



Annual General Meeting

April 23, 2026

Welcome colleagues! We will begin at 2:02 p.m.

Acknowledgement of Traditional Land

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 the Mississaugas of the Credit. 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.



Section of a mural by Chief Lady Bird, Odinamaad and Dave Monday Oguorie on The Edwin Hotel on Queen Street East, Toronto. Photo by Barb Nahwegahbow

AGM Agenda for Thursday, April 23, 2026

From 2:00 p.m. to 4:00 p.m

1. Acknowledgment of Traditional Land (*Urvashi Chakravarty*) (2:02 pm)
2. Review of the Agenda and Housekeeping Items (*Susan Wagner*) (2:03 pm)
3. Minutes of 2024-2025 AGM (*Susan Wagner*) (2:05 pm)
4. Welcome and President's Remarks (*Terezia Zorić*) (2:07 pm)
5. **Feature Panel: Artificial Intelligence (AI) and the Changing Nature of our Work as Faculty and Librarians at the University of Toronto.** Moderator: *Max Mishler*, with Professor L.K. Bertram (Department of History), Professor Benjamin Sanchez-Lengeling (Chemical Engineering and Applied Chemistry), Mr. Graeme Slaght (Scholarly Communications and Copyright Outreach Librarian), Professor Erik Thomson (President, University of Manitoba Faculty Association) (2:15 - 3:05 pm)
6. Issues arising from the increase in PhD Funding (*Girish Daswani and Arjumand Siddiqi*) (3:05 - 3:18 pm)



AGM Agenda for Thursday, April 23, 2026

From 2:00 p.m. to 4:00 p.m

7. Highlights from the Bargaining Table (Jun Nogami and Terezia Zorić)
(3:18-3:30 pm)

8. Reports of the 2025-2026 UTFA Officers & Chairs of Committees
(3:30-3:45 pm)

The reports are published in the AGM Newsletter and will not be read at the meeting. However, the President, Vice-Presidents, Treasurer, and Committee Chairs will be available to answer any questions.

9. Presentation of the Student Awards (Harriet Sonne de Torrens) (3:45 pm)

10. Presentation of the UTFA Academic Citizenship Award (Thom Dancer)
(3:48 pm)

11. Other business and questions from the floor (3:52 pm)

12. Acknowledgements (Terezia Zorić) (4:02 pm)

13. Adjournment (4:05 pm)

Webinar Housekeeping Items

If you have any technical difficulties during the session:

- Email: faculty@utfa.org
- Phone: 647-518-0406 (Gautam Jadhav, UTFA IT Coordinator)

Attendees can use the closed captioning function on their devices.

There will be **five** question-and-answer periods during dedicated sections of the agenda.

- In person attendees are to proceed to microphone to ask questions
- Virtual attendees are to use the raised hand function to ask questions. Your name will be called when it is your turn to speak. **Please unmute yourself when prompted.**

After the AGM, you can also send your outstanding questions to our advice@utfa.org or faculty@utfa.org email accounts and we will reply.

Emojis - The Zoom Webinar Reactions feature will be enabled to include the Selected emojis 👏 👍 😂 😮 ❤️ 🎉 (e.g. clap, thumbs up, laugh, etc.)

Chat feature - as per past webinars the chat function is disabled.

Links - In the coming days we will send all attendees an email with links to documents that we reference in the AGM.



Minutes of the 2024-2025 AGM

Welcome & President's Remarks

Welcome Guests!

Canadian Association of University Teachers (CAUT)

David Robinson, Executive Director

Maxim Baru, Organizing Officer

Ontario Confederation of University Faculty Associations (OCUFA)

Kimiko Inouye, Director of Collective Bargaining Services

CUPE 3902

Marianna Reis, President

Wayne Dealy, Executive Director

RavenLaw, LLP

Wassim Garzouzi, External Legal Counsel

Julia Williams, External Legal Counsel

University of Manitoba Faculty Association (UMFA)

Professor Erik Thomson



**Feature Panel:
Artificial Intelligence (AI) and the
Changing Nature of our Work as
Faculty and Librarians at the
University of Toronto**

1. How does *AI currently* affect our working conditions--our workload, our ability to teach and conduct research, and University assessments such as PTR or Tenure and Promotion?
2. How *will* AI affect our working conditions in the future?
3. What can UTFa do to advance our members' interests when it comes to the adoption of AI at the University of Toronto?

Professor Erik Thomson
(President, University of Manitoba Faculty Association)

Professor L.K. Bertram
(History)

Mr. Graeme Slaght
(Scholarly Communications and Copyright Outreach
Librarian)

Professor Benjamin Sanchez-Lengeling
(Chemical Engineering and Applied Chemistry)

Artificial Intelligence and the Changing Nature of our Work as Faculty and Librarians at the University of Toronto



Issues arising from the increase in PhD Funding

Changes to funding for PhD Students

- The U of T Administration revised the funding guidelines for PhD students while simultaneously rolling out a new budget model.
 - New minimum funding package → \$40,000 per year for four years.
 - Responsibility for funding shifted from central administration to departments and individual faculty/librarians.
 - The budget model's configuration varies by department.
- UTFA conducted a survey in Fall 2025 to understand the impact of these changes on members supervising PhD students.

UTFA Survey Findings: Initial Report



UTFA Survey Findings: Initial Report

Highlights of the Survey Findings:

- **Widespread concern, confusion and frustration with the roll out of the new funding and budget models**
 - ◆ Particularly with the downloading of costs to departments and individual faculty members

- **Lack of meaningful consultation**
 - ◆ Not consulted in advance of changes
 - ◆ Core changes were widely seen as centralized, top-down, authoritative mandates from central administration
 - ◆ Members did not have a real voice in the changes
 - ◆ Where consultations took place they were symbolic and did not (or would not) have any influence on decisions/outcomes

UTFA Survey Findings: Initial Report

Highlights of the Survey Findings cont'd:

- **Poor communication around the details and impacts of the changes**
 - ◆ Central Administrations's communications were inconsistent, inconsiderate, unclear, last-minute and lacking important details

Members experienced frustration and stress around not having clear understanding of the changes due to lack of details from the Administration.

UTFA Survey Findings: Initial Report

Respondents' description of the changes:

- Inequitable
- Unsustainable
- Not-discipline sensitive in their design
- Causing a “rich get richer; poor get poorer” dynamic

“The Administration is once again, transferring the costs of THEIR DECISIONS to the PIs”

UTFA Survey Findings: Initial Report

Impact on Members/Departments/Faculties:

- Most adversely impacted due to less availability of research funding and multi-year grants
 - ◆ Faculty in the Social Sciences and Humanities
 - ◆ Other primarily qualitative, non-laboratory-based fields

- Also, not traditionally having faculty fund their doctoral students through personal research funds (as is common in STEM disciplines)

- Inequity amongst members
 - ◆ junior, teaching-stream, and cross-appointed faculty are more likely to lose eligibility for RAs and Teaching Assistantships (TAs) and not be able to take on funded PhDs compared to tenure-stream and faculty with large grants.

UTFA Survey Findings: Initial Report

What the Administration needs to do:

- The Administration should **bear** the cost of improved funding for graduate students due to the high cost of living in the GTA.
- Members support increasing funding for graduate students; however, the problem is the model. Members **strongly oppose bearing the cost** for the Administration's top-down decision.
- The new budget model further complicates the PhD base funding increase, since departments are forced to find new ways to cut costs in order to increase/ stabilize revenues. **The Administration should implement discipline-specific funding and budget models that do not adversely affect members in each department.**

Highlights from the Bargaining Table

2023-2026 Round Bargaining Update

July 3, 2025 - Arbitrator Gedalof issued his award on July 1, 2023 ATB adjustment and July 1, 2024 ATB adjustment

January 12, 2026 - Arbitrator Gedalof issued his award on re: July 1, 2025 ATB adjustment.

Arbitrator Gedalof awarded salary adjustments as follows:

- Effective July 1, 2023: **3.5%**
- Effective July 1, 2024: **2.5%**
- Effective July 1, 2025: **2.5%**

Inadequate benefits improvements (slight increase in PERA)

2026-2027 Bi-lateral Negotiations Timelines

November 28, 2025: UTFA provided Notice to Bargain and our information disclosure request to the Administration.

UTFA's Bargaining Approach with the Admin:

- We *insist* that the Admin adhere to expedited process outlined in the MoA: either a bilateral agreement or a final and binding decision on all bargaining items no later than **June 30, 2026**
- Bargaining mandate presented to Council on **January 22**
- **Five** bi-lateral bargaining dates took place in February and March

Sources of UTFA's Proposals

Our proposals draw from multiple sources including:

1. All-member bargaining survey and follow-up benefits survey
2. Arbitrator's Awards and the Administration's implementation
3. Proposals from past rounds that remain member priorities
4. Individual members seeking advice/making suggestions
5. Input from UTFA Committees
6. Claims made within the Administration's Arbitration Briefs and bargaining positions
7. Major deficiencies in the MoA and in bargaining and dispute resolution frameworks
8. Feedback from members in Town Halls and departmental visits.



Negotiation Priorities from Our Membership Survey

1) **Salaries**

- Keeping up with current inflation and catching up on past erosion
- Obtaining ATB adjustment for new hires in their first year of employment
- Raising salaries (e.g., salary floors) of the lowest paid members

2) **Benefits**

- Improving various health benefits (coverage, scope, “reasonable and customary”)
- Maintaining equal access to benefits for retirees
- Improve child care benefit scope and coverage
- Improving housing (including housing loan) benefits

3) **Workload**

- Counter growing administrative creep + increased class sizes
- Address academic integrity challenges, with A.I and more generally
- Recognize explosion of student accommodation work
- Account for increases in downloaded administrative and bureaucratic work



2026-2027 Negotiations and Proposals

Salary

- Across-the-board (ATB) to address inflation and top of market
- ATB covering all components of compensation
- ATB increases apply to all members employed during term of the Agreement, *including new hires*
- Distribution of ATB increase to provide larger percentages for those less well paid

Progress Through the Ranks (PTR) Increases

- Restore/reinvest in size of pool and make ATB increases to breakpoints and increments automatic
- Negotiate *criteria for 5% Special merit*

Increase Faculty and Librarian Salary Floors

2026-2027 Negotiations and Proposals

Benefits

- Health Benefits Improvements and Expansions
- Child Care Benefit
- Retirees' equal access to health benefits improvements
- Housing support for faculty and librarians
- PERA protections and enhancements

Member Rights: Part-time Issues

- Grievance rights for part-time members
- Increase Research & Study Leave pay rate for part-time members

2026-2027 Negotiations and Proposals

Workload

- Increase administrative, Teaching Assistant (TA), Student Library Assistant (SLA), etc., support to members
- Replace Workload Adjudicator process with the regular grievance process
- Seek compliance from the Administration with Article 8 of the *MoA*:

“The parties agree that no faculty member shall be expected to carry out duties and have a workload unreasonably in excess of those applicable to faculty members within the academic division or department ...

The University of Toronto agrees to **continue to use its best efforts to ensure that there is an adequate level of support** for faculty members relating to working conditions amid equitable distribution of support among members of the same [unit]”

2026-2027 Negotiations and Proposals

The Workload Challenge

→ Last two rounds the Arbitrator has accepted the Admin's arguments and has awarded no substantive workload improvements stating that there is no demonstrated need

How does UTFA demonstrate the need?

→ by the filing of individual, group, and Association grievances, that will demonstrate the workload policy (WLPP) is dysfunctional

Reports of the 2025-2026 UTFA Officers & Chairs of Committees

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To Certify or Not? That is the Question

Through *principled, persistent, and coordinated pressure*, UTFA has achieved and will continue to achieve remarkable results for its members despite the limitations of the MoA.

The MoA has its advantages, but the hammer that hangs over the MoA is that the MoA permits the Administration to terminate the MoA with written notice prior to the expiration of the MoA each year.

Member engagement is critical in answering the question.

To Certify or Not? That is the Question

What UTFA has done

- Expanded member outreach and organizing capacity through a range of ongoing member directed campaigns (such as ATB for new hires, decentralized budgeting, administrative overreach)
- UTFA engaged legal and faculty-association experts to assess the pros and cons of our current uncertified labour framework under the MoA
- Initial findings directly informed our current bargaining priorities by targeting improvements to the MoA while we continue to protect our existing rights under the MoA
- CAUT, on behalf of UTFA, sent a survey to members regarding our current governance structure and we visited departments
- The survey and departmental visits inform UTFA of our members' priorities and interests, including support from members of any labour framework, including certification

To Certify or Not? That is the Question

UTFA's next steps

- Review the CAUT Governance report, including its recommendations (when received)
- Continue with department visits to understand the priorities and interests of our diverse membership
- Grow/further our support for grassroots organizing campaigns (whether or not they will lead to certification)
- Upon the completion of our information gathering, engage with our membership to discuss any changes to our labour framework

Any changes to our labour framework depend on the strength of an informed, engaged, and supportive membership

Presentation of the Student Awards

Harriet Sonne de Torrens

UTFA Tuition Bursary Recipient

Bryan Zheng

Bryan Zheng is a second-year student at the University of Toronto Scarborough studying Human Biology and Biochemistry. As the child of parents who immigrated from China, he is motivated to honour their sacrifices by striving toward a meaningful and impactful future. His academic interests focus on emergency medical care and preventive medicine, and he aims to pursue a career in medicine, inspired by his own experience with a broken femur and the care he received from medical professionals.



AI Miller Award Recipient

Noah Adams

Noah Adams' PhD work expands on his book *Trans and Autistic: Stories from Life at the Intersection* (with Bridget Liang; Jessica Kingsley Publishers, 2020) by exploring the development of transgender/autistic community groups globally. Noah volunteers extensively and is currently working with the Transgender Professional Association for Transgender Health, an international network he co-founded, and serving as the President of the Canadian Professional Association for Transgender Health. More about his work can be found at www.noahjadams.com.



AI Miller Award Recipient

Xuan Zhang

Xuan Zhang is a second-year PhD student in the psychology department at the University of Toronto. She conducts research on memory and sleep, including work examining how sleep related non-invasive techniques can strengthen memory in real-world, naturalistic tasks.



Presentation of UTFA Academic Citizenship Award

Thom Dancer

UTFA Academic Citizenship Award Recipients

UTFA is proud to deliver the 2025 Academic Citizenship Award to the Fair Pay for Junior Faculty and Librarians Organizing Team:

- Tammaso Pavone
- Semra Sevi
- Lana Salman
- Caleb Pomeroy
- David Ragazzoni
- Derefe Chevannes
- Sverrir Steinsson

Other business and questions from the floor

Acknowledgments

Adjournment

Thank you for attending the 2026 UTFA AGM!

Please contact faculty@utfa.org if you have any questions.