

# UTfA Newsletter

UNIVERSITY OF TORONTO *faculty* ASSOCIATION | No. 2 (2016–17) | APRIL 4, 2017

## Annual General Meeting 2017

Thursday, April 6, 2017

3:30 – 6:00 p.m.

OISE Auditorium

252 Bloor Street West, Toronto

### AGENDA

1. Acknowledgement of Traditional Land
2. Minutes of the Previous Meeting
3. Announcement of UTFA Student Award Recipients: Caroline Cormier for the 2017 UTFA Al Miller Memorial Award and Tina Vulevic and Spencer McMurray for the 2017 UTFA Undergraduate Tuition Award
4. President's Remarks
5. Reports of the Officers and Chairs of Committees †
6. Constitution and Bylaw Amendments ‡
7. Salary, Benefits, Pensions and Workload Update, Including Updates on Policy Negotiations
8. Order of the Day, 4:15 – 5:45 p.m.  
Securing the U of T Pension Plan: Expert panel on the advantages of a jointly sponsored, multi-employer pension plan in the postsecondary sector.

With guests from Goldblatt Partners, Eckler Ltd., Aon Hewitt, Healthcare of Ontario Pension Plan (HOOPP), and others.  
Full bios inside. Discussion and Q & A to follow.

9. Other Business and Questions from the Floor

† **The reports included here will not be read at the meeting.**  
However, the President, Vice-Presidents, Treasurer, and Committee Chairs will answer any questions.

‡ Find proposed amendments at <http://utfa.org/agm17amendments>

*Members are invited to a reception after the meeting from 6:00 to 8:00 p.m., in the Main Dining Room of the Faculty Club, 41 Willcocks Street.*

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### Statement of 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 most recently, the Mississaugas of the Credit River. 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.

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## Report of the President

### Pensions

UTFA's 2017 Annual General Meeting will focus on pension reform. A panel of pension experts will speak on jointly sponsored pension plans, on the financial difficulties and sustainability of our current plan, and on examples of Ontario JSPPs that have been thriving for many years. As most of our members know, the University of Toronto defined benefit (DB) pension plan struggles with deficits and is in need of reform. More than one UTFA president has had to confront rising pension premiums and the threat of reduced future benefits. See the information at <https://pensionchange.utfa.org/> and also the handouts on pensions that UTFA has circulated for the figures on the University's volatile levels of pension-related debt. We are grateful to the actuaries and communication specialists at Toronto's Eckler Ltd., to Hugh Mackenzie & Associates, an economic and labour consultancy, and to pension specialists at Goldblatt Partners for their assistance in generating information on pensions for our members.

UTFA has been working on the possibility of pension reform for at least two years. In the slightly more distant past, former UTFA president George Luste led a long campaign to educate members about the problems with the pension plan. At one point, he was convinced that new hires should be offered only a defined contribution or DC plan. We are all relieved, given the more recent performance of DC plans, that UTFA did not move in that particular direction. Currently, we have members sitting on both the University Pension Committee and the Joint Working Committee (JWC). The goal of the JWC, from its inception, was to work with other employee groups such as U of T's CUPE unions and the Steelworkers to explore conversion to a jointly sponsored pension plan.

With the next provincial election visible on the horizon, pressure has grown to act on pension reform. The Conservatives have indicated in the past a strong preference for DC plans.

I have been persuaded in recent months that for governance reasons alone the JSPP, with shared responsibility for planning and governance, on a sponsor board, is preferable to the governance currently in place, in which the University administration is largely in control. As our premiums rise, we as employees are moving closer to the 50% contribution

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to the plan that should, in my view, be accompanied by joint governance. Does this joint governance bring with it shared risk? Yes, in a word. A shortfall in pension funding under a JSPP would clearly mean that increases in premiums and/or cuts in future benefits would have to occur. Both the employee side of the sponsor board and the employer side would have to agree on any such cuts. However there is also a risk that under our current pension plan, the employer will seek to cut future benefits and increase premiums. Our panelists will address all of these issues concerning the pros and cons of a JSPP on April 6 at the AGM.

The U of T administration is clearly seeking relief from solvency payments, and this is its main motivation for wanting to convert to a JSPP. The Administration would lose sole control over the management of the pension plan, but it nevertheless believes that moving forward with a JSPP is safer than standing still.

UTFA is engaged in an education campaign on pensions. We have had several small-group meetings of the Executive and Council, and we are now starting to hold meetings of faculty and librarians in their units. See the report of the chair of the Membership Committee on the education campaign. In addition to smaller meetings in units, we will hold town halls at all three of the University's campuses.

If a new pension plan were negotiated, all plan members would have to vote on it. Ratification of any new plan would not occur until the fall of 2017 or later.

Many of our members are growing concerned that their salaries are not properly covered by their pension because of the federal government's imposed cap on pensionable earnings. In exchange for contemplating a JSPP, UTFA will insist on a supplemental retirement arrangement (SRA) and also on financial offsets for faculty and librarians.

### Inequity in salaries and gender

In the coming months, UTFA will file an Association grievance on the gap in salary between men and women at U of T. We are working with various experts on salary and statistics, and we are examining related cases and precedents.

### Policy negotiations

In the fall term of 2016, UTFA successfully negotiated with the University administration a new policy on promotion to full professor in the teaching stream. Divisions are now working on the guidelines that must be in place before promotions to full professor in the teaching stream may occur. Members might recall that, through the Special Joint Advisory Committee (SJAC) process that commenced around 2012, UTFA and the University administration completed negotiations on improvements to teaching stream and tenure stream policies. While the teaching stream appointments policy was substantially improved, the same was not true for our librarians or for part-time faculty. Please see the report of the Chair of the Librarians Committee for information on the need to

revise the librarians' appointments policy. As president, I am strongly committed to modernizing the librarians' policy. I am also committed to revising the policy that governs part-time appointments. In the upcoming round of salaries/benefits talks, UTFA will propose negotiating serious revisions of both policies.

### Grievances

Managing asbestos has become an important issue at U of T—and not simply at the St. George Campus. UTFA has heard from concerned members from across the three campuses. UTFA has called for a University task force on this vitally important issue. The UTFA Grievance portfolio, working with lawyers at Goldblatt Partners, and led by Terezia Zoric, has been working flat out since the beginning of March, when UTFA was first alerted to the asbestos problem in the Medical Sciences Building. UTFA is deeply grateful to Terezia for her strong leadership on this issue.

Many thanks to an active, hard-working, and collegial Executive Committee and Council. None of our achievements would be possible without our superb staff, to whom I offer deepest thanks for their professionalism and devotion to our members.

Cynthia Messenger  
President

## Report of the Vice-President, Salary, Benefits, Pensions and Workload

I assumed the role of Vice-President, Salary, Benefits, Pensions and Workload after the last round of bargaining, and I would like to thank Paul Downes for making the transition smooth. I also want to highlight the achievements gained under Paul's leadership and Scott Prudham's: a salary increase to match inflation; substantially increased PTR for the teaching stream; increased minimum salaries for librarians; increased vision care and complementary health benefits; increased professional expense funds for all streams; a tuition waiver for PhD studies; and an increase in pay while on Research and Study Leave. An increase in pensions contribution was offset by a flat rate salary increase and the creation of a health care spending account.

Our current agreement expires on June 30, 2017. In preparation for negotiations, I have been attending meetings of

OCUFA's Collective Bargaining Committee—to gain insight into bargaining in the current political climate; to compare notes with other faculty associations about gains they have realized and challenges that we all encounter; to learn from colleagues about issues that can arise in bargaining and how to deal with them; and to hear about different ways of engaging with association members so that bargaining is representative of everyone's interests.

We gave notice of our intent to bargain to the Administration in December, and the Salary, Benefits, Pensions and Workload Committee has been working to shape our bargaining proposals. This work draws on input from the bargaining survey: we appreciate the effort that members made to complete it. We are excited about this round as the first in which we can test the new process that emerged from the Special Joint Advi-

sory Committee negotiations. You will recall that the SJAC process led to the modernization of the Memorandum of Agreement and the ability of UTFA to negotiate policies that had previously been ‘frozen.’ We now have a second avenue in the bargaining process, through which any significant term or condition of employment for faculty or librarians that is not eligible for arbitration will be eligible for facilitation and fact-finding. This includes all the policies listed in Article 2 of the MoA and the new policy on academic restructuring. Thus in the upcoming round we intend to propose: substantive changes to the Policies for Librarians, which have not been meaningfully revised since 1978; a policy on privacy issues around academic records and surveillance; and improvements in the appointments policy for part-time faculty.

The bargaining team approved by Council includes members from all three streams, our retired members, and all three campuses. I would like to recognize the team and thank them for their hard work. They are:

- Linda Kohn—Professor, UTM Biology
- Cynthia Messenger—Associate Professor, Teaching Stream, Writing and Rhetoric Program, Innis College
- Katharine Rankin—Professor, Department of Geography and Planning
- Kathleen Scheaffer—Librarian, Outreach and Instructional Services Coordinator, Faculty of Information
- Kent Weaver—former Manager of Systems Operations, Information Technology Services, University of Toronto Library (retired)
- Terezia Zoric—Associate Professor, Teaching Stream, Social Justice Education, OISE

## PTR

Our previous contract included an agreement to address certain aspects of the current PTR system, particularly problems of implementation in units with few faculty and librarians. This work is ongoing, but our survey indicated larger issues of discontent, and we will be working to address those as well.

## Workload

The Workload Policy and Procedures for Faculty and Librarians (WLPP) has been in effect for a number of years, but members continue to report a high degree of inconsistency in its application and little clarity in the criteria used to allocate workload in some units. Concerns have been raised about the role of deans and chairs in crafting policies that are meant to be designed by a departmental committee, about inequity

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across the three campuses, and about teaching stream inequities. We intend to gather data to assess specific problems and to assure proper implementation of the policy.

## Thanks

I take this opportunity to thank you, our members, for your patience and support. Please submit feedback and suggestions to [bargaining@utfa.org](mailto:bargaining@utfa.org). We value your input.

I also want to thank the members of the SBPW Committee for their guidance; UTFA counsel Heather Diggle and Reni Chang and staff Marta Horban and Chris Penn for their help as I stepped into the position; and Emma Phillips and Steven Barrett (Goldblatt Partners) and Hugh Mackenzie (Hugh Mackenzie & Associates) for sage advice as we prepare for bargaining.

Ken MacDonald  
Vice-President, Salary, Benefits, Pensions and Workload  
Chief Negotiator



# Report of the Vice-President, Grievances

## Tenure issues

The Grievance portfolio is currently advising seven tenure candidates, including two who have received tentative negative recommendations from their committees. This is a similar number to what we saw last year. UTFA urges all members undergoing a permanency review to contact UTFA if they see any negative language in the summary of evidence provided by the chair of the review committee. The Grievance portfolio provides confidential advice to members; there is no need to be decided on or even contemplating a grievance or appeal. Candidates with questions or concerns should email [faculty@utfa.org](mailto:faculty@utfa.org).

## Statistics

UTFA currently has slightly over 100 open files (advice, grievance, and tenure). The 2015–2016 tenure cycle was relatively quiet, with 40 candidates being reviewed, compared to a norm of twice that many. According to the most recent statistics provided by the University administration, one candidate was denied tenure and one other candidate's file was still under review. UTFA has appealed the tenure denial and that appeal is ongoing. Despite increased emphasis on teaching excellence in recent years, the number of faculty granted tenure based on teaching excellence (one) and both teaching and research excellence (three) remains tiny. We hope to see these numbers increase in the near future. Twenty-four Teaching Stream faculty members were reviewed for Promotion to Senior Lecturer (and subsequent conversion to Associate Professor, Teaching Stream). One candidate was denied promotion and, although UTFA diligently exposed and criticized the many process problems in the file, we were unsuccessful at the Grievance Review Panel. All nine librarian members who were reviewed for permanent status this past year were successful.

## Policy on Sexual Violence and Sexual Harassment

In 2016, Ontario's Sexual Violence and Harassment Action Plan Act (Bill 132) required universities to create policies to address sexual violence and sexual harassment. UTFA strongly endorses the need to develop comprehensive policies and programs to combat sexual violence at the University of Toronto. However, UTFA views these new policies as requiring negotiation with the faculty association, a position the Administration did not wholly accept. Nonetheless, based on extensive member and area expert consultation UTFA provided a detailed submission to the Administration in an effort to improve their draft policy for all. Following revisions to the

draft policy, some of our concerns remain unaddressed by the Administration (see <https://utfa.org/agm1707>). The main areas of concern that persist in the policy are lack of due process, timeliness, the selection of competent investigators, training, and the protection of academic freedom. Some of UTFA's concerns may in future be addressed in the Companion Guide for the Policy on Sexual Violence that the Administration has indicated an intention to develop. It is UTFA's position that, to the extent that any guidelines add to or modify the Policy, they are also subject to the Facilitation/Fact Finding Process in Article 6, and therefore subject to negotiation with UTFA.

## Evaluating Student Questionnaires on Courses and Teaching (SQCTs)

The Grievance portfolio has long recognized the negative effects that student questionnaires, used incorrectly, can have on a faculty member's career. End-of-course student questionnaires are used (and misused) in PTR, tenure, promotion, permanent status, and other significant circumstances. These questionnaires, sometimes referred to as student evaluations of teaching (SETs), student questionnaires on courses and teaching (SQCTs), or simply student opinion surveys, are important to the work we do as teachers. The questionnaires can be very good at capturing students' experiences, for example, but their limitations and problematic usage deserve careful attention. To provide such attention, last fall the Ontario Confederation of University Faculty Associations (OCUFA) set up a working group on SQCTs with experts in methodology, research ethics, and human rights. I was delighted to be asked by OCUFA to serve as their Human Rights expert on the working group, focusing on topics such as bias, harassment, and discrimination. Our work is ongoing, but OCUFA included a briefing note on progress to date in the March 29 OCUFA Report: <https://utfa.org/agm1706>.

## Health and Safety Gaps, as Evidenced by Asbestos

Since early March, the Grievance portfolio has been working extremely hard to address the ongoing asbestos management crisis in the Medical Sciences Building (MSB) at the St. George campus that has adversely affected our members, as well as students, staff, and others at the MSB. UTFA has been consulted by dozens of faculty members who were directly affected by the issue or who had concerns about the handling of asbestos (and other toxic substances) in University buildings on all three campuses, as well as its impact on their health and safety. The Grievance portfolio is providing legal advice,

## *This asbestos crisis has revealed significant gaps in the University's asbestos management program*

counsel, and direct support to several faculty members with complaints, and has also sought to address concerns with the Ministry of Labour and with the University administration.

Additionally, on March 31, UTFA co-sponsored (with all the major employee and student groups on campus) a well-attended and successful Asbestos Town Hall, featuring an expert panel focused on the serious health effects of exposure to asbestos fibres and the need for effective and well-informed Joint Health and Safety Committees in all workplaces, including universities. Several participants in the audience who work in the MSB gave compelling testimonials of being repeatedly exposed to asbestos in labs that exceeded legal limits and/or of not being informed of asbestos contaminations in their workplaces until several days or even weeks after they had likely occurred.

This asbestos crisis has revealed significant gaps in the University's asbestos management program as well as the Internal Responsibility System required by the Occupational Health and Safety Act (OHSA). UTFA has serious concerns about

the testing methodologies being used. UTFA is also disturbed by the significant gaps in the communication of information about the asbestos hazards, the failure (until recently) to post test results in a conspicuous place, as required by the OHSA, and the lack of transparency about the cause and full extent of the exposures.

In light of these issues and similar concerns expressed by UTFA members, staff, and students (including the unions and student groups who represent them), UTFA has called upon the Administration to create an all-campus asbestos task force. For more information and to receive updates on this dynamic issue, please visit <https://utfa.org>.

### Thanks

I am very grateful to UTFA President Cynthia Messenger for her superb mentorship, and for her unwavering support of me as a new UTFA vice-president. I would like to acknowledge this year's Grievance Committee members for their thoughtful and energetic participation, input, and assistance. Many thanks to UTFA's lawyers, Heather Diggle (General Counsel), Reni Chang, Helen Nowak (currently on leave), and Samantha Olexson, for their dedicated and professional work, and to our Grievance Assistant, Rucsandra Schmelzer, for her support. Crucial administrative support has been provided by Chris Penn (currently on leave), Marta Horban, and Andrew Wright. UTFA has, again this year, been extremely well served by the expert lawyers at Goldblatt Partners.

Terezia J. Zoric  
Vice-President, Grievances

## Report of the Vice-President, University and External Affairs

This year I have been a liaison between UTFA and the following groups: the University of Toronto Employee Associations and Unions (UTEAU); student groups such as UTMSU, APUS, SCSU, and the Canadian Federation of Students (CFS); the Ontario Confederation of University Faculty Associations (OCUFA); and the Canadian Association of University Teachers (CAUT). As VP University and External Affairs, I serve on the University of St. Michael's College Leadership Committee.

For UTFA, I chair the University and External Affairs Committee and sit on other committees, especially Salaries, Ben-

efits, Pensions and Workload, Membership, and Grievances, as well as steering committees on Pensions and on Salary Equity. I also serve on the Bargaining Team. Beyond UTFA, I represent UTM on Academic Board and on the Planning and Budget Committee of Governing Council.

In September I organized a meeting of UTEAU at UTFA. Groups attending included USW Local 1998; CUPE Locals 1230, 3902, 3907, and 2484; and OPSEU, IBEW, IUPAT, UNITE HERE 75, and APUS. Contracting out, upcoming bargaining, and pensions dominated the agenda. With USW 1998, I helped to organize a December meeting of UTEAU at

USW. A subsequent UTEAU meeting was held at CUPE on March 1 (UTFA represented by Ken MacDonald). The Next Generation Committee of USW 1998 proposed new actions in support of renewable energy and support of LEAP objectives at U of T. A significant issue continues to be contracting out of unionized University of Toronto workers, e.g., caretakers and food workers, who have then been faced with concerns about job continuity and lower wages under their new employer, Compass. Also on the UTEAU agenda have been childcare at St. George, labour conditions and fair wages for student workers, and the new Queen's Park university funding formula.

I attended meetings of both the OCUFA Board of Directors and the CAUT Council and participated in CAUT's Parliament Hill Day, meeting with Adam Vaughan, MP, Spadina-Fort York. UTFA's contribution to the CAUT Academic Freedom Fund was well appreciated; we were not the only faculty association/union making a substantial contribution.

My work in cooperation with students has focused on student fees and student debt. On November 2, 2016, for the Day of Action organized by CFS, I represented OCUFA, UTFA, and UTM. I presented at the press conference and was the only faculty member to address the student rally at Queen's Park. On February 16, 2017, I was on the "Fight the Fees" panel for The List's monthly meeting along with Alessandro

Delfanti, Assistant Professor of Culture and New Media at U of T; Leigh-Ann Naidoo, School of Education at the University of Witwatersrand in Johannesburg (via Skype); Rajean Hoilett, Chairperson of the Executive Committee of CFS-Ontario; Kyle McLoughlin, MA student, Concordia University; and Sitharsana Srithas, VP External, SCSU, which, similar to UTMSU, represents a significant proportion of first generation, racialized students, as well as a significant cohort of international students paying higher differential fees.

On March 1, 2017, I represented UTFA at Queen's Park Advocacy Day, an OCUFA-coordinated event. With me in the GTA caucus were Richard Wellen, President of the York University Faculty Association, and Ron Babin, Chair Grievance of the Ryerson University Faculty Association. Our issues were faculty renewal—replacement of retiring full-time, tenured research faculty with same (not contract faculty); university governance; and establishment of an independent, impartial statistics data base for the higher education sector. We met with MPPs Cheri DiNovo, NDP, Parkdale-High Park; Gila Martow, PC, Thornhill; Yvan Baker, L, Etobicoke Centre; Peter Tabuns, NDP, Toronto-Danforth; and the assistants of Han Dong, L, Trinity-Spadina.

Linda Kohn  
Vice President, University and External Affairs

## Report of the Treasurer

The Association remains in very strong financial health. The audited financial statements of the last five years show an average yearly surplus of approximately \$375,000, which would have been \$515,000 without the dues holidays in 2014 and 2015.

The Association's bank account maintains a healthy balance of around \$500,000, and UTFA holds in excess of \$4,000,000 in reserve funds. This is a growth of over \$1,600,000 from June 30, 2012, and represents approximately 1.3 years of dues. The Association's investment policy prescribes that half of the reserve funds be invested in fixed income instruments and half in equities, and that the latter be invested in  $\frac{1}{3}$  Canadian,  $\frac{1}{3}$  US, and  $\frac{1}{3}$  other equities. The goals of the investment policy are met by investing the vast majority of the reserve funds in exchange traded funds (ETFs). These liquid, passive, and low cost investment vehicles keep the management cost of UTFA's investment portfolio (estimated at about 0.16% of total assets) at a minimum.

The Financial Advisory Committee meets in October and April to review the Association's investments. I wish to thank its members for their time and engagement. The treasurer relies on UTFA's bookkeeper and business officer to look after the day-to-day financial operations of the association. I must thank Rucsandra Schmelzer and Marta Horban for their exceptionally thorough work. Included in the newsletter are the Association's Audited Financial Statements for the fiscal year ended June 30, 2016. I wish to thank Donna Mehta of Cowperthwaite Mehta for her advice and the timely completion of this year's audit.

This is my first and last report as treasurer. Serving UTFA in this capacity has been a brief but instructive experience.

Ettore Damiano  
Treasurer



# Report of the Chair of the Appointments Committee

The Appointments Committee advises UTFA Council and Executive on matters related to the University's many policies and procedures on appointments. This includes procedures for hiring, promotion, tenure, and termination, encompassing all librarian and faculty ranks—full-time and part-time—including tenure stream, teaching stream, contractually limited, visiting adjunct appointments, and emeriti/ae.

The priority of the Committee this year has been the University's part-time policy (Policy and Procedures on Employment Conditions of Part-time Academic Staff). Last revised in 1994, the policy is out-of-date and no longer believed to reflect adequately the terms and conditions that our more than 350 part-time members require. The central issue for many is a lack of the proper job protection that is necessary to secure academic freedom, which is fundamental to building a strong postsecondary education system. Faculty and librarians will recall that precarity is a growing problem across the many employment sectors in Ontario, including the academic sector. For universities, it potentially impacts the quality of higher education, which is why it is a priority to UTFA. The Association surveyed part-time members in early March this year asking questions about workload, research and study leave, PERA, etc., in addition to job security. As I write, the results have not yet been studied. However, the intention is to conclude consultations with members and table a revised policy for the upcoming round of negotiations with the Administration.

In addition, members of the Committee have been busy this year responding to individuals and groups of members on questions related to appointments policy, especially the Uni-

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versity's Policy and Procedures Governing Promotions (1980) and its Policy on the Appointment of Academic Administrators (2003). In recent years UTFA has conducted member surveys on these policies and identified a number of areas of concern. In the former, there is a lack of clarity among our members on the criteria to go forward for promotion to full professor; in the latter, there is a lack of confidence in the selection process at the decanal level, stemming from a lack of transparency and meaningful collegial input. The Association will need to look more closely at the results of these surveys in the years to come and consider ways of negotiating clearer language with the Administration.

I continue to serve on other UTFA committees when possible in order to contribute to appointments-related matters. I also serve on the Executive of the Ontario Confederation of University Faculty Associations (OCUFA), of which UTFA is a member.

As Chair, I want to thank the members of the Committee for their support and contributions to our work this year.

Michael Attridge  
Chair, Appointments Committee

# Report of the Chair of the Equity Committee

A number of developments relevant to equity, diversity, and inclusiveness have occurred at the University of Toronto since my December 2016 report.

An important policy development has been the publication of the final version of the University of Toronto's Policy on Sexual Violence and Sexual Harassment (see <https://utfa.org/agm1701>). The Policy was approved by U of T's Governing Council in December 2016 with an effective date of January 1, 2017. UTFA's concerns, many of which are

not addressed in this policy document, centred on due process, training, and preparation of the staff administering the policy, and the exclusion of legitimate academic activities from the domain of the policy. The U of T administration is currently soliciting feedback about the nature and extent of educational efforts to be launched to implement and educate about this policy. Additionally, UTFA's Statement on Recent Social Media Attacks on Students (<https://utfa.org/agm1702>) decried the harassment and discrimination experienced by some students based on their gender identity and/or gender expression,

## *UTFA has supported the efforts of other groups in responding to the negative consequences associated with the US government's travel ban*

and called for the University to include gender identity and/or gender expression as a prohibited grounds in their new policy.

UTFA has also moved ahead with its efforts to create more knowledge about Indigenous education among its members. Jonathan Hamilton-Diabo, Director of Aboriginal Student Services at U of T, spoke to UTFA Council in February 2017 about the recommendations contained in the Truth and Reconciliation Committee Report. In support of our Indigenous students at U of T, UTFA donated \$10,000 to First Nations House (<https://utfa.org/agm1703>). As well, UTFA has supported the efforts of other groups in responding to the negative consequences associated with the US government's

travel ban, and has been an advocate for academic freedom in the international forum. Specifically, UTFA co-sponsored the Emergency Town Hall held in February 2017, entitled *Bordering Injustice*, which discussed the hardships created and implications for international students at U of T and elsewhere by the travel ban instituted by executive order by President Donald Trump. UTFA also organized and hosted a panel discussion entitled *Defending Academic Freedom: An International Perspective* that featured a panel discussion, with Professors Homa Hoodfar (Concordia) and Payam Akhavan (McGill), of the increasing political interference and targeted harassment and imprisonment of academics and the lack of respect for the principle of academic freedom.

UTFA has also made advances in examining pay equity issues at the University of Toronto. A new ad hoc steering committee has been formed to investigate the gender salary gap (<https://utfa.org/agm1704>). This group, in consultation with experts, will examine current data concerning the distribution of salary by gender, taking into account relevant variables. This committee will produce an update to UTFA's last report on the gender salary gap, published in June 2010 (<https://utfa.org/agm1705>).

Roy Gillis  
Chair, Equity Committee

## Report of the Chair of the Librarians Committee

The work of the Librarians Committee continues to inclusively and collaboratively foster community by building on the work and ideas of previous chairs, members, and the wider librarian community. Investment in a collegial, diverse, transparent, and equitable future for academic librarians at U of T is at the forefront. We seek consultative processes; equitable opportunities and procedures; fair working conditions; and consistent practices across our three campuses.

In this busy year, especially as we prepare to enter into negotiations, the Committee has focused on:

- reviewing its communication strategies
- connecting with colleagues at other Canadian universities who have recently been in negotiations
- researching Canadian academic librarian, teaching stream, and faculty policy standards
- embracing transparency through candid conversations with Administration

- engaging UTFA members in librarian issues through outreach initiatives
- canvassing the U of T librarian community through surveys and consultations
- distilling community feedback, synthesizing research, and sharing results with the community

In an attempt to have the most inclusive Committee possible, the year began with an open call to all U of T librarians to serve on it. As a result, the roster includes keen new members, experienced continuing members, representation from all three campuses, and a variety of appointments.

To better prepare to represent librarians in negotiations, four librarians took part in the CAUT Librarians' and Archivists' Conference on Collective Bargaining. This was an exceptional introduction to bargaining and CAUT, and a means to build relationships with academic librarians and archivists from across Canada.

Visibility of the significant contributions of librarians at U of T is vital. A postcard campaign was launched in 2015–2016 to highlight academic librarianship, aiming to educate non-librarian UTFA members about the diverse work of librarians, and to raise the profile of individual librarians. The campaign will continue this year in a digital version, featuring two librarians from UTSC and two from UTM. The Committee also acknowledges the importance of service to the University and is establishing a Librarian Service award. Additionally, we are organizing an open access event.

The Committee worked on a survey about the modernization of the Policies for Librarians that was circulated to librarian members. We are grateful for the time that librarians took to share their voice, perspectives, questions, comments, and concerns. To gather greater insight into the responses we received, we will be holding consultations on all three campuses in May. It is important for members to have an opportunity to expand on what was captured by the survey and address what was not.

I must acknowledge many colleagues who have enriched my first year as Chair, with its attendant learning curve. I deeply appreciate the dedicated committee members who have graciously provided sage guidance. Harriet Sonne de Torrens

*Investment in a collegial, diverse, transparent, and equitable future for academic librarians at U of T is at the forefront.*

is owed much gratitude for the leadership and mentorship roles she has filled throughout her service on the Committee, the Librarians and Administration Joint Committee, and the Advisory Committee on Academic Librarians' Policies. UTFA staff are an invaluable resource, exemplifying professionalism and collegiality. Last, but not least, in my status as the new kid on the UTFA Executive block, those on the Executive Committee showed me the ropes and provided insights and integrity that reflect the excellence of the U of T community.

Kathleen Scheaffer  
Chair, Librarians Committee

## Report of the Chair of the Membership Committee

This has been a year of renewal and outreach for the Membership portfolio. The Membership Committee initiated an UTFA speakers series, focusing on the topic of intellectual freedom and academic rights, and is engaging with the membership on the vital topic of pension reform.

### Speakers Series

A notable event was the February 3, 2017, panel discussion *Defending Intellectual Freedom: An International Perspective*. Featuring Professors Homa Hoodfar of Concordia University, recently released from imprisonment in the Islamic Republic of Iran, and Payam Akhavan of McGill University, an international lawyer and member of the Permanent Court of Arbitration at The Hague, the panel discussed academic freedom in an international atmosphere of growing repression, including the curtailment of civil rights and freedoms for scholars, artists, journalists, and students. With this panel the Membership Committee hoped to reach out to new members and to stimulate discussion on issues that go to the heart of our work as scholars and teachers. Held in the Earth Sciences Auditorium, the panel and the reception that followed were

well attended, with approximately 200 faculty, students, and members of the wider university community present.

The speakers series will move forward with a future event on academic and intellectual rights in the context of pressures on the monetization of research. It will feature speakers on copyright issues and on the ownership of teaching materials on university electronic platforms. Further ideas for the series include a panel on governance, focusing on the forthcoming report from OCUFA on best practices across the university sector in Ontario.

### Pension Reform

In the spring term plans for the speakers series were overtaken by the pressing issue of pension reform, with the possibility of a multi-employer Jointly Sponsored Pension Plan (JSPP) being presented to UTFA members for ratification as early as the fall term 2017. Special Council meetings were held throughout March to educate Council members on the details of both U of T's existing pension plan and the possible changes that would come with a JSPP. The hope is for Council members to

engage their constituents and colleagues in discussion in their departments, on the pros and cons of a JSPP and the workings of pension plans in general. Pension literacy, in other words, is at the forefront of the current work of the Membership Committee.

Pension town halls are being planned for the three campuses in the spring and fall of 2017, and there will be multiple ways for all UTFA members to engage on this issue, including discussion groups in departments and the distribution of educational materials.

The importance of the pension issue cannot be overemphasized. Engagement with this process is vital. In light of such a potentially significant change to the U of T pension plan, all members need to be aware of developments and their implications. Please come to a town hall, read the posted materials, follow developments on our website, and set up a department/unit discussion group with your colleagues. The membership committee is there to help you with all of the above.

*The speakers series will move forward with a future event on academic and intellectual rights in the context of pressures on the monetization of research*

If you and your colleagues wish to set up a focus group in your department on any of these issues, contact me at [jl.jenkins@utoronto.ca](mailto:jl.jenkins@utoronto.ca). I look forward to hearing from you.

Jennifer Jenkins  
Chair, Membership Committee

## Report of the Chair of the Retired Members Committee

The ongoing contribution of the retired constituency, which is several hundred strong, can be found on UTFA Council, in various UTFA committees, and in other University committees.

Your UTFA Councillors are Ed Barbeau, Elinor Fillion, and Mary Alice Guttman. George Milbrandt is a member of the Salary, Benefits, Pensions and Workload Committee. Mary Alice Guttman also serves on the Equity as well as the Salary, Benefits, Pensions and Workload Committees. Arthur G. Rubinoff is a member of the University's Pension Committee. He was recommended by UTFA and represents all retirees who are members of the University's registered pension plans.

This year the Retired Members Committee has been sponsoring a number of events. The first took place November 24, 2016, at the Faculty Club. It featured a presentation by David Ticoll entitled Driving Changes: Vehicle Automation and the Future of Our Cities. David outlined the development of self-driving vehicles; their potential benefits, especially for those with mobility challenges; and some of the economic, environmental, and social implications for our urban environ-

ment. A reception followed. On March 14, 2016, there was a drop-in to commemorate that date back in 2005 when UTFA and the University administration signed an agreement to end mandatory retirement. On May 9, 2017, the Ontario Securities Commission will give a presentation on the current state of fraud and measures that can help to safeguard your finances.

I want to take this opportunity to thank everyone for the time and contributions that they are making.

UTFA is a member of CURAC (College and University Retiree Associations of Canada) and AROHE (Association of Retirement Organizations in Higher Education). I will be representing UTFA in Ottawa in May at the annual CURAC conference. I have been elected to the AROHE Board of Directors for a two-year term.

I have been asked to join a subcommittee of a Strategic Planning Committee for the Senior College Centre. The Centre, now part of Senior College, was originally established as the Academic Retiree Centre, one of the initiatives coming out of the 2005 agreement referenced earlier. Derek Allen, Harold

Atwood, Patricia Bellamy, and Peter Russell are the other committee members. Another UTFA connection with the Senior College Centre comes with the participation of both the President and the Chair of the Retired Members Committee on the Centre's Board of Management.

Discussions about the possibility of a new Jointly Sponsored Pension Plan (JSPP) within the Ontario university sector have been under way for some time and will continue into the next academic year. The members of the Retired Members Committee will continue to participate in those discussions and offer our experience and insights.

The RALUT Boundless Memorial Award was established and has been supported by a number of retired faculty and librari-

ans and contributions to it continue to be welcomed.

Since the last AGM the UTFA retired constituency has lost several members. We remember Ursula Franklin, Calvin C. Gotlieb, Ilze V. Kalnins, J. Graham Nairn, Wendy L. Rolph, Noah N. Shneidman, S. Mike Uzumeri, and Paul Y. Wang.

A number of you have been in touch with me over the year with various concerns and questions. I appreciate hearing from you and hope you will continue to be in touch.

Kent Weaver  
Chair, Retired Members Committee

## Report of the Chair of the Teaching Stream Committee

Members of the teaching stream faculty convened at a social on February 2, 2017, to mark the newly created rank of full professor in the teaching stream and to celebrate the successful SJAC negotiations. While the gathering served to build community amongst the teaching stream, it also afforded members the opportunity to share their experiences and to help plan future advances.

The Teaching Stream Committee met on March 9, with new members joining veterans, to work toward forging short guidelines for the interim review, which has reportedly not been conducted in a uniform manner across units. A member who had recently gone through the interim review process shared their experience with the committee. Incorporating the member's experience, amendments were suggested to UTFA's extant draft guidelines for the interim review.

The committee has come to realize that UTFA needs to take a proactive role in educating chairs and department heads regarding the process itself, and to make standards for promotion more explicit, to include recent adjustments to the expanded criteria for assessment laid out in the Memorandum of Agreement. Committee members highly recommended that updated benchmarks for assessment be communicated to all members more fully, to enable them to proceed through the promotional process in a more knowledgeable fashion. It was recommended further that updates regarding teaching

*The committee will develop  
and distribute draft  
guidelines for feedback at  
its annual Teaching Stream  
Promotion Workshop*

stream advancement should be developed across the promotional spectrum to include PTR. To this end, the committee will work on developing a tip sheet to assist teaching stream members in forging language that more fully indicates their accomplishments for the yearly Activity Report.

The committee will develop and distribute draft guidelines for feedback at its annual Teaching Stream Promotion Workshop, to be held on May 5. It is hoped that that new guidelines for promotion to full professor will be released by the Administration before this date, so that the specific criteria for advancement can be addressed at the May 5 meeting.

Kass Banning  
Chair, Teaching Stream Committee





# Committee Members 2016–2017

## Appointments

- **Chair: Michael Attridge**
- Mounir AbouHaidar
- Ettore Damiano
- Ronald Kluger
- Linda Kohn
- Ken MacDonald
- Brian McDonagh
- Kathleen Scheaffer

## Equity

- **Chair: Roy Gillis**
- Mary Alice Guttman
- Rena Helms-Park
- Linda Kohn
- Marcin Peski
- Kathleen Scheaffer
- Leslie Shade
- Leslie Stewart Rose
- Terezia Zoric

## Financial Advisory

- **Chair: Ettore Damiano**
- Louis Florence
- William Huggins
- Leslie Stewart Rose
- Alan White

## Grievance

- **Chair: Terezia Zoric**
- Mounir AbouHaidar
- Kathy Bickmore
- Aurel Braun
- Claude Evans
- Connie Guberman
- Linda Kohn
- Brock MacDonald
- Jody Macdonald
- Ken MacDonald
- Naomi Morgenstern
- Vicki Skelton
- Silvia Vong

## Librarians

- **Chair: Kathleen Scheaffer**
- Michael Attridge
- Ravit David
- Colin Deinhardt
- Whitney Kemble
- Helen Kula
- Alexia Loumankis
- Brock MacDonald
- Noel S. McFerran
- Steve Marks
- Suzanne Meyers Sawa
- Fabiano Takashi Rocha
- Victoria C. Skelton
- Graeme Slaght
- Harriet Sonne de Torrens
- Michelle Spence
- Siobhan Stevenson
- Christina Tooulas-Santolin
- Silvia Vong

## Membership

- **Chair: Jennifer Jenkins**
- Claude Evans
- Roy Gillis
- Jens Hanssen
- Rena Helms-Park
- Azita Hojatollah Taleghani
- Linda Kohn
- Ken MacDonald
- Brian McDonagh
- Andreas Motsch
- Katharine Rankin
- Harriet Sonne de Torrens
- Kent Weaver
- Andrea Williams

## Retired Members

- **Chair: Kent Weaver**
- Ed Barbeau
- Elinor Fillion
- Helen Grad
- Lino Grima
- Mary Alice Guttman
- Bob Pilliar
- Helen Rosenthal

## Salary, Benefits, Pensions, and Workload

- **Chair: Ken MacDonald**
- Mounir AbouHaidar
- Dror Bar-Natan
- Roy Gillis
- Mary Alice Guttman
- Linda Kohn
- Jody Macdonald
- George Milbrandt
- Andreas Motsch
- Harriet Sonne de Torrens
- Leif Vaage
- Kent Weaver
- Terezia Zoric

## Teaching Stream

- **Chair: Kass Banning**
- Michael Attridge
- David Cooper
- Claude Evans
- Connie Guberman
- Brock MacDonald
- Jody Macdonald
- Brian McDonagh
- Judith Poë
- Scott Rayter
- Leslie Stewart Rose
- Terezia Zoric

## University and External Affairs

- **Chair: Linda Kohn**
- Michael Attridge
- Roy Gillis

## Executive

- Michael Attridge – Chair, Appointments Committee
- Kass Banning – Chair, Teaching Stream Committee
- Ettore Damiano – Treasurer
- Claude Evans – Member-at-Large
- J. Roy Gillis – Chair, Equity Committee
- Jennifer Jenkins – Chair, Membership Committee
- Linda Kohn – Vice-President, University and External Affairs
- Ken MacDonald – Vice-President, Salary, Benefits, Pensions and Workload
- Cynthia Messenger – President
- Andreas Motsch – Member-at-Large
- Kathleen Scheaffer – Chair, Librarians Committee
- Harriet Sonne de Torrens – Member-at-Large
- Kent Weaver – Chair, Retired Members Committee
- Terezia Zoric – Vice-President, Grievances

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**UNIVERSITY OF TORONTO FACULTY  
ASSOCIATION**

**FINANCIAL STATEMENTS**

**JUNE 30, 2016**

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# Cowperthwaite Mehta

C H A R T E R E D   A C C O U N T A N T S

## INDEPENDENT AUDITOR'S REPORT

To the Members,  
University of Toronto Faculty Association:

### Report on the Financial Statements

We have audited the accompanying financial statements of the University of Toronto Faculty Association, which comprise the balance sheet as at June 30, 2016, and the statements of changes in fund balances, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

#### *Basis for Qualified Opinion*

In common with many not-for-profit organizations, the organization derives revenue from membership fees, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, verification of this revenue was limited to the amounts recorded in the records of the organization, and we were not able to determine whether any adjustments might be necessary to membership fee revenue, excess of revenue over expenses for the years ended June 30, 2016 and 2015, assets as at June 30, 2016 and 2015 and fund balances as at July 1 and June 30 for both the 2016 and 2015 years. Our audit opinion on the financial statements for the year ended June 30, 2015 was modified accordingly because of the possible effects of this limitation in scope.

#### *Qualified Opinion*

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of the University of Toronto Faculty Association as at June 30, 2016, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Cowperthwaite Mehta

Chartered Accountants  
Licensed Public Accountants

October 11, 2016  
Toronto, Canada



187 Gerrard Street East Toronto Canada M5A 2E5 Telephone 416/323-3200 Facsimile 416/323-9637



**UNIVERSITY OF TORONTO FACULTY ASSOCIATION****BALANCE SHEET****AS AT JUNE 30, 2016**

	<b>2016</b>	<b>2015</b>
<b>ASSETS</b>		
Current assets		
Cash (note 3)	\$ 1,169,703	\$ 1,191,994
Marketable securities (note 4)	2,853,157	3,034,195
Accounts receivable	15,558	10,856
Prepaid expenses	<u>11,452</u>	<u>11,273</u>
	<u>4,049,870</u>	<u>4,248,318</u>
Capital assets (note 5)	<u>347,470</u>	<u>11,226</u>
	<u>\$ 4,397,340</u>	<u>\$ 4,259,544</u>
<b>LIABILITIES AND FUND BALANCES</b>		
Current liabilities		
Accounts payable and accrued liabilities	<u>\$ 52,614</u>	<u>\$ 364,200</u>
Fund balances		
Invested in capital assets	347,470	11,226
Contingency reserve (note 6)	750,000	750,000
Unrestricted	<u>3,247,256</u>	<u>3,134,118</u>
	<u>4,344,726</u>	<u>3,895,344</u>
	<u>\$ 4,397,340</u>	<u>\$ 4,259,544</u>

Approved on behalf of the UTFA Council:

see accompanying notes

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION****STATEMENT OF CHANGES IN FUND BALANCES****FOR THE YEAR ENDED JUNE 30, 2016**

	<b>2016</b>			<b>2015</b>	
	<u>Unrestricted</u>	<u>Invested in capital assets</u>	<u>Contingency reserve (note 6)</u>	<u>Total</u>	<u>Total</u>
Balance, beginning of year	\$ 3,134,118	\$ 11,226	\$ 750,000	\$ 3,895,344	\$ 4,064,146
Excess (deficiency) of revenue over expenses for the year	449,382			449,382	(168,802)
Purchase of capital assets	(342,417)	342,417			
Amortization	<u>6,173</u>	<u>(6,173)</u>			
Balance, end of year	<u>\$ 3,247,256</u>	<u>\$ 347,470</u>	<u>\$ 750,000</u>	<u>\$ 4,344,726</u>	<u>\$ 3,895,344</u>

see accompanying notes

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION****STATEMENT OF OPERATIONS****FOR THE YEAR ENDED JUNE 30, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Membership fees (note 7)	\$ 3,036,248	\$ 2,372,288
Operating subsidies (note 8)	115,508	102,457
Investment income (loss) (note 9)	<u>(17,637)</u>	<u>124,952</u>
	<u>3,134,119</u>	<u>2,599,697</u>
<b>EXPENSES</b>		
Staffing and related	812,224	966,270
Legal, audit and consulting	546,823	610,041
Canadian Association of University Teachers fees	422,729	402,189
Ontario Confederation of University Faculty Association fees	411,807	388,238
Rent (note 8)	124,515	101,427
Stipends	105,928	99,906
Member services and meetings	62,825	28,442
Office and general	43,783	49,074
Committee expenses	28,154	26,867
Special projects	24,458	1,000
Conferences and training	21,237	9,575
Office equipment	20,230	20,153
Donations and contributions	15,803	9,200
Tuition scholarships and awards	14,740	12,413
Outreach and communications	11,361	27,988
Insurance	8,925	8,733
Library	3,022	2,561
Amortization	<u>6,173</u>	<u>4,422</u>
	<u>2,684,737</u>	<u>2,768,499</u>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FOR THE YEAR</b>	<u>\$ 449,382</u>	<u>\$ (168,802)</u>

see accompanying notes

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION****STATEMENT OF CASH FLOWS****FOR THE YEAR ENDED JUNE 30, 2016**

	<b>2016</b>	<b>2015</b>
<b>CASH INFLOW (OUTFLOWS)</b>		
<b>OPERATING ACTIVITIES</b>		
Excess (deficiency) of revenue over expenses	\$ 449,382	\$ (168,802)
Non-cash items:		
Amortization	6,173	4,422
Net change in non-cash working capital items (below)	<u>(316,467)</u>	<u>247,004</u>
Cash provided from operations	<u>139,088</u>	<u>82,624</u>
<b>INVESTING ACTIVITIES</b>		
Decrease (increase) in marketable securities	181,038	(134,828)
Purchase of capital assets	<u>(342,417)</u>	<u>(3,670)</u>
Cash used in investing activities	<u>(161,379)</u>	<u>(138,498)</u>
<b>NET CASH ACTIVITY FOR THE YEAR</b>	(22,291)	(55,874)
<b>CASH, BEGINNING OF YEAR</b>	<u>1,191,994</u>	<u>1,247,868</u>
<b>CASH, END OF YEAR</b>	<u><u>\$ 1,169,703</u></u>	<u><u>\$ 1,191,994</u></u>
Net change in non-cash working capital items:		
Accounts receivable	\$ (4,702)	\$ 3,829
Prepaid expenses	(179)	12,733
Accounts payable and accrued liabilities	<u>(311,586)</u>	<u>230,442</u>
	<u><u>\$ (316,467)</u></u>	<u><u>\$ 247,004</u></u>

see accompanying notes

## UNIVERSITY OF TORONTO FACULTY ASSOCIATION

### NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2016

The University of Toronto Faculty Association (the Association) is an unincorporated association that was formed in 1940. The purpose of the Association is to promote the welfare of current and retired faculty, librarians and research associates of the University of Toronto, the University of St. Michael's College, the University of Trinity College and Victoria University and generally to advance the interests of teachers, researchers and librarians in Canadian universities.

The affairs of the Association are managed by a Council of about 60 people, who are elected by the membership on a constituency basis for three-year terms.

The Association is exempt from income taxes under section 149(1)(l) of the Income Tax Act.

#### 1. SIGNIFICANT ACCOUNTING POLICIES

In preparing its financial statements, the Association follows Canadian accounting standards for not-for-profit organizations, which is one of the financial reporting frameworks included in Canadian generally accepted accounting principles. The significant accounting policies used are as follows:

##### Prepaid expenses

Prepaid expenses are recorded for goods and services that have been paid for but which will be received the following year. The balance at year end is composed primarily of prepaid insurance and professional dues.

##### Marketable securities

The marketable securities are recognized at fair value based on market prices plus accrued interest. Gains and losses from dispositions and fluctuations in market value are recognized in the statement of operations in the period in which they arise.

##### Capital assets

Capital assets are recorded at cost. Amortization is provided on a straight line basis over the assets' estimated useful lives as follows:

Furniture and equipment	Straight-line over 5 years
Computer equipment	Straight-line over 3 years
Leasehold improvements	Straight-line over 5 years

Capital assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying value of an asset may not be recoverable. Impairment is assessed by comparing the carrying amount of an assets with its expected future net undiscounted cash flows from use together with its residual value (net recoverable value). If such assets are considered impaired, the impairment to be recognized is measured by the amount by which the carrying amount of the assets exceed its fair value. Any impairment results in a write-down of the asset and charge to income during the year.

##### Revenue recognition

The Association follows the deferral method of accounting for revenue. Membership fee revenue is composed of unrestricted contributions that are recognized as revenue when received or receivable, if the amount to be received is readily determinable and collection is reasonably assured.



## UNIVERSITY OF TORONTO FACULTY ASSOCIATION

### NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2016

Restricted contributions, if any, are recognized as revenue in the year in which the related expenses are incurred. Unspent restricted contributions are reported as deferred revenue on the statement of financial position.

Membership fees are calculated by multiplying a mill rate, as set by the Association, by the member's salary.

Operating subsidies are recognized in the period that the corresponding expense is incurred.

The change in fair value of the marketable securities for the year is included in investment income (loss) in the statement of operations. The investment income (loss) is composed of realized gains or losses for the year, unrealized gains or losses for the year, and interest and dividend income earned during the year.

#### Expense recognition

Expenses are recognized when incurred. The free rent is recorded at its contractual value (note 8).

#### Use of estimates

The preparation of the financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Estimates are used when accounting for certain items such as asset impairments, the useful life of capital assets, accrued liabilities and disclosure of contingent assets and liabilities.

By their nature, these estimates are subject to measurement uncertainty and the effect on the financial statements of changes in such estimates in future periods could be significant.

## 2. FINANCIAL INSTRUMENTS AND RISKS

#### Fair value

Canadian generally accepted accounting principles require that the Association disclose information about the fair value of its financial assets and liabilities. Fair value estimates are made at the balance sheet date, based on relevant market information and information about the financial instruments. These estimates are subjective in nature and involve uncertainties in significant matters of judgment and, therefore, cannot be determined with precision. Changes in assumptions could significantly affect these estimates.

The investments are carried at market value or face value plus accrued interest, which approximates their fair value.

The carrying amounts for accounts receivable, accounts payable and accrued liabilities on the statement of financial position approximate fair value because of the limited term of these instruments.

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION****NOTES TO THE FINANCIAL STATEMENTS****JUNE 30, 2016**

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**Liquidity risk**

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to this risk mainly in respect of its accounts payable. The Association expects to meet obligations as they come due primarily from cash flow from operations.

**Credit and concentration risks**

A concentration of credit risk arises when a group of customers has a common economic characteristic, so their ability to meet their obligations is expected to be affected similarly by changes in economic or other conditions. For the Association, significant concentration of risk is related to the University of Toronto and its affiliated colleges which is the employer of all its members.

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association's main credit risk relates to its accounts receivable. Periodically, the Association assesses the collectibility of its accounts receivable and provides an allowance for doubtful accounts as appropriate. At June 30, 2016, the allowance for doubtful accounts was nil (nil in 2015).

**Currency risk**

Currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign currency rates. The Association is not exposed to this risk since there are no foreign currency transactions at this time.

**Interest rate risk**

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association is exposed to interest rate risk on its money market mutual fund holdings which have a floating interest rate. This exposes the Association to a cash flow risk should rates decrease.

**Other price risk**

Other price risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments trading in the market.

The Association is exposed to other price risk because it has investments in exchange traded funds.

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION****NOTES TO THE FINANCIAL STATEMENTS****JUNE 30, 2016****3. CASH**

Cash is composed of:

	<u>2016</u>	<u>2015</u>
Cash in bank	\$ 993,369	\$ 1,179,062
TD Waterhouse cash balance	176,034	12,632
Petty cash	<u>300</u>	<u>300</u>
	<u>\$ 1,169,703</u>	<u>\$ 1,191,994</u>

**4. MARKETABLE SECURITIES**

Marketable securities, which are held by TD Waterhouse, are composed of the following, at market value:

	<u>2016</u>	<u>2015</u>
Exchange traded funds	\$ 2,022,843	\$ 2,114,871
Term deposits	788,479	901,783
Money market mutual funds	<u>41,835</u>	<u>17,541</u>
	<u>\$ 2,853,157</u>	<u>\$ 3,034,195</u>

**5. CAPITAL ASSETS**

Capital assets, recorded at cost, are as follows:

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2016</u>	<u>2015</u>
Furniture and equipment	\$ 121,838	\$ 50,316	\$ 71,522	\$ 8,168
Computer equipment	39,314	33,683	5,631	3,058
Leasehold improvements	<u>270,317</u>		<u>270,317</u>	
	<u>\$ 431,469</u>	<u>\$ 83,999</u>	<u>\$ 347,470</u>	<u>\$ 11,226</u>

Amortization of the leasehold improvements and related furniture and equipment for the additional office space will begin in fiscal 2017 when the renovations are complete and the space is occupied.

**6. CONTINGENCY RESERVE**

The Association's Council has restricted \$750,000 of its net assets to be held as a reserve for salary, benefits and pension negotiations, major grievances, academic freedom and other contingencies. This internally-restricted amount is not available for other purposes without the approval of the Council.

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION****NOTES TO THE FINANCIAL STATEMENTS****JUNE 30, 2016****7. MEMBERSHIP FEES**

Membership fees are from the following sources:

	<u>2016</u>	<u>2015</u>
University of Toronto	\$ 2,964,814	\$ 2,313,816
Retired members	25,150	24,056
University of Victoria College	23,816	18,171
University of St. Michael's College	17,381	12,269
University of Trinity College	<u>5,087</u>	<u>3,976</u>
	<u>\$ 3,036,248</u>	<u>\$ 2,372,288</u>

The membership fees received in 2015 were lower than those received in 2016 because of a two-month fees holiday in 2015. Thus fees were received for 10 months in 2015 but 12 months in 2016.

**8. OPERATING SUBSIDIES**

Under an agreement, the University of Toronto provides the Association with various services, the most significant of which are free rent for one office, subsidized rent for an additional office, and a telephone line subsidy. The market value of the rent and telephone line expense paid by the University have been recorded as expenses and corresponding subsidies as revenue in the statement of operations.

In addition, the Association has an agreement with the University of Toronto for the university administration staff to provide for course release times equivalent to 3.500 full time equivalents ("FTE") (3.500 FTE in 2015). For the year ended June 30, 2016, the release times were allocated as follows:

	<u>2016</u> <u>FTE</u>	<u>2015</u> <u>FTE</u>
President	0.600	0.600
Vice President - Grievances	0.500	0.500
Vice President - Salary, Benefits and Pension	0.500	0.500
Vice President - University and External affairs	0.300	0.300
Treasurer	0.175	0.175
Chair - Appointments Committee	0.175	0.175
Chair - Equity Committee	0.175	0.175
Chair - Librarians Committee	0.175	0.175
Chair - Teaching Stream Committee	0.175	0.175
Chair - Membership	0.175	0.175
Members at large (3)	0.339	0.339
Special project	<u>0.032</u>	<u>0.000</u>
	<u>3.321</u>	<u>3.289</u>

In fiscal 2016, only 3.321 release time was claimed by the Association (3.289 FTE in fiscal 2015). The remaining release time will be used in the future.

The value of these salaries and benefits paid by the University of Toronto is not reflected in the financial statements.

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION****NOTES TO THE FINANCIAL STATEMENTS****JUNE 30, 2016****9. INVESTMENT INCOME**

Investment income (loss) is composed of:

	<u>2016</u>	<u>2015</u>
Realized and unrealized investment (losses) gains	\$ (93,040)	\$ 68,498
Exchange traded fund distributions	55,541	49,178
Interest	<u>19,862</u>	<u>7,276</u>
	<u>\$ (17,637)</u>	<u>\$ 124,952</u>

**10. COMMITMENTS**

The Association is committed to reimburse the University of Toronto for half of the cost of additional office space acquired during fiscal 2015. The estimated cost, excluding HST, over the remaining term of the lease is as follows:

2017	\$ 19,062
2018	19,062
2019	19,062
2020	<u>19,062</u>
	<u>\$ 76,248</u>

**11. COMPARATIVE FIGURES**

Certain of the 2015 comparative figures have been restated to conform to the method of presentation adopted in 2016.



# MINUTES OF THE 2016 ANNUAL GENERAL MEETING

Wednesday, April 20, 2016, 3:30 to 6:00 p.m.  
Room KP108, Koffler House  
569 Spadina Avenue, Toronto

J. Newman called the meeting to order at 3:40 p.m.

J. Newman welcomed members to the Annual General Meeting of 2016.

M. Attridge, seconded by, A. Motsch, moved that:  
  
the agenda be approved as distributed.

## Carried.

J. Newman introduced the President, S. Prudham, who welcomed the members and thanked UTFA staff for their work in preparing the meeting. He noted that the AGM is an opportunity for members to engage with UTFA's leadership, for the leadership to engage with members, and members with one another.

### 1. Minutes of the Previous Meeting

The minutes of the 2015 AGM were approved as distributed.

### 2. Introduction of Brian Law and Jacob Nerenberg as the Al Miller Memorial Award Recipients, and Oscar Chen and Helen Shen as the Undergraduate Tuition Award Recipients

L. Kohn said that UTFA presents two annual awards to students and that it was a pleasure to work with the University and External Affairs Committee and the University of Toronto awards offices in selecting this year's winners.

L. Kohn introduced the Al Miller awardees.

Brian Law, a fourth-year student in the Department of Computer Science, was recognized for his outstanding service. He was CUPE 3902 Steward for two years, then two-term President of the Computer Science Graduate Student Union Benevolent Association. Brian's achievements include adding four CUPE 3902 stewards where there had been none; increasing DCS doctoral stipends by \$2,500; seeing to the implementation of committees to review faculty supervisory performance; and conducting a TA training program that attendees rated 4.24/5 in quality.

Jacob Nerenberg, a sixth-year Anthropology student, is a "Master of Networks." His research focuses on Oceania

and Southeast Asia, and he is founder and coordinator of the Wamena Economic Observation Project, building local research capacity with Papuan researchers and development workers. He is a member of the steering committee of the University of Toronto General Assembly and a founding member of the Ethnography Lab, promoting the value of anthropological research among scholarly audiences and professional and lay constituencies beyond the university.

L. Kohn then introduced the recipients of the Undergraduate Tuition Award, which provides a year's Arts and Science tuition, based on achievement and need.

Oscar Chen, a fourth-year Trinity College student, earned a 4.0 GPA as a specialist in Computer Science. His main interest is in artificial intelligence. Oscar helped design and develop a proof-of-concept robotic platform, KASPAR, for leading patients with cognitive impairment through a picture description task. Oscar was in charge of the "brain" of the robot, designing and implementing a partially observable Markov decision process that would take input from a speech recognition system and decide how the robot should act or respond.

Helen Shen is in her third year at Rotman, pursuing a Bachelor of Commerce with a specialist in Finance, major in Economics, and minor in Writing and Rhetoric. She has a diverse set of skills and interests, and works part-time and job shadows in marketing, investments, and law. She has produced, directed, and written over thirty short films for competitions and festivals such as the Reel Asian International Film Festival. In 2016 she was the executive producer of *Love Stinks* and now she is working on her first feature film.

L. Kohn congratulated the award recipients, and the members showed their appreciation through applause.

### 3. Presentation of the Academic Citizenship Award

J. Taylor introduced the Academic Citizenship Award, which honours members who have made a significant contribution to our understanding of the relationship between the University and public life, whether by encouraging the positive engagement of academics in key social issues or by working to extend democratic and accountable practices within the university itself.

Two awards were presented this year.

The first award went to the co-creators of the report *Seeing Through the Cloud*: Lisa Austin, Heidi Bohaker, Andrew

Clement, and Stephanie Perrin. J. Taylor noted that the report cogently and critically addresses third-party outsourcing of e-communications and data services. It is brilliantly researched, making complex processes discernible.

The second award went to the List group. The List was initiated in the fall by Deborah Cowen and Alissa Trotz. It hosted monthly panel talks on subjects such as the aftermath of the CUPE strike, the current state of science in the University, and sexual assault. The List also tried to make sense of the challenges to academic freedom in Turkey and India. It brought staff, faculty, and librarians together for genuine impactful dialogue.

J. Newman congratulated the award recipients, and the members showed their appreciation through applause.

#### 4. Reports of the Officers and Chairs of Committees

J. Newman noted that the reports of the Officers and Chairs of Committees were included in the Newsletter and would not be read out. He asked if there were any questions.

There were no questions or comments.

#### 5. Introduction of UTFA's New President

J. Newman introduced C. Messenger, UTFA's next President.

S. Prudham asked the members of the Executive Committee to stand so those in attendance could see who they are. He introduced them.

S. Prudham then introduced C. Messenger as the new President of UTFA as of July 1, 2016. C. Messenger was elected on April 5, 2016, as the seventeenth President of the Association. She has held several leadership roles in her years on the Executive Committee and Council, serving for over six years as Vice-President, Grievances. C. Messenger's academic appointment is at Innis College, where she is the Director of the Writing and Rhetoric Program. Her current research focuses on the rhetoric of the English aesthetic movement and material culture, especially the decorative arts, in the nineteenth century. S. Prudham asked the members to join him in welcoming C. Messenger.

C. Messenger took the floor, saying that UTFA can protect collegial governance through the negotiations of robust policies. She spoke of the importance of revising several policies, including the part-time appointments policy, the policy for

librarians, and the sexual harassment policy. She talked about the importance of revisions to the pension plan. C. Messenger closed by quoting from her campaign speech: She referred to the value of creating an environment for research and learning in which status and rank may not undermine proven ability, equity, collegiality, and inclusiveness; where we do not allow those with weaker voices to be shouted down; and where the tenure, teaching stream, librarians, and contract faculty as partners in education are not systematically disadvantaged. She added that she is looking forward to working with all in the coming year and also thanked S. Prudham for his strong leadership in his four years as President.

The members showed their appreciation through applause.

#### 6. Constitution and Bylaw Amendments \*

##### a. Executive Recall

S. Prudham said that there has never been recall language for Executive members. Until recently we had only one-year terms, and it seemed unlikely for someone to be recalled within one year.

##### b. Executive Director Position

J. Newman introduced A. Motsch, who, along with K. Weaver, was tasked with reviewing our Constitution and Bylaws with a view to our hiring an Executive Director in the next year. A. Motsch explained that we have to revisit the Constitution and Bylaws because they contain extensive language on the Executive Director that should for the most part be moved into a job description and contract.

A. Motsch commented on the three proposed changes. Article 2 concerns the Executive Committee and the proposed change would simply add the Executive Director to this committee as a non-voting member. The proposed change to Article 3 would clarify that the President may delegate certain everyday tasks to the Executive Director. Article 17 would be reduced to one sentence expressing a commitment to circulate any initial job description for the Executive Director to Council for comment. A. Motsch then took questions from the floor.

In response to a call for quorum, M. Horban stated that there was none. J. Newman specified that according to Robert's Rules of Order any vote taken would therefore be invalid. These items would have to be brought back to another meeting of the membership.

A. Motsch concluded by asking anyone who has comments to email them to him.

## 7. Special Joint Advisory Committee Update

S. Prudham reminded the members that the Special Joint Advisory Committee (SJAC) was a major initiative undertaken in 2011 to overhaul the Memorandum of Agreement, to modernize the role of UTFA in advocating for faculty and librarians. Two subcommittees dealt with appointments language for faculty. SJAC was also designed to deal with the procedural aspects of significant academic restructuring exercises.

S. Prudham emphasized that one of the changes to the Memorandum was to create a new dimension of the bargaining process, specifically pertaining to the negotiation of policies or procedures, and to introduce a new dispute resolution mechanism for items that are not eligible for arbitration. We have a mediation and arbitration framework, but for some time we found ourselves at an impasse over whether we would expand the scope of bargaining. The compromise was to create a second path for dispute resolution so that when we start bilateral negotiations, any matters over which we remain in disagreement go into one of two categories: one is the existing arbitration, and the other involves a fact-finding process with the appointment of an individual or a three-person panel, independent of U of T, to review and issue a report with recommendations. S. Prudham said that we are still trying to incorporate that agreement into the Memorandum and he anticipates that this will be done before the end of June.

S. Prudham then spoke to another issue that is a holdover from the SJAC process and has to do with the teaching stream. There were some significant changes to appointments policies, one of them being three ranks for the teaching stream: assistant, associate, and full professor. There is no language for full professor but there is agreement to make this a priority.

C. Messenger added that the talks are ongoing for the promotion to full professor in the teaching stream.

## 8. Librarian Policy Project

H. Sonne de Torrens noted that her six-year term as Chair of the Librarians Committee ends on June 30. She thanked everyone who proactively supported librarian issues and the work of the Librarians Committee over that time.

H. Sonne de Torrens said that UTFA is at a pivotal point in its history, as it prepares to seek revisions to the policies for librarians in the next round of negotiations. She drew attention to the timeline in the Newsletter listing key efforts since 2006. Thanks to these efforts, academic librarians are now recognized today as full partners.

H. Sonne de Torrens asked for member support during the next round of negotiations, with its policy revisions and testing the new fact-finding process. Librarians seek strong language pertaining to academic freedom, acknowledgement that the values that underlie good policies for faculty and the teaching stream also underlie good policies for academic librarians, and recognition of librarians as an equal partner in the MoA. In terms of appointments and promotion policies, librarians are seeking collegial, unbiased, and transparent processes, and genuine peer reviews that are not left to the discretion of single supervisors or changing administrators. Noting that the specialized training and knowledge of academic librarians is not always recognized as important, she showed to what extent academic librarians at U of T are connected to international networks that enable the U of T libraries to be among the best in the world. She gave examples of collaborative projects with Norway and rich connections with the East.

She concluded by saying that support from C. Messenger as the new President and from the members of Council and Executive will ensure that the librarians at U of T will have access to fair, up-to-date policies.

## 9. Order of the Day, 4:45 to 5:45 p.m.

Guest Lecture: "From Pilot Project to System Solution: Bringing Success to Scale in Canadian Health Care" by Dr. Danielle Martin, family physician and Vice-President at Women's College Hospital and Assistant Professor at the University of Toronto in the Department of Family and Community Medicine and in the Institute of Health Policy, Management, and Evaluation

S. Prudham introduced Dr. Martin. He also invited those present to contribute on Twitter to a conversation on what one big change they would propose to the way our health system operates.

Dr. Martin introduced the main elements of her presentation: the long-time challenges the system encounters, like long waits for specialty care and poor access to prescription medication, and also the models that can be implemented to address these challenges.

Dr. Martin explained that innovation in health care often begins locally, and variations in medical procedures emerge from community preferences and community needs. Implementing change requires the right tools. Spread is a process of mutual learning and sharing best practices in a horizontal diffusion. Scale, on the other hand, seeks to implement one solution across an entire system. We need to assess a situation to see whether to apply spread, or scale, or a combination. A difficulty with spread is that it depends on the willingness of people and institutions to engage in change. Achieving change through scale, on the other hand, requires political power, resources, and stakeholder buy-in.

Dr. Martin believes strongly in the promise of a Canadian health care that will deliver high-quality equitable health services to individuals and make us proud as a collective.

The members showed their appreciation through applause.

In responding to questions, Dr. Martin gave the example of wide variation in the rates of surgical infections. She proposed as a solution an intensive process of change management. In one instance the government responded, using the tools of scale only, by implementing a surgical safety checklist, but evaluation of the process proved that it did not affect the outcome; the tools of spread were not used, and surgical teams had not bought in. But the tools of scale would definitely succeed in reducing the overinflated prices that we pay for drugs.

Problems of after-hour care, like long waits in emergency departments, do not stem from a need for more doctors, nurses, beds, etc., but from poor organization of these resources, which we already have. The problem of wait times in specialty care could also be solved by the organization of available resources.

To conclude, Dr. Martin expressed strong support for making data available to the public and having health literacy taught in the schools.

The members showed their appreciation through applause.

#### 10. Other Business and Questions from the Floor

J. Newman thanked the members for attending and acknowledged all the hard work that went into preparations for the meeting.

L. Kohn, seconded by E. Barbeau, moved that:

the meeting adjourn.

**Carried.**

The meeting adjourned at 5:30 p.m.

Chris Penn  
Administrative Assistant

# Staff Directory

Name	Title	Phone	Email
Dave Campanella	Research Analyst	416 978-6661	campanella@utfa.org
Reni Chang	Counsel	416 978-4729	chang@utfa.org
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Helen Nowak	Counsel	416 978-3015	nowak@utfa.org
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Rucsandra Schmelzer	Grievance Assistant	416 978-4996	grievanceassistant@utfa.org
Andrew Wright	Administrative Assistant	416 978-4976	wright@utfa.org

## Pension Panel Biographies

### Darrell Brown

*Partner, Goldblatt Partners*

Darrell's practice focuses on pension and benefits law, corporate law, tax law, and bankruptcy & insolvency law. He also assists trusts, for-profit businesses and not-for-profit organizations with governance issues and reviews.

Darrell has over 25 years' experience in pension & benefits law. He has appeared in proceedings before the Financial Services Tribunal, at all levels of the Ontario courts and in the Supreme Court of Canada.

Prior to joining the firm, Darrell engaged in international development consulting in Southeast Asia, and the former Yugoslav and Soviet Republics. He assisted them with judicial reforms and provided technical and policy assistance across a broad range of projects focusing on pension, insurance, bankruptcy, governance, non-bank financial services, business registration, commercial law, mediation, arbitration, administrative and trade law.

Darrell obtained a first class honours B.Sc. majoring in Psychology (1981), followed by an LL.B. and M.B.A. (1985) from Dalhousie University. He was called to the Ontario Bar in 1989.

### Cameron Hunter

*Principal, Pensions and Benefits, Eckler Ltd.*

Cameron joined Eckler Ltd. in 1994. He is a Principal of the firm with more than 25 years of experience as an employee benefit plan consultant.

Cameron specializes in consulting to multi-employer pension and benefits plans, and leads Eckler's Trusteed Plans group and is responsible for a number of the firm's major employee benefits clients.

He has published articles on pension issues and is a regular speaker on pensions and related topics. He has served on a number of professional committees for the Society of Actuaries and Canadian Institute of Actuaries; on the Fellowship Admissions Course Management Committee; and on the CIA's Education and Examination Committee, which he chaired in 2000. He is a recipient of the CIA's silver award for service to the profession.

Cameron is currently a director and vice-president of the Multi-Employer Benefit Plans Council of Canada, and he is a former member of the Financial Services Commission of Ontario's Actuarial Advisory Committee. He has served on the CAPSA Investment Policy Committee's Industry Advisory Group, Model Law Committee, and Prudent Investment and Funding Committee's Industry Advisory Group.



## Jim Keohane

*President & CEO, Healthcare of Ontario Pension Plan*

Jim joined Healthcare of Ontario Pension Plan (HOOPP) in 1999, bringing more than 25 years of institutional investing experience with several national firms. After completing his Bachelor of Science degree at the University of Ottawa, he obtained his MBA at Queen's University. He is a Chartered Financial Analyst and has completed the Directors Education Program (Rotman School of Business) at the Institute of Corporate Directors.

Most recently, as Senior Vice President, Investment Management & Chief Investment Officer (CIO), Jim was responsible for the overall operation of HOOPP's Investment Management Function. Prior to his appointment as Senior Vice President and CIO, he held the position of HOOPP's Vice President of Portfolio Strategy & Derivatives.

## Hugh Mackenzie

*Principal, Hugh Mackenzie & Associates*

Hugh is principal in an economic consulting business, Hugh Mackenzie and Associates, based in Toronto. He has worked for over 40 years in a variety of capacities related to public policy development in the trade union movement, the private sector, and at all three levels of government.

He is a Research Associate of the Canadian Centre for Policy Alternatives and of the Centre for Urban Studies at the University of Toronto.

He is the nominee of AMAPCEO on the Ontario Pension Board. He served on the Board of the Ontario Teachers Pension Plan from 2007 to 2014. He is a former member of the Actuarial Standards Oversight Committee of the Canadian Institute of Actuaries. He is a member of the Pension Investment Advisory Committee of the Canada Post Pension Plan and Chair of the Investment Committee of the Atkinson Charitable Foundation.

From 1991 to 1994, Mr. Mackenzie was Executive Director of the Ontario Fair Tax Commission.

He is a graduate of the University of Western Ontario and holds a Masters degree in economics (public finance) from the University of Wisconsin (Madison).

## Allan Shapira

*Senior Partner, Aon Hewitt*

Actuary to University of Toronto Pension Plan for over 30 years.

Actuary for a number of other university pension plans, Ontario Pension Board and Ontario Government in its role as a sponsor of the Ontario Teachers' Pension Plan.

Has served as the Chair of the Actuarial Advisory Committee to the Financial Services Commission of Ontario and was a member of the Ontario Minister of Finance's Advisory Council on Pensions and Retirement Income.

Currently is a member of the Stakeholder Reference Group established as part of the Marshall review.

## Jill Wagman

*Principal, Pensions and Benefits, Eckler Ltd.*

Jill is currently Managing Principal of Eckler Ltd. and a qualified actuary with over 25 years of consulting experience.

Jill provides advice with respect to all aspects of valuation, administration, risk management, governance, design, funding and accounting for pension, post-retirement and supplemental pension programs.

Jill serves as a member of the Financial Services Tribunal of Ontario and was a member of the Actuarial Standards Oversight Council, acting as Vice-Chair from 2015-2016. Jill also served on the pension committee of the board of Queen's University from 2013-2016.

She has also served on numerous industry and professional committees during her career.

Jill is sought after as an actuarial expert and has provided advice to the members in settlements involving many of the largest pension disputes in Canada.

Jill is a graduate of the ICD-Rotman Directors Education Program (DEP).





# UTfA Workshops

## Tenure Workshop

Claude T. Bissell Building  
140 St. George Street  
Room 325

**Wednesday, April 26, 2017**  
1:00 – 2:30PM

The University of Toronto Faculty Association is presenting a workshop on the third year review and the tenure review.

**This workshop is open to all members of the Association.**

Members should register by email to [faculty@utfa.org](mailto:faculty@utfa.org).

## Promotion to Continuing Status for the Teaching Stream

Rotman School of Management  
105 St. George Street  
Room L1010

**Friday, May 5, 2017**  
11:00AM – 2:00PM

The University of Toronto Faculty Association is presenting a workshop to assist faculty members in the Teaching Stream in preparing for promotion consideration.

**This workshop is open to all Teaching Stream members of the Association.**

Members should register by email to [faculty@utfa.org](mailto:faculty@utfa.org) with their name, department/faculty and rank (e.g., lecturer).

## Protect Your Money: Avoiding Investment Fraud

Faculty Club  
41 Willcocks St.  
Upper Dining Room

**Tuesday, May 9, 2017**  
2:00 – 4:00PM

With Christine Allum, Ontario Securities Commission (OSC).

Approximately 60 out of every 1,000 older Canadians are affected by investment fraud. This presentation includes the red flags of fraud, some common types of fraud, how to work with an advisor and where to find unbiased information.

Members should register by email to [faculty@utfa.org](mailto:faculty@utfa.org).

## AGM ORDER OF THE DAY

# Securing the U of T Pension Plan

An expert panel on the advantages of a jointly sponsored, multi-employer pension plan in the postsecondary sector

With guests from Goldblatt Partners, Eckler Ltd., Aon Hewitt, Healthcare of Ontario Pension Plan (HOOPP), and more. Full list inside; discussion and Q&A to follow.