



UNIVERSITY OF TORONTO  
*faculty* ASSOCIATION

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

[Home](#) > [Who We Are](#) > Committees

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## Standing Committees

### Permanent Standing Committees

There are three permanent Standing Committees specified in the constitution.

#### [Salary, Benefits, Pensions and Workload Committee](#)

This committee, under the leadership of the Vice-President, Salaries, Benefits, Pensions and Workload, advises Council on formulating policies concerning improvements in salaries, benefits, and pensions. It is responsible for annual negotiations with the administration on the size of across-the-board (ATB) and progress-through-the-ranks (PTR) salary increases and improvements in benefits.

#### [Grievance Committee](#)

The Grievance Committee, chaired by the Vice-President, Grievances, investigates grievances brought to it by members, either individually or collectively. A grievance is any complaint by a faculty members or librarian (Memorandum of Agreement, Article 7). These include matters relating to the terms and conditions of employment, including matters of academic freedom, tenure, promotion and salary. If possible, grievances are resolved collegially.

#### [University and External Affairs Committee](#)

This committee is chaired by the Vice-President, University and External Affairs and advises Council on matters of general concern to the University community, including relations with the Provincial and Federal Governments. It cooperates with other campus organizations and campus unions and maintains contacts with activities at other universities in Canada through the Canadian Association of University Teachers (CAUT) and Ontario Confederation of University Faculty Associations (OCUFA).

## Other Standing Committees

### [Appointments Committee](#)

This committee advises Council on all matters related to the University's Policy on Appointments. This includes procedures for hiring, promotion, tenure, and dismissal, encompassing all faculty and librarian ranks, including tenure stream, teaching stream, contractually limited, visiting, and adjunct appointments.

### [Equity Committee](#)

This committee advises Council on all matters of particular concern to women academics and librarians. This includes issues of pay equity, employment equity, sexual harassment and personal safety.

### [Financial Advisory Committee](#)

This committee advises Council on all matters pertaining to budget and expenditures.

### [Librarians Committee](#)

This committee advises Council on all matters related to the concerns of academic librarians and the profession at the University of Toronto.

### [Membership Committee](#)

This committee advises Council on all matters related to promoting faculty participation in UTFa.

### [Retired Members Committee](#)

This committee advises Council on all matters related to the concerns of retired members of the faculty, professional librarians, or research associates.

### [Teaching Stream Committee](#)

This committee advises Council on all matters of particular concern to Lecturers, Tutors, and Athletics Instructors. Matters of job security are a major on-going concern.

**In addition to these standing committees, Council may also establish ad hoc committees as it requires.**