



University of Toronto Faculty Association
720 Spadina Avenue, Suite 419
Toronto, Ontario M5S 2T9
Telephone: (416) 978-3351
Fax: (416) 978-7061
E-mail: faculty@utfa.org
Website: www.utfa.org

November 28, 2011

Dear Colleagues:

Re: UTFA Association Grievance on Librarian Senior Administrative Reappointments Process Resolved

UTFA has recently resolved a long-standing concern related to the proper use of Consultative Committees in the *Policies for Librarians*. A recent settlement reached with the University Administration provides clarity on the application of some aspects of the *Policies* to the reappointment process with respect to positions of Head Librarian at UTSC and Chief Librarian at UTM.

Background

The *Policies for Librarians* provides, in sections 56-65, a process for appointing senior library administrators (defined as department heads, assistant and associate librarians within the Central Library, and librarians having comparable responsibilities outside the Central Library) for renewable fixed terms, through the use of Consultative Committees. While the *Policies* do not explicitly refer to the use of Consultative Committees for extensions or renewals of senior appointments, UTFA's view is that it is implicit that Consultative Committees are to be used in those circumstances as well. Certainly, that is the norm for term extensions and renewals of other senior administrative faculty positions at U of T.

UTFA filed an Association grievance in March 2011 related to the reappointment of the Head Librarian at UTSC's library, in an attempt to ensure that the Consultative Committee process would be respected for future librarian administrative appointments, including renewals and extensions of appointments. (Association grievances are a tool in the Memorandum of Agreement between UTFA and Governing Council, which allow UTFA to file, in its own behalf, what are essentially policy grievances. UTFA and the Administration attempt to resolve these grievances through the Joint Committee process and, failing resolution, they proceed to the Grievance Review Panel for a ruling.) After the Association grievance was filed, UTFA became aware of similar concerns about the renewal process for the Chief Librarian on the UTM campus. UTFA and the Administration therefore agreed to attempt to resolve both issues together.

Outcome

UTFA and the Administration engaged in settlement discussions throughout the summer and early fall, reaching a settlement in November 2011. The settlement provides the following:

- From now on, where the total period of appointment of a UTSC Head Librarian or UTM Chief Librarian exceeds seven years (the maximum term in the *Policies*), any reappointment will require a Consultative Committee pursuant to paragraphs 59, 60, 61, and 64 of the *Policies*.
- Prior to the end of the term of appointment for the UTSC Head Librarian on June 30, 2013, a Consultative Committee will be convened. The Committee will be constituted as described in paragraph 64 of the *Policies* and will include at least two librarians from UTSC.
- Prior to the end of the term of appointment for the UTM Chief Librarian on June 30, 2012, a Consultative Committee will be convened. The Committee will be constituted as described in paragraph 64 of the *Policies* and will include at least two librarians from UTM.

Commentary

This settlement is a positive step forward in protecting the rights of librarians at U of T and ensuring that collegial processes are followed. It is important to remember that this was not a grievance about the merits of the individuals in the senior administrative positions, but about ensuring that processes for collegial consultation are followed and that appropriate transparency be maintained in appointments processes. UTFA relies on its members to ensure that proper processes are being followed and to alert and assist us where they are not. While this settlement is a positive step forward, much work remains to be done on the now very dated *Policies for Librarians*. We thank those members who have been involved to date and encourage interested members to continue to become involved.

For more information, see the Policies for Librarians:

<http://www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppjul012001i.pdf>,

the Memorandum of Agreement:

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

or contact UTFA at faculty@utfa.org.

Sincerely,



George Luste

President

University of Toronto Faculty Association

Phone: 416-978-4676

Email: luste@utfa.org