

UTFA Council Agenda

Wednesday, June 13, 2018 – 3:00 – 5:30 p.m.
Room 205
Claude T. Bissell Bldg. (also called iSchool)
140 St. George Street

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1. Approval of the Agenda
 2. Introduction of new Council members (J. Newman)
 3. Minutes of Previous Meetings
 - a. May 15, 2018 *
 4. Business Arising
 - a. From the Minutes of Council
 - b. From the Summary of the Minutes of the Executive Committee
 - i. May 3, 2018 *
 5. Release Funds * (10 min) (C. Messenger)
 6. Summer Authority * (5 min)
 7. Report of the Nominating Committee * (90 min)
 8. Report of the President (10 min)
 - a. Nomination of Representative to UofT Pension Committee
 - b. Additions to Librarians Committee *
 - c. Motion to Constitute a Committee to Review and Revise the UTFA Constitution and Bylaws*
 - d. Motion to Constitute a Committee to Review Nomination and Election Bylaws and practices *
 - e. Acknowledgement of departing Council members
 - f. Other matters
 9. Report of the Treasurer (10 min)
 - a. Year-to-date and Draft interim budget *

b. Other matters

10. Report of the Vice-President, Salary, Benefits, Pensions and Workload (10 min)

11. Report of the Chair, Teaching Stream Committee (5 min)

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

13. Other Business

a. Next meeting of Council

TBA

14. Adjournment

* materials attached



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UTFA Council Minutes

Tuesday, May 15, 2018 – 3:00 – 5:00 p.m.

Upper Dining Room, Faculty Club

41 Wilcox Street

Present:

Executive: K. Banning, A. Braun, C. Evans, L. Florence, R. Gillis, A. Taleghani, K. MacDonald, C. Messenger, K. Scheaffer, H. Sonne de Torrens, M. Tavakoli-Targhi, K. Weaver, T. Zoric

Present: M. Allen, M. Attridge, E. Barbeau, K. Bickmore, J. Berkovitz, E. Fillion, D. Gastaldo, P. Grav, C. Guberman, M.A. Guttman, P. Hamel, W. Kemble, M. Light, J. Macdonald, J. Nogami, M. O'Connor, M. Peski, J. Poë, S. Prudham, D. Roberts, H. Rodd, L. Shade, V. Skelton, L. Stewart, A. White, N. Wiseman

Regrets: A. Fenner, D. Heap, J. Jenkins, B. McDonagh

Absent: L. Austin, L. Chen, D. Cooper, P. Gauvreau, R. Helms-Park, L. Kohn, J. Lanca, J. Newman, K. Rankin, R. Sarabia,

Also Present: D. Campanella (Research analyst)
H. Diggle (Counsel)
M. Horban (Business Officer)
A. Lo (Communications, Outreach Campaign Support Officer)
H. Nowak (General Counsel)
S. Olexson (Counsel)
R. Schmelzer (Grievance Assistant and Note Taker)

C. Messenger called the meeting to order at 3:05 pm.

1. Approval of the Agenda

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

the agenda be approved as distributed.

C. Evans, seconded by A. Braun, moved that:

the meeting go in camera to discuss the agenda.

Carried.

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

return to the regular meeting.

Carried.

C. Messenger called the question.

Carried.

2. Minutes of Previous Meetings

a. April 11, 2018 *

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

the minutes be approved as amended.

Carried.

3. Business Arising

a. From the Minutes of Council

There was no business arising from the minutes of Council.

b. From the Summary of the Minutes of the Executive Committee

i. February 27, 2018 *

ii. March 16, 2018 *

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

4. Order of the Day: 3:15 p.m. – Gender Salary Gap Update * E. Phillips, Goldblatt Partners (20 min)

C. Messenger introduced E. Phillips, who spoke about the draft association grievance on the gender salary gap, which Council approved, based on evidence of persistent and systemic gender salary discrimination at UofT.

E. Phillips reported that D. Campanella analyzed similar studies at other universities, and that UTFA also retained an outside statistician. The findings revealed that salary discrimination occurs at very particular moments, for example, in starting salary discrepancies, and that promotion is a gendered process. Rank is usually gender-biased and correlated with salary, and deans' awards and salary anomalies are gendered.

The draft grievance was presented to the Administration in March. It was decided to go to mediation with William Kaplan. This will take place at some time in the fall.

A second problem exists around pay equity. Under the Act, all employers are required to achieve and to maintain pay equity. UTFA wrote to the Administration about this legal obligation. The gender gap has proven to be systemic and violates the Memorandum of Agreement, the Human Rights Code, and Section 42 of the Employment Standards Act.

UTFA asked for key remedies, such as: retroactive increase of salaries and adjustments to pension payments; a joint committee assigned to discuss the impact of the gendered problems that appear in key moments such as starting salary, deans' awards, and PTR; and a follow-up review, which some universities have already implemented. E. Phillips said that if these problems reappear we have to continue to audit compensation to ensure gaps are not recreated.

Questions and comments raised in discussion touched on:

- pay equity and obligations under the Pay Equity Act
- the challenges of drawing on statistics where samples are small
- equity issues affecting retired faculty and librarians

5. Report of the President * (30 min)

L. Florence took the chair.

a. JSPP funding update

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

the meeting go in camera

Carried.

b. Executive Nomination Process

The meeting continued in camera.

C. Evans, seconded by K. MacDonald, moved to:

return to the regular meeting.

Carried.

J. Poë, seconded by K. Bickmore, moved that:

1. the Nominating Committee should be asked to remain seized of its responsibilities and re-submit its slate, possibly expanded, and report to Council members by May 26,
2. additional nominations close on June 5, and
3. the vote on the nominees take place at the June 13 meeting of UTFA Council.

C. Evans, seconded by D. Gastaldo, moved that:

the meeting go in camera.

Carried.

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

return to the regular meeting.

Carried.

J. Poë suggested the following revised schedule:

1. that the Nominating Committee report to Council by May 25,
2. additional nominations close on June 5, and
3. the vote take place at the June 13 Council meeting

She explained that while her suggestion violates the absolute dates in the Bylaws, the current schedule (May 8, May 10, and May 15) violates both those absolute dates and the intervals between them. Giving appropriate time for all Council members to participate in the process should take precedence over the absolute dates. The outcomes may or may not be affected by this change, but the integrity of the nominating process will be preserved.

The vote on this friendly amendment was called.

Carried, with one opposed.

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

1. the Nominating Committee should be asked to remain seized of its responsibilities and re-submit its slate, possibly altered, and report to Council members by May 25,
2. additional nominations close on June 5, and
3. the vote on the nominees take place at the June 13 meeting of UTFA Council.

Carried.

C. Messenger took the chair.

6. Report of the Chair of the Nominating Committee (20 min)

M. Tavakoli-Targhi expressed his opinion about the redundancy of his report in light of the motion just passed.

M. Tavakoli-Targhi said that he indicated previously that Article 10.2 of the UTFA Bylaws gives 80 days for deliberation, and noted that out of those 80 days, 50 were lost, which hampered the election process. He also noted that even though the committee had five members initially and then one withdrew, the committee succeeded in carrying out its responsibilities. He said that on March 22 he circulated the chart of term ends and discussed the significance of the list and the available positions, and the importance of having at least two candidates for each position. He said that the Nominating Committee had fulfilled its commitment to Article 10.3 and informed the Council of the vacant positions.

V. Skelton thanked M. Tavakoli-Targhi for his work as the Nominating Committee's chair.

E. Barbeau, seconded by J. Macdonald, moved that:

the meeting be extended by 20 minutes

Carried.

7. Report of the Vice-President, Salary, Benefits, Pensions and Workload (45 min)

- a. Negotiating Update and Motion *

H. Sonne de Torrens, seconded A. Braun, moved that:

the meeting go in camera.

Carried.

H. Sonne de Torrens, seconded by K. Weaver, moved to:
return to the regular meeting.

Carried.

The Executive Committee recommends that:

Council ratify the signed April 25, 2018 Memorandum of Settlement and the April 25, 2018 proposal regarding Senior College

Carried.

b. Other matters

There were no other matters.

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

a. WLPP update

T. Zoric said that UTFA has made clear to the Administration that what we want is transparency in regard to PTR and Workload in both the tenure and the teaching stream. For example, if you are a tenured professor and take the associate chair position, you should be evaluated professionally in terms of the distribution of your workload.

b. PTR Distribution of Effort

T. Zoric reported that C. Messenger leads on this issue while she is responsible for Workload

c. Sexual Violence Letter of Understanding

T. Zoric said that UTFA managed to make a solid argument on Sexual Violence, which paved the way for other successful rounds.

d. Other matters

There were no other matters.

9. Report of the Chair of the Membership Committee (15 min)

a. Cross-appointed faculty and librarians

The report will be presented at the next Council meeting

b. Other matters

There were no other matters.

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

a. Approval of new member to the Librarians Committee*

The report will be presented at the next Council meeting.

b. Other matters

There were no other matters.

11. Report of the Chair of the Appointments Committee (Written report)

12. Other Business

T. Zoric initiated a brief discussion about there not being a fifth member on the Nominating Committee.

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

a fifth person be added to the Nominating Committee, specifically Jun Nogami, and Kent Weaver serve as a consultant.

Carried.

- a. Next meeting of Council
Tuesday, June 13, 2018
3:00 – 5:00 p.m.

Room 205, Claude T. Bissell (iSchool) (attached to Robarts Library)

13. Adjournment

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

the meeting adjourn.

Carried.

The meeting adjourned at 5:40 p.m.

R. Schmelzer
(Grievance Assistant and Note Taker)

Council Summary
UTFA Executive Minutes

Thursday, May 3, 2018 – 11:00 a.m. – 1:00 p.m.
UTFA Boardroom
Chair – C. Messenger

Present: A. Braun, C. Evans, L. Florence, R. Gillis, K. MacDonald, C. Messenger (Chair),
K. Scheaffer, H. Sonne de Torrens, M. Tavakoli-Targhi, T. Zoric

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

Regrets: K. Banning, A. Taleghani, K. Weaver

C. Messenger called the meeting to order at 11:10 a.m.

1. Approval of the agenda Approved as distributed.
2. Minutes of the previous meeting
 - a. February 27, 2018 *
 - i. Executive minutes
 - ii. Council summary

A. Braun, seconded by H. Sonne de Torrens, moved that:
the minutes be approved as amended.

Carried.

- b. March 16, 2018 *
 - i. Executive minutes
 - ii. Council summary

Approved as distributed.

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

It was agreed to defer discussion of the action list to the next meeting.

4. Order of the Day: Trustee Boards (Administrative Boards) in JSPPs (Marcin Peński) (20 min)

C. Messenger said that the next step in the pension plan design is to determine the model of the administrative board. She noted that M. Peşki sits on the ad hoc committee that will look at potential designs and make recommendations to the broader JSPP committee.

M. Peşki said that the committee hopes to have something to present to the broader JSPP committee by the end of July. He then gave a PowerPoint presentation on administrative boards in JSPPs.

H. Mackenzie provided additional information.

The members discussed M. Peşki's presentation and H. Mackenzie's information in some depth.

C. Messenger asked M. Peşki to give this presentation at the June Council meeting. She asked H. Mackenzie to attend as well.

5. Report of the President (25 min)

a. CAUT Council

C. Messenger reported on the four-day CAUT Council meeting. She reported that at this meeting K. Scheaffer was approved to sit on the Librarians' and Archivists' Committee.

C. Messenger noted that CAUT Council is larger than ever, with broader representation from CUPE and contract faculty. CAUT always has the issue of contract staff on the agenda and has staff dedicated to it.

b. Release funds

C. Messenger said that as the proposal that the Ad Hoc Committee on Release Funds presented to Council was not approved, the Committee may need to continue to meet to develop additional proposals.

c. PTR Bargaining Proposal

C. Messenger said that K. MacDonald will discuss this proposal under his report.

d. AGM turnout

C. Messenger said that the turnout for AGM was poor and we did not reach quorum.

The members discussed different tactics to draw members to the AGM, including messages from Council members to their constituents; a more active Facebook page; publicizing the event earlier; and having a speaker in place even a year in advance.

e. Executive Director Hiring Update

C. Messenger said that the Executive Director Hiring Committee has met and has incorporated some of the suggestions from Council into the job posting. A full job description is being developed. When we have both documents, the job will be posted with a link to the job description.

f. Gender Salary Update

C. Messenger said that a draft grievance was sent to the steering committee for feedback. We are going into mediation with the Administration in the hope of not having to file an official grievance.

C. Messenger said that she would send the draft grievance to Council.

g. Nominating Committee Bylaws *

A. Braun, seconded by L. Florence, moved that:

the meeting go in camera.

Carried.

K. MacDonald, seconded by H. Sonne de Torrens, moved to:
return to the regular meeting.

Carried.

h. Council Agenda

C. Messenger reminded the members of the next meeting of Council on May 15.

i. Other matters *

Due to time constraints, this item was deferred to the next meeting.

6. Report of the Vice-President, Salary, Benefits, Pensions & Workload * (30 min)

a. Update on bargaining

K. MacDonald, seconded by T. Zoric, moved that:
the meeting go in camera.

Carried.

K. MacDonald, seconded by H. Sonne de Torrens, moved to:
return to the regular meeting.

Carried.

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

the Executive Committee recommend that Council ratify the 2018–2020 Memorandum of Settlement.

Carried.

b. Other matters

There were no other matters.

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

See item 5g above.

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

a. PDAD&C Memo # 68 On Freedom of Speech at the University of Toronto *

R. Gillis encouraged the members to read this document.

b. CAUT Equity Conference

c. OCUFA Equity Committee

d. Standards Development Committee on the Accessibility for Ontarians with Disabilities Act

Due to time constraints items b, c, and d were deferred to the next meeting.

e. The Singular Freedom of Academic Freedom - Eve Haque *

R. Gillis encouraged the members to read this document.

f. CAUT Respectful Workplace Policies – Feb. 2018 *

R. Gillis asked the members to review this document and to think about what UTFA could incorporate into a document of our own. We need to do more on this issue and to have a forum to discuss it.

T. Zoric suggested that the Grievance and Equity Committees look at respectful workplace policies and how they affect academic freedom.

g. Other matters

R. Gillis reported that OCUFA wrote an open letter to the Ministry of Advanced Education and Skills Development pointing to problems with the Ministry's consultation paper on Strategic Mandate Agreements (SMA3) and metrics. They are protesting the short consultation timeline and also making suggestions on the metrics and outcomes-based funding approach.

9. Report of the Chair of the Membership Committee (15 min)

a. Cross-Appointment Survey Results *

M. Tavakoli-Targhi, seconded by K. MacDonald, moved that:

the meeting go in camera.

Carried.

R. Gillis, seconded by A. Braun, moved to:

return to the regular meeting.

Carried.

M. Tavakoli-Targhi said that he will write a report from the survey findings.

C. Messenger commended the idea of conducting this survey.

b. Other matters

There were no other matters.

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

a. Workload Update

T. Zoric said that as of the end of the last mediation session, Workload and PTR still need to be negotiated.

b. Other matters

There were no other matters.

11. Report of the Chair of the Appointments Committee (10 min)

Due to time constraints, this item was deferred to the next meeting.

a. Report on the Tenure Workshop

b. Report on the Part-time Appointments at the UofT Panel and Conference

c. Other matters

12. Other Business

- a. Next scheduled Executive Committee meeting
Thursday, May 24, 2018
10:30 – 12:30 p.m.

- b. Next scheduled Council Meeting
Tuesday, May 15, 2018
3:00 – 5:00 p.m.
Upper Dining Room, Faculty Club

- d. Adjournment

T. Zoric, seconded by K. MacDonald, moved that:
the meeting adjourn.

Carried.

The meeting adjourned at 2:30 p.m.

Chris Penn
Administrative Assistant

RELEASE TIME for 2017-2018

Salary	\$148,457
Benefits (at 24.00%)	<u>\$35,630</u>
Total	\$184,087 = 1 FTE

**TOTAL ALLOCATION
FOR 2017-2018****FTEs****3.5****AMOUNT****\$644,303****ALLOCATION BY POSITION**

President	0.8	\$147,269
VP, Grievances	0.5	\$92,043
VP, SBP	0.5	\$92,043
VP, U&EA	0.3	\$55,226
Treasurer	0.175	\$32,215
Committee chairs		
Appointments	0.175	\$32,215
Equity	0.175	\$32,215
Librarians	0.175	\$32,215
Membership	0.175	\$32,215
Teaching Stream	0.175	\$32,215
Members-at-large		
1	0.113	\$20,802
2	0.113	\$20,802
3	0.113	\$20,802

3.489**\$642,278**

Item 6: The Executive Committee recommends to Council that:

Until the next regular meeting of Council (in September), summer authority be granted to the UTFA Executive Committee to:

- (i) Conduct normal UTFA business
- (ii) Authorize usual expenditures

How appointment of the 2018-2019 Executive Committee will proceed:

1. Uncontested positions, excluding members-at-large

The slate of nominees to uncontested positions, excluding members-at-large, will be appointed by a show of hands.

2. Contested positions

Nominees for the three contested positions will be elected by secret ballot, using ballots that will be distributed at the beginning of the meeting.

For each position, immediately after both candidates have delivered their statements and taken questions, ballots will be completed and collected for counting.

The outcomes of these three elections will be announced after all three sets of ballots have been counted.

3. Members-at-large

The UTFA Constitution states:

7.2 At least two of the members-at-large on the Executive Committee must be elected from the existing elected or appointed members of Council. If a majority of the members appointed to the Executive Committee aside from the members-at-large are also members of UTFA Council by virtue of representing a constituency, Council may appoint a third member-at-large from the UTFA membership who is not a member of Council. The appointment of members-at-large will take place after the appointment of other members of the Executive Committee, where necessary to give effect to this provision.

One of the nominees for member-at-large, Ken MacDonald, is not a member of Council by virtue of representing a constituency and is therefore ineligible for the position of member-at-large at the June 13 meeting of Council.

There are two paths by which Ken can be added as a member-at-large at a later date:

- a. Ken becomes an elected representative of his constituency. Once he is a member of Council again Council can appoint him to the Executive as a member-at-large;
- or
- b. Council may appoint Ken as the third member-at-large if “a majority of members appointed to the Executive Committee aside from the members-at-large,” in this case six, “are also members of UTFA Council by virtue of representing a constituency.” After items 1 and 2, as set out above, are conducted, there will not be six such members on the Executive Committee: three continuing members represent constituencies, as does one candidate for a contested position, which gives a total of three or four, depending on the outcome of the vote. This could, however,

rise to six over the summer. If it does, then Council could decide to appoint Ken as a member-at-large from the membership.

Accordingly, the only nominee for member-at-large who is eligible to be appointed at this time is Matthew Allen, who does represent a constituency on Council.

The eligible nominee for member-at-large will be appointed by a show of hands.

UTFA Executive Committee Nominations

Following is the full list of nominees for the 2018-2019 Executive Committee.

Vice-President, University and External Affairs

Two candidates:

Roy Gillis and Paul Hamel

Vice-President, Salary, Benefits, Pensions & Workload

Two candidates:

Kathleen Scheaffer and Lisa Kramer

Vice-President, Grievances

Terezia Zoric

Chair, Teaching Stream Committee

Kass Banning

Chair, Equity Committee

Azita Taleghani

Chair, Librarians Committee

Harriet Sonne de Torrens

Chair, Membership Committee

Two candidates:

Jens Hanssen and Keith Adamson

Chair, Retired Members Committee

Jody Macdonald

Member-at-Large

Ken MacDonald

Member-at-Large

Matthew Allen

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

I am pleased to put my name forward for the role of Chair – Membership Committee at the University of Toronto Faculty Association. In the 2017-2018 academic year, I attended many UTFA events, and I found myself inspired by its mission, and encouraged by the quality of its leadership and members. This experience left me wanting to serve and contribute to UTFA in a significant way. Serving as Chair of the membership committee will provide me with an opportunity to apply my leadership experience in mobilizing people and building community in large organizations. As Chair of the membership committee, I will effectively support UTFA in its mission to promote the welfare of tenure and teaching stream faculty, academic librarians, and the retired on all three campuses.

Academic appointment and education

I am an Assistant Professor, Teaching Stream in the Factor Inwentash Faculty of Social Work. In 2011, I completed my PhD in Psychology at Wilfrid Laurier and in 2015 completed a one-year Global Clinical Scholars Research Training Program at Harvard Medical School. I teach courses at the graduate level at the University of Toronto. Before my university appointment, I held senior administrative roles within three academic hospitals.

Vision and Goals for Chair of Membership committee

I would like to focus on two primary goals: the first goal is more process oriented and the second goal is more issues driven. The first goal would be to ensure that the membership committee has the right structures and processes in place to fully execute and optimize building a powerful and cohesive organization, acting in the collective interests of the full diversity of its membership. I believe in the principle that members within an association should feel a sense of community within the organization. A sense of community for me means that members should feel a sense of connection to UTFA; that they feel or think that what they communicate to UTFA matters; and that through working together on key work-life issues, the organization and the members develop a shared history. As such, to fulfill this first goal, I would engage the membership committee as well as key stakeholders in establishing an outreach vision and an accompanying outreach strategy. This exercise should also support answers to the following questions: are we reaching out to the broadest group possible that represents the diversity of our membership? ; are we getting feedback from the broadest group possible? Moreover, are there capabilities that we need to develop in order to enhance our outreach capacity? The second goal would be oriented to working with other members of UTFA's executive and council in campaigns to support current negotiations. For example, an outreach initiative around salary equity would be a priority issue, where we would require broad input from racialized groups, indigenous members and other groups that might be at a disadvantage in terms of salary equity. Examples of approaches for engagement of UTFA members could resemble small group meetings or social media outreach strategies as well as innovative approaches to engagement such as a strategy hive process – wherein individual stakeholders train to conduct interviews on an identified issue with 3 to 5 of their respective constituents and then bring back the information to UTFA.

Service in the broader community

I recently completed a four-year term as President of the Board of the Ontario Association of Social Workers (I held other executive positions prior to my election as President). The Ontario Association of Social Workers (OASW) is the voice of social workers in Ontario. I have been most proud of two major accomplishments. The first accomplishment was the successful professional advocacy initiative that resulted in passing of the Psychotherapy Act legislation in December 2017, which granted social workers the right to use the title of psychotherapist. Attached to the advocacy campaign for this initiative was a broad outreach program that aimed to mobilize association members to send emails to the health minister, meet with their members of provincial parliament as well as attend government consultations. The second accomplishment was the use of the hive strategy to support the development of a student strategy that aimed to improve student engagement and increase student membership within the OASW from Schools of Social Work across the province of Ontario.

Vision Statement
Member-at-Large

I would like to run for a two year term as a member-at-large. As the President and Council are now looking closely at part-time policy, I believe it is a particularly important time to have the views of part-time faculty represented on the Executive Committee. I would like to focus on research towards the part-time policy negotiations. This will involve discovering what is happening on the ground with part-time faculty and librarians across the three campuses, gathering and comparing documents across units, and working to understand a set of representative appointment types. Understanding the range of conditions and challenges will allow us to work towards policy improvements. I will consider organizing large events such as the upcoming "Part-time Appointments at the U of T" conference and smaller discussions to raise awareness of issues facing part-time faculty and librarians. As my own scholarly work has to do with invisible labor, this is a topic of deep interest to me. Besides work on part-time policy, I would also like to continue to work on the Teaching Stream Committee and the Salaries, Benefits, Pensions and Workload Committee. These areas overlap in many concrete ways with part-time policy; I hope that simultaneous work in these areas will further common goals.

As a part-time faculty member teaching humanities courses in a professional faculty, I have experienced and observed a wide range of appointment types at the University of Toronto. As a new member of UTFA Council since 2017, I still face much of the steep learning curve of policy at the University. I can offer my own enthusiasm and willingness to seek out advice as I come up to speed. And I can offer my eye for detail in identifying and pursuing changes that will improve the conditions of academic appointments across the University.

Thank you all again for your hard work!
Matthew Allen



Cinema Studies Institute
UNIVERSITY OF TORONTO

13 April 2018

Dear Professor Tavakoli and Nominating Committee,

I write to convey my interest in continuing in my role as chair of the Teaching Stream Committee on the UFTA Executive Committee for another term. In what follows I will review my contributions to UTFA thus far and offer my vision for the future.

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

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

I have devoted most of my efforts this last year attempting to ensure that the major changes to the Policy and Procedures for Academic Appointments (2015) and the approval of the new Policy and Procedures Governing Promotions in the Teaching Stream (2016) are upheld in the university-wide initiative to bring divisional teaching evaluation guidelines into line with the new policy language. These Divisional Guidelines for the Effectiveness of Teaching have gradually rolled out this past year. This has entailed working closely with in-house counsel to carefully scrutinize inconsistencies in both teaching and tenure stream language to ensure requirements are stated in clear language across 20

faculties. Given the glaring inconsistencies and enhanced requirements and benchmarks for assessment evinced in most of these guidelines, we are presently working towards submitting an Associational Grievance.

I have worked with a range of teaching stream faculty both within UTFA and the wider university community to advance the teaching stream during my term. While impressed with and appreciative of the tremendous gains UTFA has accomplished for the teaching stream prior to taking up this position, I believe that constant vigilance is required to ensure that these hard-won gains are not eroded. As an active researcher, my concern also lies with the issue of balance between course load and scholarship. While some teaching stream serve on dissertation committees and maintain a publication record course loads remain disproportionate to the tenure stream. I will continue to lobby for a welcoming package and research opportunities comparable to those that are afforded to tenure stream faculty only. The teaching stream is required to produce research, including research of a pedagogical or discipline-based nature, and is not offered sufficient support for this research. I will continue to highlight such inequities, regardless of the outcome of this year's bargaining efforts.

As a relative newcomer to the culture of UTFA, I believe I have made considerable progress towards comprehending the tremendous role that UTFA plays in the lives of faculty and librarians, and the effort, knowledge and skill-set that is required from its executive to serve our members responsibly. I wish to continue my full participation at UTFA, across a range of issues that affect all streams (tenure stream, teaching stream, and librarians). While mindful of my responsibilities as the Teaching Stream Chair, I am not a proponent of silo-like thinking. I have actively participated in debating all issues that impact all of our members. Securing and organizing UTFA's upcoming C.P. Macpherson lecture this fall attests to my ability to serve our members across roles and constituencies.

I would be honoured to continue the work I've initiated as an UTFA executive member.

Thank you for your consideration.

Yours,

Kass



Kass Banning
Associate Professor, Teaching Stream
Cinema Studies Institute
Chair, Teaching Stream Committee, UTFA

Nomination Statement for Vice-President, University and External Affairs

J. Roy Gillis, Ph.D.

I am Associate Professor in the Department of Applied Psychology and Human Development, employed at U. of T. since 1997, and active in UTFA since 2010. I am currently Chair of the Equity Committee (2016-2018) and have worked effectively and collegially in this role. My major accomplishments included work on the UTFA response to the Sexual Violence and Sexual Harassment Policy, promoting Indigenous initiatives at UTFA, serving on the Standards Development Committee for the Accessibility of the Ontarians with Disabilities Act (2005), work on the OCUFA Equity Committee, and the development of a donations policy. I have served in many senior administrative roles in my Department, and have been a member of many UTFA committees. I currently serve on the following committees: University and External Affairs, Salary, Benefits, Pensions and Workload, Membership, and Appointments. My motivation for running for this position is two-fold, first, as an opportunity for greater service to UTFA, and secondly, to provide innovative and inspired leadership for UTFA. My top priorities and solutions as VP, UEA would be: (1) Conduct focus groups/surveys to prepare UTFA members to participate fully in the discussions and decisions surrounding the Tri-Campus Review: "One University, Three Campuses" (PDAD&C #75)" which is scheduled for 2018-2019, (2) Educate and inspire members to engage in the campus debates around the intersections of academic freedom, free speech, human rights legislation and civility guidelines; (3) Document the evidence for increasing precarious employment and propose a path to guaranteed fair and stable employment, (4) Expand our current gender-based wage gap analysis to include additional underrepresented and marginalized groups, and identity and remove the core underlying factors contributing to these gaps, and (5) Monitor and hold the Administration responsible for faculty and librarian renewal and replacement.

Vision Statement

Paul Hamel

Vice-President, University and External Affairs

Of fundamental importance for UTFA is its interact with other academics and supporting organizations to protect academic freedom and to promote fair and equitable conditions for all of our colleagues.

Following on the excellent work by Professor Kohn, I will engage with other Associations who have taken on issue of pay equity. UTFA can use this issue to personally engage our members at, for example, their faculty meetings. I would also engage directly with our colleagues across our campuses to review budget model that generate inequities and distinct pressures in different parts of the campus. I know that such a review has been initiated within the University. I expect that UTFA should produce their own analysis to address the specific issues that effect the work of our members.

I will also work closely with CAUT, OCUFA, unions and other Faculty Associations on issues of academic freedom at this time when new challenges concerning the “culture of the Academy” is being challenged. These will include learning about the tensions arising from changes at the Tri-Council funding agencies to the effects of philanthropic donations on distorting the academic mission of our institution.

UTFA needs further to interact with other organizations that interact with or support our members. These include, for example, *Scientists for the Right to Know* and *Evidence for Democracy*, with whom UTFA interacted previously as part of an international initiative to ensure the unfettered access to public data - a fundamental issue for the work librarians and faculty across divisions.

I believe that my background on the SJAC and SBP&WL negotiation teams, as UTFA Treasurer and as a Member-at-large on UTFA executive as well as learning from the (very patient) teaching by librarians, teachers and other faculty concerning issues in their distinct domains across the UoT, that I am can serve the Faculty Association in the capacity of the VP, University and External Affairs.



Near & Middle Eastern Civilizations
UNIVERSITY OF TORONTO

Toronto, April 28, 2018

Vision Statement for Membership Committee

By Jens Hanssen

I have served on UTFA Council as the representative for Near & Middle Eastern Civilizations and East Asian Studies since 2015. During that time, I have served on the membership committee under Judith Taylor's and Jennifer Jenkins's leadership. I am currently on Sabbatical and outside the country until late July.

In my time on council, I have come to realize how crucially important outreach to the university community is for UTFA and the university as a whole. Before my leave I worked on informing my constituency about the new joint pension plan, and it appears that it is an on-going campaign with July 2019 as a possible date for the vote. During my leave of absence, the issue of cross-appointed faculty's discontent has been a concern of UTFA's and I intend to hold an event in the fall term to publicize and debate UTFA's survey with a view to implementing some important changes based on the findings.

In addition to these issues, I consider the role of chair of the Membership Committee to get our colleagues interested and invested in matters beyond our immediate academic research and teaching and to see the bigger political and economic context that affects our work. The new website will go a long way towards that goal. Also, the membership committee will need to find new ways to engage departmental constituencies; on the other hand, it needs to find effective ways to encourage our colleagues to think outside the departmental boxes. Membership outreach could be conducted at an intermediary level, smaller than the faculty level but bigger than departmental level.

In conjunction with the External Affairs Committee and institutions inside and outside the university, the Membership Committee ought to continue to champion academic freedom, university autonomy, faculty diversity and equity matters.

I would be honoured to take the lead on these and any other pressing issues as the chair of UTFA's membership committee.

A handwritten signature in blue ink, appearing to read 'Jens H.' with a stylized flourish at the end.

Jens Hanssen, D. Phil. (Oxon)
Associate Professor of Middle Eastern and Mediterranean History

Vision Statement
Lisa Kramer, Nominee for UTFA Vice-President, SBP&W

I am pleased to have the support of several members of UTFA's Council, including President Cynthia Messenger, in my nomination for the position of Vice-President, SBP&W. Serving as VP would give me the opportunity to use my expertise to give back to UTFA and to help support members on all campuses.

Academic Appointment and Education: I am a Professor in the Department of Management at the University of Toronto Mississauga, with a cross-appointment to the Rotman School of Management and to the Department of Economics. I joined the University of Toronto as an Assistant Professor in 2001, after completing my PhD in finance at the University of British Columbia's Sauder School of Business. I was tenured and promoted to the rank of Associate Professor in 2007 and was promoted to Professor in 2015. I have taught courses at the undergraduate, master, and doctoral levels at the University.

Vision and Goals for V-P: I would like to use my skills and expertise to lead in SBP&W negotiations. My goal would be to work collegially with a representative team to realize improvements for all three streams, for contract faculty, and for the retired. I believe the top university should pay competitive salaries to all of our members and would like to build on UTFA's past successes in negotiating improvements over the years. I would like to work with other members of UTFA's Executive and Council in campaigns to support UTFA's objectives. I am keenly interested in social justice and hope to contribute to efforts that would promote equity, including salary equity, along gender, race, and LGBTQ lines. I am also enthusiastic about supporting UTFA's efforts to seek improvements related to a Supplemental Retirement Arrangement and the pension plan more generally. At all times, I would aim to listen to and learn from members so I can effectively represent their interests.

Research Expertise: My research expertise is in the areas of behavioral economics/finance, investments, and capital market seasonality. My scholarly contributions build on literatures from many disciplines, including not only finance and economics, but also psychology, biology, medicine, law, philosophy, and other fields. My work is routinely covered by the popular press, including *The Wall Street Journal*, *Bloomberg Business*, *The Washington Post*, *The Globe and Mail*, CBC Television, Global News, and CTV News. I am a monthly op-ed contributor to the business and investing pages of *The Globe and Mail*. I have presented my research at conferences and universities around the world. I am currently a Research Fellow at the research institute Behavioural Economics in Action at Rotman. I previously held the Canadian Securities Institute Research Foundation Term Professorship, and I have spent sabbaticals as a visiting scholar at Stanford University and at the University of California San Diego.

Service within the University of Toronto and in the Broader Academic Community: I have served on a wide range of appointment, tenure, promotion, and other committees at the University of Toronto. I am currently an elected member on the Graduate Department of Management Executive Committee, and I am a member of Research Council at UTM. My service to the broader community has included various roles. I recently completed a four-year term on the (volunteer) board of directors of the Northern Finance Association, which organizes conferences for finance faculty members and doctoral students and supports finance research in Canada more generally. I served in various roles, including President, where I was responsible for negotiating contracts, including those related to conferences and other services. I headed the development of the bylaws and constitution for the organization and formalized its not-for-profit status with Industry Canada, and I helped steer the association's fundraising efforts. I have also served on the (volunteer) board of directors of various non-profit and charitable organizations in the broader community, including service as President both for the Vancouver Humane Society and for Mercy For Animals Canada. I serve as Associate Editor at various journals, as conference discussant and conference program committee member, as a thesis examination external evaluator for other universities, and as a tenure/promotion external reviewer for other universities. I routinely serve as a keynote speaker at events held by financial institutions, regulatory bodies, practitioner associations, and governments in Canada and abroad. I am as an Advisory Board member for the Canadian robo-investment firm Justwealth.

Vision Statement

Geraldine Jody Macdonald EdD, Associate Professor, Teaching Stream Emerita

Re: Nomination for the Position of Chair, UTFA Retired Members Committee representing retired faculty, professional librarians, & research associates.

As a recent retiree (2017), I am honored to be nominated for the position of Chair, UTFA Retired Members Committee. I served on UTFA Council, including a term on the Executive, for over a decade. This included terms as VP, Internal and External Affairs and Chair of the Teaching Stream Committee. I also served as a Director of RALUT [Retired Academics and Librarians/UofT]. I worked collaboratively to transition advocacy for UTFA Retirees to a new Retired Members Committee at UTFA.

Currently, I serve as a member of the UTFA Retired Members Committee. I am a member of: the Management Board of Senior College, UofT; the UTFA Pension Negotiating Team which is negotiating for a new jointly sponsored University sector Pension Plan (UPP/JSPP); and I am on the UTFA SRA (Supplemental Retirement Arrangement) Negotiating Team. This experience has prepared me well to serve the Retiree Constituency of UTFA and to contribute to the UTFA Executive.

The Chair of the UTFA Retired Members Committee serves on UTFA Council and on the UTFA Executive. This provides a strong position from which to advocate for the needs of the retired members, especially related to the protection of our hard won and enviable Defined Benefit Pension and Benefits. As Chair of the UTFA Retired Members Committee I will work to engage our retired members in learning about the UPP developments, including preparing hard copy and web-based educational materials, and I will host outreach events. I will ensure that Retired Members' concerns are anticipated, listened to, and acted upon.

It will be a privilege to Chair the UTFA Retired Members Committee.

Vision Statement
Ken MacDonald

I am delighted to accept the nomination for the Member at Large position on the UTFA Executive for the 2018-2020 term. Please accept this as my statement for the position. Over the course of the past two years I have served as Vice-President, Salary, Benefits, Pensions, and Workload. As VP I had the privileged experience of connecting with our members and arguing for their interests, as UTFA's Chief Negotiator. Serving in this role and with assistance of the valued members on my Committee, we have built and strengthened relationships with colleagues in all three UTFA represented streams, as well as provided representation of UTFA at provincial and national academic association events, meetings, and conferences. In my two-year term, I also worked closely with Kathleen Scheaffer, Chair of the Librarians Committee, and U of T librarians in the drafting of the UTFA Proposal for Modernized Policies which have been tabled and are currently being negotiated with Administration. I see my Member at Large portfolio being largely spent collaboratively providing continuity for the in-coming Vice-President, Salary, Benefits, Pensions, and Workload. I will also maintain my position on the Policies for Librarians side table negotiating team, along with strengthening member engagement and beginning to work on a social mapping of the workplace exercise. I will use this opportunity to advance and echo the varied UTFA members' voices brought to my attention.

Vision Statement

Kathleen Scheaffer

I am honoured to have been nominated by my esteemed colleague and the UTFA Past President, Scott Prudham, to serve as the Vice-President, Salary, Benefits, Pension, and Workload (SBPW). Through working closely with seasoned UFTA representatives and respected colleagues across the three campuses, my interest in pursuing a leadership role on UTFA Executive has been reinforced.

A major component of this position is presenting well-researched and articulately drafted proposals that reflect our members' priorities; however, it is the relationship with the Administration at the Joint Administration, bargaining, mediation, and arbitration tables that holds the power for advancing our positions.

Through the past two rounds of salary, benefits, pensions, and workload negotiations, I have built a rapport with the UTFA negotiating team, the Administration, and the arbitrator. Further, serving as the Chief Negotiator at the Policies for Librarians side table afforded me valuable face time with Administration. This has strengthened my negotiating relationship with them. As the Vice-President, SBPW, I will have a seat at the Joint Administration meetings, where I will persist in ensuring UTFA engages in robust and meaningful discussions that echo the voices of the three UFTA member steams.

Vice-President, SBPW is not a solo job, it necessitates engagement from all colleagues. This will be a demanding and challenging position that also requires support, including more interaction with members and Council representatives. One means to that end is allocating dedicated time in Council meetings to raise discussions from the floor, as that would afford all of us a better understanding of the thoughts, concerns, and ideas that Council and the members they represent, hold.

Over the next two years in this role, I will work with our community to build upon the incredible work of the 2016-2018 SBPW negotiating team by:

- Reviewing UTFA membership priorities that were identified in the 2016 UTFA general survey
- Revisiting proposals that were taken off the table in the last round of negotiation and assessing them against the membership's priorities, as well addressing any weaknesses in those proposals that could be strengthened
- Researching comparators' existing and newly ratified salaries, benefit, pension and workload agreements

- Serving on the UTFA Grievance Committee, Appointments Committee, Equity Committee, Jointly Sponsored Pension Plan Committee, SRA Committee, and Teaching Stream Committee to gain deeper insight on UTFA members' priorities, concerns, and ideas
- Circulating a general membership survey to canvass UTFA members on their priorities for the next round of SBPW negotiations
- Holding consultation sessions on all three campuses following the UTFA general survey
- Collaborating with the SBPW Committee and the negotiating team to draft proposals and develop arguments to support UTFA's next round of SPBW negotiations
- Serving as the SBPW Chief Negotiator
- Serving as the Policies for Librarians Chief Negotiator
- Ensuring that internal and external UTFA relationships are collegial
- Upholding good faith bargaining principles and ensuring that membership priorities are represented

I look forward to reflecting and advancing members interests. I remain deeply invested in a collegial, diverse, inclusive, transparent, and equitable future for all University of Toronto faculty and librarians.

I am committed to this position and am honoured to have the backing of the Librarians Committee, the Past President, many of the current Executive members, many Council members, as well as my home unit.

Respectfully,

Kathleen Scheaffer

VISION STATEMENT

CHAIR, UTFA LIBRARIANS' POSITION

Harriet Sonne de Torrens, MSt., MA, Ph.D., L.M.S. (Licentiate in Mediaeval Studies)
Visual Resources & Liaison Librarian (Fine Arts, Visual Studies, Cinema), UTM & Dept. of Visual Studies

Please accept this statement as my expression of interest in the position of Chair of the UTFA Librarians' Committee. Members of the UTFA Librarians committee support my nomination to this position.

The current-on-going round negotiations for new policies for librarians will require a lot of community work, continuity and outreach to support the negotiating team and to help the community transition to new policies. If I am appointed Chair of the UTFA Librarians' Committee, I foresee the following new projects ahead:

- Surveys need to be undertaken in the community (I have previous experience with UTFA surveys).
- Forums, discussion groups need to be organized to introduce the new policies ; a one-seminar on academic librarianship may be a way to do this, after consultation with the librarians committee.
- LAUT funds needs to be determined how to share with the community in the future. LAUT is the earlier Librarians Association of the University of Toronto which retained a small pot of money when it ceased to exist and librarians joined UTFA.
- Work and support for the members of the UTFA librarians negotiating side-table, offering research, history and information on previous practices. This will continue.

I hope to continue current work in the following UTFA committees which I worked on as Member-at-Large:

- The Jointly Sponsored Pension Plan Committee and SRA committee
- Ad Hoc committee on Release Time
- UTFA Executive Director Hiring Committee

I have several years of experience regarding the profession of academic librarianship, working with CAUT, individual members of our community and UTFA executive to ensure that librarians' issues are addressed. For further background information see [Websites: https://www.utm.utoronto.ca/dvs/harriet-sonne-de-torrens](https://www.utm.utoronto.ca/dvs/harriet-sonne-de-torrens) and <http://utoronto.academia.edu/HarrietSonnedeTorrens> .

Thank you

Azita H. Taleghani

Statement of Intent to UTFA Nominating Committee

I am pleased to express my interest to stand for the position of Chair of the Equity committee on the UTFA executive committee for a two-year term. I am an Associate professor, Teaching stream in Persian language, literature and linguistics. I have been employed at the University of Toronto from 2007 and I am cross-appointed between the department of Near and Middle Eastern Civilizations (NMC) at St. George, and the department of Language Studies (LS) at UTM. I have been an undergraduate coordinator of 8 languages: *Arabic, Chinese, German, Hindi, Latin, Persian, Sanskrit, Spanish* and *Urdu* in the last 8 years. During this time, I have played a critical role in curriculum development and promoting these languages in LS department at UTM.

I have been engaged in UTFA for almost 6 years. I joined UTFA as a Council Representative of UTM Humanities in 2013. I have served in different UTFA committees since 2013. As a current Member-at-Large on the UTFA, I focus on Cross-appointed issues and Academic freedom. I was the member of Membership Committee in the last 2 years. I have been actively engaged in Cross-appointed event and Academic and Intellectual Right's speaker series organized by the Membership Committee in 2017-2018. I worked closely with Claude Evans as the member of the Teaching Stream Committee for 3 years. I also served as the member of the joint committee on gender salary inequity in 2016. I am also the member of the Appointment Committee, Teaching Stream and Membership Committees now.

Equity committee's work essentially overlaps with other UTFA committees, especially, the Grievance, Membership, External Affairs and Salary, benefit, Pension and Workload Committees. These overlapping concerns make a beneficial and collegial collaborations among different UTFA's committee. My experience as the undergraduate coordinator of different languages and working with colleagues from different culture and languages as well as teaching in two different departments and campuses indicates my capability and aspiration to work cohesively and collegially with other Executive Committee members as the Chair of the Equity Committee.

Due to the broad and diverse matters pertaining to equity, I have prioritized my goals for the two-year term as the Chair of the Equity committee as follows:

1. To meet my predecessors as Equity Committee's Chair, *Roy Gillis* and *Terezia Zoric* to find out their visions about possibilities and problems for doing equity work mainly at the University and particularly at UTFA.
2. To work with the Executive and council to update and revise the Equity committee's commitment to better indicate UTFA's responsibility to support different groups of faculty and librarians who are pursuing equity in the University including women, queer/sexual minorities, racialized members, Aboriginal members and members with disabilities.
3. To support extensive revisions to the PTR instruction and work with the President, *Cynthia Messenger* to strengthen the fairness and equality of the PTR assessment process for all three streams, especially for Cross-appointed and Contract faculty.

4. To support the constant efforts on Sexual violence and Sexual Harassment, and work with Vice President Grievances, *Terezia Zoric* on Workload policy to create and apply useful strategic responses to faculty and librarian's work load inequity.
5. To support and work with the Vice President, Salaries, Benefits, Pensions *Ken MacDonald*, in promoting equity for faculty and librarians for the key benefits such as dental, mental health and complimentary health services as well as the housing assistance benefit to help faculty and librarians deal with the Real estate market in Toronto.

In the past several years, UTFA has taken the significant steps to resolve various inequities existed at the university of Toronto for all three streams and makes the University of Toronto more equitable place to work and study. There are still some serious inequalities and discrimination that needs to be addressed. I look forward to working with the President, the new executive, the members of Equity committee and our council on these equity issues.

Thank you for your consideration!

Azita H. Taleghani

Associate Professor, Teaching Stream

Department of Near and Middle Eastern Civilization, UTSG

Department of Language Studies, UTM

Proposed Work Plan of the Vice-President, Grievances, 2018-2020

The majority of my work at UTFA in the next 2 years would build on my work in the past 2 years.

Background

I have had a particularly busy 22+ months as UTFA's Vice-President, Grievances. This has included: advising individual members; directing legal staff; working closely with the Grievance and Equity committees to develop, revise, and negotiate Workload (WLPP) and Sexual Violence Prevention policies; advocating for best practices in relation to asbestos abatement and members' health and safety; serving on several negotiating teams, including SJAC; providing support to pension and other monetary and non-monetary bargaining; launching group grievances; and working effectively with the president to serve the entire membership on a wide range of issues and concerns. UTFA currently has over 120 open files (advice, grievance, and tenure), a higher volume of requests for advice than in recent history.

Notable Examples of Future Work

WLPP

I am seeking through my leadership in negotiations and member outreach (including through Council and the Equity and Grievance Committees) to continue to strengthen the Workload Policy and Procedures (the WLPP) to assist units and members in managing and balancing workloads. While the WLPP has provided clarity to many members about their teaching and service assignments, some of the basic original features negotiated by UTFA have not translated into practice in many units. If UTFA does not achieve meaningful progress in this round of bargaining, I will work with the whole of the UTFA Executive (with the support of Council) to draft a member survey and other direct forms of member outreach to determine member support for a new approach to assisting members manage and balance workloads.

LOU on Sexual Violence and Sexual Harassment

UTFA and the Administration engaged in productive discussions in advance of the Administration's introduction of the *Policy on Sexual Violence and Sexual Harassment*; however, some of our concerns remain unaddressed (see my report on our web site for more information). UTFA's outstanding concerns form the basis of our proposal for a Letter of Understanding (LOU) on the Policy, applicable to UTFA members alone. I will continue to lead UTFA's negotiating team to seek to reach an agreement at a 'side-table' discussion. If UTFA and the Administration do not reach an agreement, the issue will be referred to the facilitation/fact-finding process.

Additionally, I will continue working on the following important issues:

- Pension education and member communication;
- UTFA member representation on Joint Health and Safety committees;
- Asbestos abatement and broader University community safety;
- PTR reform;
- Divisional Teaching Guidelines and their compliance with central policies; and,
- Mentoring newer executive colleagues (as requested—I expect to be able to offer much more time/support to other executive members in the context of having fewer emergent leaves by legal staff).

-- Terezia J. Zoric Vice-President, Grievances



Item 8b

Motion that:

Alexia Loumankis from the Bora Laskin Library and Richard Carter from the John M. Kelly Library be added to the Librarians Committee.

Item 8c

Cynthia Messenger moves that:

In **September 2018**, once the new Executive Committee and some new Council members have taken their seats, UTFA Council shall appoint a Constitutional Review Committee (CRC), the mandate for which would be to investigate the possibility of substantial constitutional and bylaw change at UTFA that would include the incorporation of UTFA. The CRC would also study the possibility of an Executive Committee elected by the general membership.

Membership on this Committee would include UTFA Executive Committee and Council members and also constitutional and governance experts from among the UTFA general membership. Membership on the CRC would include representatives from all three full-time streams, from precariously employed members, from all three campuses, and from the retired.

The UTFA Council would decide in September the timeline for this undertaking, but the constitutional changes should be approved before the next presidential election.

Revised June 10, 2018.

Motion to UTFA Council

June 13, 2018

Constitutional Review Committee

UTFA Council Directives

As stipulated in the By-Laws and Constitution UTFA Council is responsible for establishing election and nomination guidelines:

Constitution: “9.1.iii. Council, by regulation, shall establish guidelines for conduct of the election.”

By-Laws : “10:10. Council, by regulation, shall establish guidelines for conduct of the Executive Committee appointments.”

By-Laws : “10.6. The Nominating Committee provides an important communication and feedback mechanism supplementing the work of Council and the Executive Committee and, as a result, the Nominating Committee is encouraged to make suggestions relating to the work of the Nominating Committee, to be considered by Council the following year (e.g. through a Constitutional Review Committee).”

Preamble

Whereas, 2018 was an election year for the concluding 2-year terms of the UTFA president and several positions on Executive, which resulted in an unworkable time frame for Nominating Committee procedures as outlined in the bylaws 10.2, 10.7 and 10.9;

Whereas, the same scenario will be repeated in 2020 due to an unworkable time frame and the absence of procedures and guidelines;

Whereas, previous Nomination Committees wrote reports dating back to 2011 with suggested amendments and which have not been pursued or acted upon;

Whereas, it is the responsibility of UTFA Council as per the By-Law 10.10 and Constitution 9.1.iii. to ensure workable procedures for elections and appointments;

Whereas, in fairness to all UTFA members who participate in the election and/or nomination process and to the members we represent, the following motion is proposed.

(see next page for REVISED MOTION)

Revised June 10, 2018.

Revised Motion

It is moved that the University of Toronto Faculty Association (UTFA) Council form a *Constitutional Review Committee* whose purpose is to review and, as necessary, propose amendments to the time frame and process for electing the UTFA President and for nominating and electing the members of the UTFA Executive Committee.

The membership of the *Constitutional Review Committee* will consist of six UTFA Council members, three tenure stream, one teaching stream faculty, one librarian and one retiree selected by UTFA Council from UTFA Council members (excluding members of the UTFA Executive Committee).

Recommendations of the *Constitutional Review Committee* should be reported to the UTFA Council no later than the December 2018 UTFA Council meeting to ensure that those recommendations approved by the UTFA Council can be considered at the 2019 UTFA Annual General Meeting.

June 2018

For the Executive and for Council - Treasurer Report

In a separate Excel spreadsheet, you should have a draft budget for the academic year 2018-2019. I will comment on it separately.

Regarding our investment account:

Our investment account balance at the end of May 2018 was \$4,026,381.25.

Our investment policy indicates we aim to be 50% invested in equities and 50% invested in fixed income, and that the equity component be approximately 1/3 Canadian, 1/3 US, and 1/3 international. Based on these criteria, we are very much in compliance with our policy, and there is no current need to contemplate any rebalancing.

On June 30, 2017, our account balance was \$4,115,985.70. Now \$300,000 (cash raised by selling small quantities of several investments, keeping our investment policy in mind) was transferred earlier this year from our investment account to the UTFA chequing account, mainly to cover extraordinary expenses associated with the pension negotiations, so when taking that into account, our investment account is actually up by $(\$4,026,381.25 - (\$4,115,985.70 - \$300,000)) = \textbf{\$210,395.55}$ based on dividends and interest earned, and generally solid equity markets in late 2017, and so far in 2018.

Our annual rate of return since 'inception' on January 1, 2012 is about 6% and was about 5% over the past 12 months. Note that while our investments are very conservative and diversified, if we get a serious market correction, we could see downward fluctuations in the range of hundreds of thousands of dollars.

Respectfully,



Louis Florence, M.Sc., MBA, PhD

Treasurer, University of Toronto Faculty Association
Associate Professor, Teaching Stream
Department of Management || Institute for Management & Innovation
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University of Toronto Faculty Association

Budget vs. Actual

July 2016 through May 2018

Draft Interim Budget 2018-2019

Item 9a

Council - June 13, 2018

						Jul'18 - Jun 19
						Budget
	Jul '16 - Jun 17	Budget	Jul '17 - May 18	Budget		
Income						
4000 - Membership Dues						
4001 - UofT	2,995	3,080,717	3,100,000	2,981,651	3,400,000	3,300,000
4002 - St. Michael's College	24	17,843	18,500	21,375	21,000	22,000
4003 - Victoria College	29	26,185	23,800	24,110	25,000	26,000
4004 - Trinity College	5	5,142	5,100	1,304	5,200	5,500
4005 - Retiree	394	21,677	25,000	17,250	25,000	25,000
Total 4000 - Membership Dues	3,447	3,151,564	3,172,400	3,045,690	3,476,200	3,378,500
4040 - Subsidies						
4041 - Subsidy - Office Rent		113,925	119,774		140,000	140,000
4042 - Subsidy - Telephone		9,481	10,000		10,000	10,000
4046 - Subsidy - Other		50,000		235,000		
Total 4040 - Subsidies		173,406	129,774	235,000	150,000	150,000
Total Income		3,324,970	3,302,174	3,280,690	3,626,200	3,528,500
Expense						
5000 - External Fees						
5011 - Dues to CAUT		436,771	436,771	424,624	463,226	475,000
5012 - Dues to OCUFA		430,373	430,373	420,371	458,586	470,000
5020 - Dues to CAUT Defence Fund		1,184	1,134	1,260	1,392	1,500
Total 5000 - External Fees		868,328	868,278	846,255	923,204	946,500
5050 - External Legal & Consulting						
5055 - Legal Salary Ben. & Pen.		227,704	125,000	395,420	300,000	200,000
5058 - Association Grievances		28,134	2,500	30,778	50,000	50,000
5060 - Legal Grievances		590,683	315,000	361,663	250,000	250,000
5065 - Legal Other		40,744	20,000	16,771	40,000	40,000
5070 - Consulting Salary Ben. & Pen.		139,081	25,000	286,252	100,000	50,000
5075 - Consulting Grievances			500	1,250	5,000	5,000
5080 - Consulting Other		23,525	10,000	39,417	15,000	30,000
6600 - Auditor		10,074	10,000	10,356	12,000	12,000
Total 5050 - External Legal & Consulting		1,059,945	508,000	1,141,907	772,000	637,000
6000 - Administration						
6001 - Staffing						
6005 - Salaries		635,728	660,000	727,931	850,000	950,000
6006 - Group Insurance		88,395	78,000	90,677	94,545	110,000
6007 - Pension / RRSP		87,392	86,000	91,312	104,242	115,000
6008 - Casual Labour - Office		37,350	25,000	56,375	25,000	25,000
6020 - Professional Dues and Expenses		5,634	5,000	8,634	6,500	9,000
6025 - Professional Insurance		7,416	8,000	12,269	8,000	14,000
6030 - Other Benefits		10,982	7,000	10,590	11,000	11,000
6322 - IT Services		46,001	50,000	46,942	50,000	50,000
Total 6001 - Staffing		918,898	919,000	1,044,730	1,149,287	1,284,000
6100 - Office Expenses						
6102 - General		5,072	4,500	6,987	5,000	6,000
6105 - Postage		3,679	3,500	931	4,000	2,500
6108 - Courier		1,204	1,000	918	1,200	1,200
6110 - Stationery		8,127	5,000	8,771	5,000	8,000
6116 - Printing and Copying		6,745	3,000	7,409	5,000	8,000
6120 - Office Supplies		4,562	5,000	10,503	6,000	7,000
6122 - Telephone		17,371	18,000	15,530	20,000	20,000
6150 - Miscellaneous		11,143	6,000	17,771	10,000	12,000
Total 6100 - Office Expenses		57,903	46,000	68,820	56,200	64,700
6300 - Office Equipment						
6305 - Furniture and Equipment		5,864	35,000	19,137	35,000	45,000
6310 - Computer Hardware & Software		5,863	25,000	20,027	20,000	20,000
6315 - Equipment Rental and Repair		9,210	9,500	7,092	8,000	8,000
Total 6300 - Office Equipment		20,937	69,500	46,256	63,000	73,000
6400 - Advertising and Communications						
6425 - Other		4,647	6,000	6,778	6,000	6,000
Total 6400 - Advertising and Communications		4,647	6,000	6,778	6,000	6,000
6500 - Insurance						
6505 - Contents Insurance		1,726	1,747	1,782	1,800	1,800
6510 - Directors & Officers Liability		2,700	2,835	2,700	3,000	3,000
6515 - Errors and Omissions		4,606	4,606	4,606	4,606	4,606
Total 6500 - Insurance		9,032	9,188	9,088	9,406	9,406
6700 - Library		4,893	3,025	2,788	4,000	4,000
Total 6000 - Administration		1,016,310	1,052,713	1,178,460	1,287,893	1,441,106

University of Toronto Faculty Association

Budget vs. Actual

July 2016 through May 2018

Draft Interim Budget 2018-2019

Item 9a

Council - June 13, 2018

	Jul '16 - Jun 17	Budget	Jul '17 - May 18	Budget	Jul'18 - Jun 19 Budget
7000 - Stipends					
7005 - Council Speaker	5,000	5,000	3,750	5,000	5,000
7010 - President	20,000	20,000	15,000	20,000	20,000
7015 - V-P Grievances	10,000	10,000	7,500	10,000	10,000
7020 - V-P Salary, Benefits, Pensions	10,000	10,000	7,500	10,000	10,000
7022 - V-P Univ. & External Affairs	7,500	7,500	3,750	7,500	7,500
7025 - Chair - Appointments	5,000	5,000	3,750	5,000	5,000
7030 - Chair - Equity	5,000	5,000	3,750	5,000	5,000
7035 - Chair - Teaching Stream	5,000	5,000	3,750	5,000	5,000
7040 - Chair - Librarians	5,000	5,000	3,750	5,000	5,000
7042 - Chair - Membership	5,000	5,000	3,750	5,000	5,000
7043 - Chair - Retired Members	5,000	5,000	3,750	5,000	5,000
7045 - Treasurer	10,000	10,000	7,500	10,000	10,000
7055 - Members-at-Large	7,500	7,500	5,625	7,500	7,500
7095 - Employer Expenses	5,526	5,000	4,423	5,000	5,000
Total 7000 - Stipends	105,526	105,000	77,548	105,000	105,000
7200 - Outreach & Communications	17,361	15,000	11,996	15,000	15,000
7300 - Member Services					
7305 - General Member Services	27,513	25,000	29,163	30,000	30,000
7310 - AGM	16,394	10,000	11,285	15,000	15,000
7315 - Workshops/Conf.-UTFA sponsored	29,180	7,500	9,995	15,000	15,000
7320 - Macpherson Lecture		7,500		15,000	15,000
Total 7300 - Member Services	73,087	50,000	50,443	75,000	75,000
7500 - Committee Expenses					
7510 - Council	13,869	10,000	12,643	12,000	14,000
7512 - President	4,736	3,000	4,516	5,000	5,000
7515 - Executive	14,381	10,000	11,789	15,000	15,000
7520 - Grievance	1,875	1,000	605	1,000	1,000
7525 - Salary and Benefits	1,225	1,000	69	1,000	1,000
7530 - University & External Affairs	155	1,000	68	1,000	1,000
7540 - Appointments	376	1,000	82	1,000	1,000
7545 - Equity	705	1,000		1,000	1,000
7550 - Teaching Stream	297	1,000	339	1,000	1,000
7560 - Librarians	1,412	1,000	1,292	1,000	1,000
7565 - Financial Advisory	87	1,000	182	1,000	1,000
7566 - Membership	803	1,000	414	1,000	1,000
7567 - Retired Members	1,409	1,000	1,613	1,000	1,000
7568 - Office	98	1,000		1,000	1,000
7570 - Inter-Campus Travel	554	1,000		1,000	1,000
Total 7500 - Committee Expenses	41,982	35,000	33,612	44,000	46,000
7700 - Office Rent	139,267	138,836		175,000	240,000
8000 - Special Expenses					
7600 - Negotiation Expenses-Non Legal	11,779	12,500	28,904	15,000	25,000
8010 - Donations	43,100	30,000	2,500	30,000	30,000
8015 - Special Projects					
8016 - Renovation - Suite 410		30,000	653		
8016a - Renovation - Suite 408			17,850	250,000	250,000
8016b - Renovation - Suite 418					100,000
8017 - Senior College Centre	31,857	32,000	33,278	34,000	8,500
Total 8015 - Special Projects	31,857	62,000	51,781	284,000	358,500
8025 - Contingencies	4,500	15,000	13,198	10,000	10,000
8030 - Conferences-attended by UTFA	32,598	25,000	22,189	30,000	30,000
8035 - Tuition Scholarships	13,100	20,000	21,447	25,000	25,000
8037 - Citizenship Award		2,000		2,000	2,000
8045 - Training	994	3,000	1,774	1,000	1,000
8055 - Special Initiatives	2,003				
8060 - Honoraria	500	1,000		1,000	1,000
Total 8000 - Special Expenses	140,431	170,500	141,793	398,000	482,500
Total Expense	3,462,237	2,943,327	3,482,014	3,795,097	3,988,106
Net Operating Income	(137,267)	358,847	(201,324)	(168,897)	(459,606)
Investment Gains			210,396		
Net Income - Operating plus Investment	149,528		9,072		

	30-Jun-14	30-Jun-15	30-Jun-16	30-Jun-17	31-May-18
Selected Assets					
1007 - TD Canada Trust	\$1,223,675	\$1,179,062	\$1,089,761	\$336,262	\$449,885
1100 - Long Term Investments	\$2,908,004	\$3,046,828	\$3,029,191	\$4,115,986	\$4,026,381
Total	\$4,131,680	\$4,225,889	\$4,118,952	\$4,452,248	\$4,476,266