Published on *University of Toronto Faculty Association* (https://www.utfa.org)

April 13, 2026 Council Update

Dear Colleagues,

In this Update:

- UTFA's AGM is approaching! Save the Date and time of April 23rd from 2:00 pm to 4:00 pm, followed by an UTFA Social!
- Communication re: Security Concerns
- Updates on the Policy on Academic Continuity
- Research Misconduct Investigations
- Social Media Posts by Member of U of T Governing Council
- Upcoming Spring Workshops

Register for UTFA's AGM and Post-AGM Social!

- UTFA's AGM is approaching! Save the Date of April 23rd from 2:00 pm to 4:00 pm! This event will be hybrid and will be followed by a member social at the Faculty Club Patio, from 4:00 p.m. to 6:00 p.m. The AGM will include interactive presentations on:

- Artificial Intelligence (AI) and the Changing Nature of our Work as Faculty and Librarians at the University of Toronto
- Issues arising from the increase in PhD Funding
- Highlights from the Salary, Benefits, and Workload Bargaining Table

- Register Here for the AGM and Social!

Communication re: Security Concerns

- On March 17th, a communication was sent to UTFA members regarding an incident in which the Administration significantly mishandled safety concerns raised by UTFA members.
- Although more details about the incident cannot be shared to avoid further exposing the impacted members to risk, the context is serious and revealed a significant gap in the Administration's approach to worker safety and the safety of the University Community.
- Following this incident, UTFA's goals are to ensure the safety of our members, other workers at U of T, and students. To do so, we are in discussion with the Administration to achieve:
  - Adherence by U of T Administration to its obligations under the *Occupational Health and Safety Act*
  - Adherence by U of T Administration to U of T Policies, including the *Code of Student Conduct*
  - Responsive, timely, and clear communication to members regarding safety

If you are ever subjected to intimidation or threats of violence, please contact advice@utfa.org for assistance. If, in the past, you have experienced these issues and wish to talk to us about them, you can also contact advice@utfa.org. Thank you to those members who have contacted us about your experiences related to violence, threats of violence, and intimidation in your workplace. If you have not yet reached out and have been impacted in these ways, please contact advice@utfa.org for assistance and to help UTFA Leadership in their discussions with the Administration.

Updates on the Policy on Academic Continuity

Due to UTFA's perseverance over many years, UTFA secured protections for our members during work stoppages through a revision of the Policy on Academic Continuity (the "Policy").

- In 2012, the Administration implemented the Policy, which took responsibility for determining how to respond to a work disruption or stoppage away from course instructors and put it in the hands of non-academic administrators.

- UTFA Leadership invoked the Memorandum of Agreement (MoA) to force the Administration to negotiate changes to the Policy due to its impact on members' terms and conditions of employment.

- Recently, these negotiations resulted in protections for our members including:

    - Establishment of a threshold (only in extraordinary circumstances) and the factors that the Admin must consider in declaring an academic disruption (a change from the current policy which left this decision up to the Administration's discretion.);

    - The Admin must uphold its obligations set out in the MoA with respect to academic freedom, and reaffirm that "course instructors" have "primary responsibility and authority to make changes to their courses"; and

    - Protections for members against the possibility that they would be required to do struck work.

Research Misconduct Investigations

- There has been a notable increase in research misconduct preliminary inquiries and investigations.

- UTFA's leadership has raised significant violations of members' procedural rights to the Administration, including inadequate notice of allegations; a lack of opportunity to secure UTFA representation; highly restrictive interim measures; inconsistent application of relevant policies; and missing oversight from appropriate administrative officials to ensure procedurally fair processes, causing significant harm to members.

- The Administration acknowledged the need for improvement, and both parties agreed to reconvene in June to discuss specific ideas for implementing checks and balances within the Administration's processes.

- Please contact advice@utfa.org for assistance if a research misconduct complaint has been raised against you.

Social Media Posts by Member of U of T Governing Council

Concern:

- UTFA Leadership recently became aware of public posts by a Member of Governing Council regarding an “Antisemitism Action Plan for the University of Toronto”, as the work of an “Independent Committee” that includes recommendations that would seriously undermine the University’s commitments to freedom of speech and academic freedom, and would violate the Memorandum of Agreement between UTFA and the Governing Council.

- It is entirely inappropriate for a sitting member of the Governing Council to broadcast information that seeks to limit academic freedom and freedom of speech, where it appears that they are speaking on behalf of the Governing Council or the University’s senior Administration.

UTFA’s Actions:

- UTFA Leadership brought the announcement to the attention of the senior Administration and the Chair of the Governing Council, who confirmed that the individual is not speaking on behalf of the Governing Council or the University Administration.

- The Chair further confirmed that the “Independent Committee” is not an official Committee of the Governing Council, nor is it a Committee of the University Administration, and is acting without appropriate delegated authority.

Register for Spring Workshops:

- Tenure Stream Promotion Workshop, May 4, 1:30 - 3:30 p.m. - Register Now!

- Promotion/Continuing Status Review Workshop for Teaching Stream Faculty, May 28, 1:30 - 3:30 p.m. - Register Now!

- Information Session for Faculty with Part-Time & CLTA Appointments, June 5, 1:30 - 3:30 p.m. - Register Now!

Source URL (modified on Apr 13 2026):https://www.utfa.org/content/april-13-2026-council-update