

UTFA Council Agenda

December 12, 2016 – 3:00 – 5:00 p.m.

Upper Dining Room
Faculty Club, 41 Willcocks Street

1. Approval of the Agenda
2. Minutes of Previous Meetings
 - a. November 16, 2016
3. Business Arising
 - a. From the Minutes of Council
 - b. From the Summary of the Minutes of the Executive Committee
 - i. November 11, 2016 *
4. Announcements (5 min)
5. Order of the Day – 3:15 p.m. (30 min)
Larry Savage, Brock University: Social Mapping of the Workplace
6. Report of the President (20 min)
 - a. Joint Committee meeting *
 - b. Self-funded research grants (A. Motsch)
[Self-Funded Research Grant Program Guidelines](#) and [Self-Funded Research Grant Program Application Form](#)
<http://www.faculty.utoronto.ca/self-funded-research-grant-program-re-launch/>
 - c. Beyond Territorial Acknowledgements
<http://memos.provost.utoronto.ca/statement-of-acknowledgement-of-traditional-land-pdadc-72/>
 - d. Lancaster pensions conference (T. Zoric)
 - e. Panel on new legislation about Statistics Canada and the reliability of data (A. Motsch)
 - f. Update on Richard Freishtat event on SETs in April 2017 (C. Evans)
 - g. Other matters
7. Report of the Vice-President, Salary, Benefits, Pensions and Workload (10 min)

- a. Approval of UTFA Negotiating Team *
 - b. Other matters
8. Report of the Vice-President, University and External Affairs * (10 min)
- a. CAUT highlights (Thank you to UTFA from the Academic Freedom Fund, asks for Parliament Hill, Performance Metrics)
 - b. Report from the December 7 UTEAU meeting
 - c. Looking toward 2017
 - d. Other matters
9. Report of the Vice-President, Grievances (5 min)
10. Report of the Chair of the Equity Committee (10 min)
11. Report of the Chair of the Membership Committee (5 min)
12. Report of the Chair of the Retired Members Committee * (Regrets) (Written Report)
13. Reports from the Floor of Council
14. Other Business
- a. Next meeting of Council
Thursday, January 19, 2017
3:00 to 5:00 p.m.
15. Adjournment

*materials attached



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Council Summary

UTFA Executive Minutes

November 11, 2016 – 2:00 p.m. – 4:00 p.m.

UTFA Boardroom

Chair – K. MacDonald

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

Also Present: H. Diggle (General Counsel), M. Horban (Business Officer), C. Penn (Administrative Assistant and notes)

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

1. Approval of the agenda: The agenda was approved as distributed.
2. Minutes of previous meetings:
 - a. September 9, 2016: The September 9 Council summary was approved as amended.
 - b. October 14, 2016: The October 14, 2016 minutes and Council summary were approved as amended.
 - c. October 28, 2016: The October 28 minutes and Council summary were approved as amended.
3. Business arising (not elsewhere on the agenda)
 - a. Action List: Some items were removed from the action list. A brief discussion of self-funded research took place.
4. Report of the Treasurer (10 min)

E. Damiano reported that the Financial Advisory Committee met to review UTFA's asset allocation in relation to the investment policy. At the June Council meeting there were questions about whether UTFA's investments are ethical. We are fulfilling all of the standards set out by 350.org.

E. Damiano explained how our different investment funds work. Given our small size, our investments are as neutral as they can be. He noted that he presented a list of UTFA's investments at the last Council meeting and said that he would prepare a presentation for the December Council meeting.

5. Report of the President (35 min)
 - a. Invitation to Richard Freishtat for an event on SETs in April 2017 * (C. Evans)

C. Evans reported on the Richard Freishtat workshop and lecture on April 3 and 4, 2017, which are being advertised on the UTFA website and the Facebook page.

Monday, April 3, 2017, 3:00 to 7:00 p.m. - William Doo Auditorium, 45 Willcocks St. Workshop (open to UTFA Members only): 'Strengths-Based Pedagogy [or How to Teach from your Strengths].'

<http://www.utfa.org/content/strengths-based-pedagogy-or-how-teach-your-strengths>

Tuesday, April 4, 2017, 6:00 -7:00 pm, Innis College Town Hall. Public Lecture: 'How SETs negatively impact advances in learning and pedagogy.' A reception for UTFA Members at the Faculty Club will follow the lecture.

<http://www.utfa.org/content/how-sets-negatively-impact-advances-learning-and-pedagogy>

- b. Academic forum to discuss Bill C-16 and the gender provisions of the Ontario Human Rights Code (OHRC)

<https://www.utoronto.ca/news/examining-bill-c-16-and-ontario-human-rights-code>

C. Messenger reported that a date has not yet been set for an academic forum to discuss Bill C-16 and the gender provisions of the Ontario Human Rights Code (OHRC). The Administration is planning this, as a forum and not a debate. It is expected that speakers would include Professor Jordan Peterson.

- c. Pensions and Pension Town Hall postponement * (E. Damiano)

C. Messenger noted that the pension town hall meeting has been postponed, possibly to March. The landscape on pensions in the province is changing rapidly. A Q&A is being developed for the website. A pension town hall will be arranged after we have sent out a minimum of information to our members.

E. Damiano reported on the latest information on solvency funding. A new document has come down from the government, amending the solvency funding regulation so that, for the three years following the next actuarial valuation filing, the pension plan would have to make solvency payments only on 1/4 of the solvency deficit, and interest payment only on the remainder.

The UofT pension plan has an estimated solvency deficit of 1.6 billion at July 1, 2016, which is a lot more than our going concern deficit. In principle, the solvency regulations say that the solvency deficit must be repaid within five years. If our plan were to follow these regulations, starting July 2018 we would have to make solvency payment in excess of \$300 million per year over the next five years. The amendment to the solvency regulation dramatically decreases the required payments. The plan actuary estimates that, based on the July 2016 estimated valuation, with the new regulation UofT would have to increase its payment by about \$16 million per year starting in 2018. This is far from the doomsday scenario that could arise under the normal solvency funding regulation and is a manageable amount.

- d. Website redesign

C. Messenger said that we are looking at redesigning the website. A. Lo will be coordinating this project. We are gathering names of website designers, including some who have worked on UofT websites. Any proposals will be brought to Executive for review.

R. Gillis suggested forming a communications subcommittee to work with A. Lo. C. Messenger said that a subcommittee could also involve Council members.

The members discussed what changes are needed on the UTFA website. It was noted that both form and content must be addressed.

- e. Joint Committee meeting – November 28

C. Messenger asked the members to forward any items they have for the Joint Committee meeting.

- f. Part-time appointments policy

C. Messenger reported that we hope to put some suggestions for changes to this policy before the SBPW committee. It was discussed at the Appointments and Teaching Stream Committees.

g. Other matters

M. Attridge said that, like UTFA, St. Michael's College will be going into bargaining this year as well. Its contract will expire June 30, 2017. A notice of intention to bargain needs to be filed 90 days before.

6. Executive Orientation (M. Horban) (20 min)

M. Horban gave a short presentation on the UTFA office and the work of committee chairs.

She spoke about committee email aliases; scheduling meetings through C. Penn; and how to be reimbursed for out of pocket expenses. She noted that committee chairs should prepare an agenda for their meetings, someone should take notes for a record of the committee's work, and an attendance list should be kept. These materials should be given to C. Penn. Chairs should check the terms of reference for committees in the Constitution and Bylaws, and should pass on materials to their successors.

M. Horban said that an UTFA member may come to a meeting or two as a guest, but if they come regularly Council should approve them as a member. Only Council-approved committee members may vote at meetings.

M. Horban noted that committee chairs should begin preparing their AGM newsletters reports in January.

M. Horban provided an update on the final phase of renovations in #410.

M. Horban said that office hours are 8:00 a.m. to 5:00 p.m. C. Penn can provide assistance early in the morning; her day ends at 4:00 p.m. The UTFA office as a whole is private; there is confidential information in the private offices and no one should go in unless invited.

M. Horban said that she attended an AODA training workshop put on by OCUFA. Staff and Executive members need to receive training.

M. Horban gave an update on release time transfers.

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

J. Jenkins reported that the Membership Committee met on November 3 and 18 people attended. She outlined some areas that the committee will be working on in this academic year and gave examples:

- A panel discussion on issues such as copyright, open access, ownership of research, etc.
- Outreach in several areas, e.g., reaching out to new faculty, talking about non-monetary issues, and having small groups meet to discuss specific issues.
- Developing a better communications strategy to improve the presence of UTFA on the campus.
- Several social events for members.
- A speaker series called "Whose University is it Anyway?" to be held in four parts, on research, teaching, governance and equity, with panels composed of speakers from UofT and elsewhere.
- Pension outreach, coordinated with K. MacDonald and P. Downes, to develop written materials that Council members can use to have informal discussions in their departments, educating the membership in a lead-up to the pension town hall.
- Focus groups on part-time faculty.
- Focus groups to discuss the Librarians Policy.

J. Jenkins said that there is a desire to get new faculty involved and to reignite the personal aspect of organizing. The events will engage faculty and librarians, showing intellectual leadership and bringing members together for discussion and action.

M. Attridge said that OCUFA has set out governance as a priority this year and will be putting out a report on it in the spring, examining what good governance would look like. He suggested inviting a

representative from OCUFA to give a presentation to Council and perhaps to the membership. The members discussed this suggestion.

K. Scheaffer said that a series of postcards were developed and mailed to the university community to bring attention to the fact that the Librarians Policy has not been updated in 38 years. These postcards focused on the St. George campus, and she is working with the Membership Committee to have a digital version made up highlighting the UTM and UTSC campuses.

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

K. Scheaffer reported that the Librarians Committee has met twice this term. They are working on a communiqué to go out with the Librarians survey. They reviewed the survey worked on by ACALP, and the communiqué, in tandem with the SBPW survey. She thanked H. Sonne de Torrens for all her work.

a. CAUT Librarians and Archives Conference *

K. Scheaffer noted the written report on the Librarians and Archivists Conference that she attended along with H. Sonne de Torrens, W. Kemble, and V. Skelton. It was worth attending and very realistic.

b. ACALP Update (H. Sonne de Torrens)

H. Sonne de Torrens gave an update on the work of ACALP, which has met and prepared a draft survey.

c. Other matters

There were no other matters.

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

a. Part-time Appointments Policy

M. Attridge reported on a meeting of the Appointments Committee. He, C. Messenger, and T. Zoric are drafting a survey to part-time members, intended to let them know that we are moving forward to propose revising the Policy and Procedures on Employment Conditions of Part-time Academic Staff. They hope to get ideas and identify issues of concern, then follow up in focus groups in the new year.

M. Attridge noted that the University of Manitoba is on strike and the main issue of contention is workload. Class sizes are increasing and learning conditions are not good. The administration rescinded its previous salary offer and the union has grieved to the Labour Board. UTFA has sent a donation.

b. Other matters

There were no other matters.

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

a. November 2 Day of Action

L. Kohn called the members' attention to the statement she made at the November 2 Day of Action. She was asked to represent OCUFA over a two day period, which included a press conference on Monday, and Tuesday morning with students, including a march. She spoke to those gathered using the text that OCUFA provided. The request was for better support and not for free tuition.

b. UTFA Awards

L. Kohn reported that the committee met and selected one graduate and two undergraduate award recipients. Each undergraduate recipient will receive \$6,400. The Al Miller Memorial Award recipient was superior to the other candidates and had a strong financial need, therefore, the committee decided to make this award only, of \$2,000. The committee discussed revisiting the amounts for these awards.

The members discussed how UTFA could increase the award for graduate students. E. Damiano said that UTFA could have another award for graduate students that is not endowed.

c. Other matters

L. Kohn suggested inviting Homa Hoodfar to speak at one of the UTFA lectures being proposed. She could speak on gender equity, human rights, etc.

L. Kohn has been considering possible lecturers for the C.B. Macpherson Lecture, including Louise Arbour, a former justice of the Supreme Court of Canada and UN High Commissioner for Human Rights.

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

a. Retired Members event

K. Weaver said that a Retired Members event is scheduled for November 24 from 2:00 to 4:30 p.m. at the Faculty Club. David Ticoll, from the Munk School of Global Affairs, will give a presentation on autonomous vehicles and their implications for all of us:

<http://www.utfa.org/content/driving-changes-how-vehicle-automation-about-change-life-we-know-it>

K. Weaver reported that the Retired Members Committee had met, with C. Messenger present. The members were enthusiastic and discussed bargaining, pensions, benefits, a pension town hall, and a reception. C. Messenger raised questions about financial support for the Senior College Centre. She was asked to get more information from Peter Russell so that an informed decision could be made.

b. Other matters

There were no other matters.

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

R. Gillis provided some background information for the motion he was proposing.

R. Gillis, seconded by K. Scheaffer, moved that:

the Executive Committee recommend to Council the following motion:

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, I move that UTFA start all Council, Executive and Committee meetings by having the Chair of that meeting read the following acknowledgement of the traditional land owners on whose territories we are holding this meeting. 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

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 and the Institute for Aerospace Studies (UTIAS), and is available to all members of the University community for use at University events as appropriate.

M. Attridge asked if the land referenced extends to St. Michael's College. He said that he would like to propose it to his faculty council and suggest faculty should read it before each class.

The members discussed how often they thought the statement should be read at the different types of meetings that UTFA holds, so that it means something and is not just as gesture.

A. Motsch, seconded by K. Banning, moved the following friendly amendment (amendments **bolded**):

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 meeting start the meeting by reading the following acknowledgement of the traditional 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 and the Institute for Aerospace Studies (UTIAS), and is available to all members of the University community for use at University events as appropriate.

R. Gillis and K. Scheaffer accepted the friendly amendment.

Carried.

13. Report from the Members-at-Large

The Members-at-Large had nothing new to report.

14. Council Agenda – November 16, 2016 * (5 min)

The members reviewed the Council agenda and provided some additional agenda items.

15. Other Business

T. Zoric will chair the next meeting.

- a. Next scheduled Executive Committee meeting
Wednesday, November 30 – 2:30 to 4:30 p.m.
- b. Next scheduled Council Meeting
Wednesday, November 16 – 3:00 to 5:00 p.m.
Room L1060, Rotman School of Management

16. Adjournment

It was duly moved and seconded that:

the meeting adjourn.

Carried.

The meeting adjourned at 4:10 p.m.

Chris Penn
Administrative Assistant

Joint Committee Agenda

November 28, 2016

8:00 – 10:00 a.m.

UTFA Boardroom

#410, 720 Spadina Avenue

1. 2011 Special Retirement Program – request for an update (UTFA) (Cynthia)
2. Provincial Funding Formula (UTFA) (Cynthia)
3. Provincial Requirements on the Evaluation of Teaching (UTFA) (Terezia)
4. Electronic Privacy – request for an update (UTFA) (Ken)
5. PERA Funds – change in travel regulations (UTFA) (Ken)
6. Family Resource Centre (UTFA) (Cynthia)
7. United Way Campaign (UTFA) (Linda)
8. Contracting out of workers on campus (UTFA) (Linda)
9. Other matters

The Executive Committee recommends to Council the following as members of the Negotiating team to serve in the round of bargaining to begin in 2017:

Linda Kohn, Vice-President, University and External Affairs; UTM Biology

Ken MacDonald, Vice-President, SPBW; UTSC - Human Geography

Cynthia Messenger, President; Innis College Writing and Rhetoric Program

Katharine Rankin, UTFA Council representative, Psychology, Geography; Department of Geography

Kathleen Scheaffer, Chair, Librarians Committee; Librarian, Faculty of Information Studies

Kent Weaver, Chair, Retired Members Committee; Retired Member

Terezia Zoric, Vice-President, Grievances; OISE/UT - Department of Sociology & Equity Studies in Education

Retiree Members Committee Report

The event in honour of UTFA's retired constituency was held last week on November 24th at the Faculty Club. A number of UTFA members, about half of whom were retirees, along with a couple of interested Ph.D. students, heard a presentation from David Ticoll about autonomous vehicles and the difference they are going to make in all of our lives over the next several years.

It was an honour to read the *Statement of Acknowledgment of Traditional Land* for the first time at an UTFA event following its adoption by Council. The statement was included in the programme which was handed out to each attendee. Please see the attached.

I was very happy with the turnout and the participation of various members of both the Retired Members Committee and of the Executive. For all of their help with the planning, the logistics, the communications and keeping me on the road, I want to thank Marta, Chris and Aylwin.

Kent Weaver, Chair

UTFA Retired Members Committee

Ed Barbeau
Elinor Fillion
Helen Grad
Lino Grima
Mary Alice Guttman
Bob Pilliar
Helen Rosenthal
Kent Weaver

UTFA Council Members – Retired Members Constituency

Ed Barbeau
Elinor Fillion
Mary Alice Guttman

Driving Changes

Vehicle Automation and the Future of Our Cities

WITH David Ticoll, Distinguished Fellow
Innovation Policy Lab, Munk School of Global Affairs



UTfA
UNIVERSITY OF TORONTO
faculty ASSOCIATION

UTFA Event and Reception
Sponsored by the UTFA Retired Members Committee

Faculty Club
Thursday, November 24, 2016

Programme

“The first Annual Meeting of the ATS was on the first of December, 1954. Its highlight was an address by Sidney Smith who as President, gave his blessing to the new faculty association ... and suggested that sixty-five was too low a retirement age.”¹

2:15 Statement of Acknowledgment of Traditional Land and Introductory Comments – Kent Weaver, Chair, UTFA Retired Members Committee

Welcome – Cynthia Messenger, President, UTFA

Introduction of Guest Speaker – Kent Weaver

2:30 David Ticoll, “Driving Changes: Vehicle Automation and the Future of our Cities”

Questions and Answers

3:30 Reception

David Ticoll is the author of *Driving Changes: Automated Vehicles in Toronto*, a paper commissioned by the City Of Toronto. He has written and presented in numerous fora on this topic and tweets at @dticoll.

In January of 2016 the University of Toronto established the Steering Committee for the U of T Response to the Truth and Reconciliation Commission Report. The Committee presented its interim report on July 7, 2016: <http://www.utfa.org/TRCInterim>

The committee’s final report is expected by the end of this year.

The following statement was developed in consultation with First Nations House and its Elders Circle, some scholars in the field, and senior University officials. It was approved earlier in the year by Governing Council and by UTFA Council on November 16, 2016.

Statement of Acknowledgment of Traditional Land

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.

¹ William H. Nelson, *The Search for Faculty Power: The History of the University of Toronto Faculty Association, 1942 – 1992* Toronto: The University of Toronto Faculty Association, 1993, p. 15.