reception for Council members to meet and greet

17. Adjournment

It was duly moved and seconded that:

the meeting adjourn.

Carried.

The meeting adjourned at 5:00 p.m.

Chris Penn  
Administrative Assistant



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## Council Summary

### UTFA Executive Minutes

October 28, 2016 – 2:00 p.m. – 4:00 p.m.

UTFA Boardroom

Chair – C. Messenger

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**Present:** K. Banning, E. Damiano, C. Evans, R. Gillis, L. Kohn, K. MacDonald, C. Messenger  
K. Weaver, T. Zoric

**Regrets:** A. Motsch, M. Attridge, J. Jenkins, K. Scheaffer, H. Sonne de Torrens

**Also present:** D. Campanella (Research Analyst), H. Diggle (General Counsel), A. Lo (Communications Officer), R. Schmelzer (Grievance Assistant and Note Taker)

C. Messenger called the meeting to order at 2:05 pm and announced that since C. Penn is away R. Schmelzer will be taking notes at this meeting.

1. Approval of the agenda: Approved as distributed.
2. Minutes of previous meetings
  - a. October 14, 2016: The minutes and Council summary were not available.  
Business arising (not elsewhere on the agenda)
  - a. Action List \*

The action list was not distributed.

3. Chair of the next Executive Committee Meeting (5 min)

K. MacDonald volunteered to chair the next Executive Committee meeting.

4. Report of the President

C. Evans assumed the chair.

- a. Lancaster Audio Conference \*

C. Messenger brought up the upcoming audio conference “Gender Identity and Gender Expression: Best practices in the workplace.” She proposed that people agree on a time to listen to the audio conference or, alternatively, that the MP3 be made available individually so people can listen at their leisure.

- b. Possible visit from Ottawa law professor?

C. Messenger said that she was quite impressed with Kyle Kirkup, Assistant Professor at the U of Ottawa Faculty Of Law. She said he could come and give an interesting perspective on sexuality and the law.

The members discussed having a seminar on this issue and all agreed that it would be a good idea.

c. Promotion to full professor: next steps on implementation

C. Messenger reminded the members that at the last Council meeting the new Policy and Procedures Governing Promotions in the Teaching Stream was passed. Now Governing Council must approve it. UTFA will need to talk to the Administration about when it will be implemented. She hoped for guidelines to be available soon after approval so that people can apply for full professor by spring.

L. Kohn said that some colleagues in the teaching stream don't understand the terminology and it is triggering questions.

T. Zoric stressed that implementation needs to happen this year as some members are close to retiring. C. Messenger concurred.

d. Senior College: Peter Russell seeking a meeting

C. Messenger informed the Executive that P. Russell will meet with a small group in order to make a case for funding of Senior College. He may ask to address Council.

e. OCUFA visit to UTFA Council: January?

C. Messenger said that OCUFA has asked to speak at UTFA Council. L. Kohn will contact them about a date.

f. First newsletter: deadlines extended to Tuesday

C. Messenger mentioned that the deadline for newsletter articles will be extended to Tuesday. They should be emailed to C. Messenger and copied to M. Horban, who will do the editing. C. Messenger said she hoped to put out two newsletters per term.

g. Part-time appointments policy: two definitions of full-time \*

C. Messenger called the members' attention to the Part-time Appointments Policy, noting that it would not be reviewed at this meeting. She added that this policy is not long but is out of date and problematic.

h. Dave Campanella: various projects

D. Campanella reported that he is working on two major projects: Gender pay equity and part-time appointments. He provided details on what he is doing to gather information on these subjects.

He also suggested that he could work on other issues, such as environmental scan/SWOT analysis, determining bargaining resource capacity, and mapping the workplace to understand power dynamics and also determine social networks.

C. Messenger asked that members contact her if they needed D. Campanella to do any work for their committees.

i. Other business

L. Kohn addressed the issue of the cleaners in the cafeteria and the contracting out problem.

5. Report of the Vice-President, Salary, Benefits, Pension & Workload (10 min)

a. Social media and interactive communication with membership re bargaining

K. MacDonald reported that we are gearing up for another round of bargaining and are in the process of putting together the bargaining survey. Pensions are also in the works: the goal is to develop positions on the restructuring of the pension plan.

The members discussed the steps needed to communicate with members leading up to negotiations and what needs to be done to prepare for negotiations.

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

a. November 2<sup>nd</sup> – CFS Day of Action

L. Kohn reminded the members that UTFA endorsed this day of action and CFS is interested in our support.

L. Kohn said that she volunteered to voice UTFA's support, and then she was contacted by OCUFA, who asked her to speak at a press conference on this issue on Monday, October 31, between 11 am and 12 pm. She invited anybody interested to attend.

b. Planning for panel on the Threats to the Autonomy of Statistics Canada, with Wayne Smith, recently resigned as Chief Statistician, Statscan

L. Kohn said that A. Motsch endorsed this event and pointed out that the minister would be invited, together with an academic and a journalist as moderator. The date is not fixed yet. The organizer is ORK.

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

T. Zoric invited the members to look at the "Overview" slide regarding the Sexual Violence Policy. She noted that S. Nelson gave special thanks to UTFA for the work done.

T. Zoric pointed out as the first concern that the Administration's policy has not been subject to negotiation with UTFA under Article 6; however, UTFA had no formal Article 6 rights until a month ago. A new updated final draft will go through governance and we will need to rescind the old one. But in case something goes terribly wrong with the new one, UTFA might have a reason not to give up the old one so easily.

T. Zoric said that this is a significantly better policy. Although we need to clarify many behaviours, and the difference between adequate support and agreed support, we hope that the Administration will take our excellent feedback while applying significant study and take into consideration member input.

T. Zoric noted that she was selected by OCUFA to be part of their Student Evaluation Survey committee. She added that OCUFA will look at the nomenclature and decide if the word "evaluation" is appropriate. Also the Freishtat and Stark reports will be relevant.

T. Zoric updated the members on how work in the grievance portfolio is being handled with the legal resources we have. She noted that we are in the process of hiring a new lawyer.

K. MacDonald, seconded by, L. Kohn, moved that:

the meeting go in camera.

Carried.

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

the meeting go ex camera.

Carried.

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

L. Kohn, seconded by, T. Zoric, moved that:

the meeting go in camera.

Carried.

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

the meeting go ex camera.

Carried.

9. Report of the Chair of the Membership Committee (Written report)\*

C. Messenger transmitted J. Jenkins's regrets for not being able to attend the meeting and invited the members to read her written report.

10. Report from the Members-at-Large

C. Evans confirmed the R. Freishtat event. There is still work to find a venue but a reception is booked for April 4.

K. Banning asked how many seats this event would require. C. Evans responded that for the workshops there will be smaller groups but for the lecture about 160.

11. AGM Guest Speaker

C. Messenger asked for emails with ideas regarding potential guest speakers.

12. Other Business

The members raised some points about committee meetings.

- a. Next scheduled Executive Committee meeting  
Friday, November 11, 2016 – 2:00 to 4:00 p.m.
- b. Next scheduled Council Meeting  
Wednesday, November 16 – 3:00 to 5:00 p.m.

13. Adjournment

It was duly moved and seconded that:

The meeting adjourn.

Carried.

The meeting adjourned at 3:45 p.m.

Rucsandra Schmelzer  
Grievance Assistant and Note Taker

	<b>Committee Name</b>	<b>Chair</b>	<b>Member</b>	<b>Department</b>
	<b>Grievance Committee</b>	Terezia Zoric	Banning, Kass	Cinema Studies
		t.zoric@utoronto.ca		
	<b>Librarians Committee</b>	Kathleen Scheaffer	La Civita, Patricia	UTSC Library
		kathleen.scheaffer@utoronto.ca		
	<b>Membership Committee</b>	Jennifer Jenkins	Tavakoli-Targhi, Mohamad	UTM Historical Studies
		j1.jenkins@utoronto.ca		
	<b>Teaching Stream Commiittee</b>	Kass Banning	Marks, Steve	Information Technology
		k.banning@utoronto.ca		

Claude Evans, November 16, 2016

## **Richard Freishstat's 2017 visit**

**Monday April 3d, 2017, 3-7pm**

William Doo Auditorium, 45 Willcox Street

**Workshop** (open to UTFA Members only)

### **'Strengths-Based Pedagogy [or How to Teach from your Strengths]'**

In this workshop, faculty members are prompted to re-frame the ways in which they choose the pedagogical tools employed in their course/s. Instead of trying to realize a false conception of teaching excellence, or being mired in the "traditional mode of the discipline," faculty members are taken through a process of identifying their own natural strengths as a teacher (secret: everyone has them), and given a rationale on how to infuse them into their specific course/s. In this way, teaching becomes more engaging for the faculty member and learning more engaging for students.

**Tuesday April 4, 2017, 6-7pm**

Room 1016, Wilson Hall, New College

**Public Lecture**

### **'How SETs negatively impact advances in learning and pedagogy'**

The impetus behind this topic is the space where educational research, discipline based education research, advances in understanding how pedagogy can happen best and how learning happens best, converge with student experience and expectations. This lecture will explore the growing tension between the advances in teaching and learning, how these do not fall in line with student experience and expectation, and how SETs essentially punish faculty for advancing and innovating teaching, even in very evidence-based ways. Therefore, the over-reliance on SET's as a measure of evaluation serves to directly inhibit better and improved teaching practice and reinforce outdated modes that favor a learned approach to "doing school", versus a learned approach to learning.

Followed by a reception for UTFA Members at the Faculty Club

## Report of the VP University and External Affairs, Council Mtg., Nov. 15, 2016

1. 150<sup>th</sup> OCUFA Board of Directors Meeting, Oct. 29-30, 2016. As a Board Director, I represented UTFA. As a member of the OCUFA Exec and representing St. Michael's Univ., UTFA Executive member Michael Attridge attended.

We heard from the Hon. Deb Mathews, Minister of Advanced Education and Skills Development. I asked about the work placement experience proposed for all Secondary and Postsecondary students in Ontario: challenging logistics for our institutions to find placements, ensuring a quality experience, and effects of unpaid internships on the labour market. See more regarding the funding model and SMAs below.

OCUFA concerns and priorities:

- Pensions: OCUFA working closely with sector stakeholders on the Univ. Pensions Project. For 2016-17 will work to inform us on plan design and move toward next phase, the build phase if we choose to pursue that. OCUFA will also support associations that do not participate in build phase, whether or not they joint another JSPP or maintain status quo arrangements;
- Contract faculty and faculty complement: shift toward precarious contract work and insufficient hiring of full-time tenure-stream faculty. Advocate for change: gather more data; Changing Workplaces Review and changes in labour laws;
- University Funding - OCUFA participated in 3 consultation sessions with the Ministry on the funding model review. OCUFA continues to lobby against any punishment model for allocating funding based on performance metrics. **NOTE that U of T will soon be preparing a new Strategic Mandate Agreement (SMA) with the Province - it will be prepared within a short time window - an opportunity to be involved in this SMA.**
- University Governance and the role of faculty, eg., transparency regarding University budget.
- Gender wage gap (as per Provincial goals to close it).
- Campus sexual violence policy development - OCUFA has compiled a shared resource file that can be accessed on request.
- Suggestion from conversation with OCUFA: through our last negotiated agreement with the University, we have the opportunity to form a working group on a new Salary Anomaly Policy: we could invite an expert for an Order of The Day, such as Michael Ornstein, York University.

2. Nov. 2 Day of Action. I represented OCUFA (17,000 members, 28 institutions) and UTFA, and UTM. Press Conference and speech at rally. **Text for rally provided.**

3. UTFA awards - 2 Undergrad Tuition Bursaries, pegged at FAS tuition, currently **\$6,220 for each of two recipients**; 1 Al Miller (at \$2000) which the U & EA Committee would like to award to the one, most outstanding candidate. In future years, we might increase amount. It could be possible to top it up, as needed, on a yearly basis if we get the intended advertisement/announcement submitted to the University (Graduate Awards Officer, SGS) in time for the announcement of the yearly competition.



**CFS National Day of Action**  
**Speaking Notes – OCUFA, Linda Kohn**  
*November 2, 2016*

On behalf of the 17,000 full-time and contract professors that OCUFA represents at 28 universities across Ontario, I am here to support students in their call for public, accessible postsecondary education in Ontario and across this country.

Cost should not be a barrier for students who want to further their education. Access for students of all backgrounds is a key feature of a fair and democratic society.

But right now, our students in Ontario pay the highest tuition fees in the country.

In fact, last year, for the first time, tuition fee revenue exceeded public operating funding for Ontario's universities. Tuition fees now account for more than half of university budgets.

This privatization by stealth has been happening for years.

But our universities are meant to be public and supported by public funding. The fact that students and their families are bearing the majority of the cost of higher education in Ontario is unacceptable.

OCUFA calls for increased public funding so that we can begin to address high tuition fees, and ensure high-quality education across the postsecondary system in Ontario.

We also see the impacts that the pressures of underfunding have in our day-to-day work on campus – larger class sizes, less time to mentor students, and growing numbers of contract faculty in precarious jobs.

We need adequate funding for postsecondary education in this province to ensure that education is accessible and our universities are supporting good jobs.

Thank you for inviting faculty to speak at this important event.

We have been working with students in the Fight for \$15 & Fairness to ensure decent work for all.

And, we will work with students to fight the fees, to ensure education is accessible to all.

The Executive Committee recommends to Council that:

**Recommendation:** Consistent with the recommendations of the *Truth and Reconciliation Commission of Canada* and with the goal of promoting the integration of indigenous ways of knowing and inclusiveness at the University of Toronto, the Executive Committee recommends that UTFA have the Chair of any UTFA meetings start the meeting by reading the following acknowledgement of the tradition land owners on whose territories we are holding this meeting with the stated frequency of once a semester for UTFA Executive and other committee meetings, at every UTFA Council meeting, the UTFA AGM, and every UTFA public event. The text of this acknowledgement is as follows and has been approved by the Governing Council of the University of Toronto on June 16, 2016.

*I (we) wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and most recently, the Mississaugas of the Credit River. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land*

**Background/Rationale:** This statement was developed in consultation with First Nations House and its Elders Circle, some scholars in the field, and senior University officials. The statement is applicable to all three campuses – UTM, UTSC, and St. George – as well as the Koffler Scientific Reserve at Jokers Hill, the Institute for Aerospace Studies (UTIAS), and is available to all members of the University community for use at University events as appropriate.

## Report to November 16th Council

### Retired Members Committee

The committee met on November 2<sup>nd</sup>. Several items were reviewed including the CURAC (May, in Saskatoon) and AROHE conferences (August, in Seattle), the discussions with respect to the possibility of a new university pension plan, the upcoming bargaining survey, and the upcoming reception in honour of the retired constituency.

The aforementioned reception will be held on November 24<sup>th</sup> at the Faculty Club. An invitation has gone out to the entire UTFa membership and I hope that many of you will be there – bringing a colleague with you. The guest speaker, David Ticoll, will give a presentation on autonomous vehicles and their impact on all of us.

Kent Weaver

Chair, Retired Members Committee