

UTfA Newsletter

UNIVERSITY OF TORONTO *faculty* ASSOCIATION | No. 1 (2017–18) | APRIL 6, 2018

Annual General Meeting 2018

Wednesday, April 11, 2018, 3:30 – 6:00 p.m.
Innis Town Hall, 2 Sussex Avenue, Toronto

AGENDA

1. Welcome & Acknowledgement of Traditional Land
2. Minutes of the Previous Meeting
3. President's Remarks
4. Announcement of UTFA Student Award Recipients: Myrto Koumarianos and Emily Scott for the 2018 UTFA Al Miller Memorial Award and Sahar Ebrahimzadeh-Gholzom and Steven (U-Yeong) Choi for the 2018 UTFA Undergraduate Tuition Award
5. Order of the Day, 4:00 – 4:30 p.m.
Canadian Universities and the TRC Calls to Action
Jeffrey Ansloos, Assistant Professor, Indigenous Mental Health and Social Policy, OISE
6. Reports of the Officers and Chairs of Committees †
7. Update on Negotiations
 - (i) Salary, Benefits, Pensions and Workload
 - (ii) Part-time Appointments Policy
 - (iii) PTR
 - (iv) Sexual Violence Policy
 - (v) Workload Policy
 - (vi) Librarian Policy
8. University Pension Plan Update
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.

Members are invited to a reception after the meeting from 6:00 to 8:00 p.m., in Innis College.

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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

UTFA has never been so active on so many policy fronts. In my first term as president, I have been privileged to lead an Executive Committee that has produced initiatives aimed at extensive policy change. In this report, I will outline the negotiations I have been leading this year, and I will mention the range of other pressing issues on which my hard-working UTFA colleagues have spearheaded campaigns.

Securing the U of T Pension Plan

Since January 2017, I have been engaged in a most engrossing project: securing U of T's defined benefit (DB) pension plan. I am UTFA's chief negotiator and one of three co-chairs in talks on developing a jointly sponsored pension plan (JSPP) for the university sector in Ontario. The other co-chairs are Angela Hildyard, special advisor to U of T's president and provost, and Alex McKinnon, the Steelworkers' director of research. We are working with the administrations, faculty associations, and Steelworkers locals of three universities: U of T, Queen's, and Guelph. I have developed relationships of trust with the parties to these negotiations. We are now calling the project the UPP, University Pension Plan Ontario.

I have successfully negotiated an agreement on the composition of the labour side of the board that will govern the UPP. I secured for UTFA the only permanent faculty association seat on that board. The other two faculty seats, to be filled initially by a member each from the Guelph and Queen's faculty associations, will be revolving seats.

UTFA members should bear in mind that no pension change may occur until UTFA holds a ratification vote of its faculty and librarians. The date for that vote has not been set but will be over a year from now. For information on the highly regulated consent process, see the UPP website: <http://utfa.org/agmn11801>.

UTFA will visit all three campuses repeatedly between now and the consent vote. I began these visits at UTSC on March 1 and UTM on April 6. See the UPP website for a list of the kinds of communication that the UPP group is working on: <http://www.universitypension.ca>.

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policy fronts*

I would like to acknowledge the work of the team that assisted with the pension negotiations: Marcin Peski, Terezia Zoric, Ken MacDonald, Jody Macdonald, and Harriet Sonne de Torrens.

Supplementary Retirement Arrangement (SRA)

I am chief negotiator on the SRA. I made clear to the University administration in January 2017 that UTFA would not agree to begin negotiating reform of the pension plan unless the Administration agreed in advance to negotiate an SRA for the growing number of our members whose salaries would not be covered sufficiently by our pension plan, given the Canada Revenue Agency cap. (Please note that U of T would pay for an SRA outside of the pension plan.)

None of this pension work would be possible without the work of our pension experts: Hugh Mackenzie, Goldblatt Partners, and Eckler Ltd.

The Gender Salary Gap, Pay Equity, and Diversity at U of T

I am currently leading an investigation into the gender salary gap at U of T. Several other Canadian universities have found such a gap in their faculty ranks. Sorting through the data is complex, but our preliminary data for U of T show that there is a problem in all three streams, and particularly in the tenure stream. I have flagged the issue several times with the Administration, and UTFA is filing official correspondence to ask for discussion and redress. UTFA will also ask for legally required pay equity exercises to be undertaken for the librarians and the teaching stream. In addition, UTFA is asking for an examination of barriers to recruitment and retention of equity-seeking groups, such as Indigenous members of our community

or those who may feel marginalized for reasons of race and/or gender identity. Samantha Olexson, Cathy Lacey, Hugh Mackenzie, Emma Phillips, Richard Shillington, and Dave Campanella are all part of the team working hard on this file.

Part-time Appointments Policy Revision: Concretely Addressing Precarious Employment at U of T

I wrote the proposed changes to the part-time policy after a team effort that included the UTFA Appointments Committee and involved surveying part-time faculty, meeting with them in groups, and taking personal narratives as evidence. The goal is to negotiate improvements to the working conditions of all part-time members of both faculty streams, and there is no better means of addressing precarious working conditions than through policy change. This negotiation has recently begun, and the Administration is positively engaged. I wish to acknowledge the important work of Emma Phillips, Heather Diggle, and Helen Nowak on this file.

Merit Pay Instructions

The Administration's existing (lengthy) merit pay instructions are, in many sections, weak or unclear—or they are unheeded. With input from colleagues and staff, I have proposed extensive revisions to the PTR instructions that are intended to strengthen the fairness of the PTR assessment process for all three streams and would especially benefit cross-appointed and contract faculty. Even if we manage to improve the current instructions, I believe that UTFA must, in the future, undertake a multi-year campaign to determine better means of assessing academic merit, taking into account the biases inherent in conventional means of assessment. Many thanks to Heather Diggle, Helen Nowak, and Emma Phillips for their help on this document.

We should help facilitate broader conversations across the campuses, on issues such as freedom of expression and academic freedom, as well as the implementation of the Truth and Reconciliation recommendations

Initiatives Undertaken by Executive Colleagues

- We are all indebted to Terezia Zoric and the Grievance portfolio on a number of serious issues, including health and safety and the workload policy (WLPP). Terezia is also leading on a negotiation of the sexual violence/harassment policy, and she and I value Roy Gillis's scholarly work on that file.
- On the salaries/benefits front, UTFA is attempting to press for improvements in benefits, since we have fallen behind some comparators. I thank Heather Diggle, Hugh Mackenzie, and the lawyers at Goldblatt Partners for the preparation of both bargaining materials and arguments. And I thank Ken MacDonald, in his first term in the salaries/benefits portfolio, for tackling this difficult job.
- The Librarians Committee, chaired by Kathleen Scheaffer, has worked closely with Ken MacDonald, UTFA lawyers, and external legal counsel to create long-awaited policy revisions that more accurately reflect the evolution of librarianship at U of T.
- Kass Banning, Chair of the Teaching Stream Committee, and Claude Evans, Chair of the Appointments Committee, are engaged in ongoing analysis of divisional guidelines on teaching effectiveness, vital work that will help address the serious problem UTFA faces when negotiated policy is undermined by guidelines imposed by the Administration. And Claude has organized an UTFA conference on part-time issues that will also showcase the research of U of T part-time faculty.

While we have had a productive year, there is much more that UTFA can and should be doing. We must improve outreach and member engagement, and we should help facilitate broader conversations across the campuses, on issues such as freedom of expression and academic freedom, as well as the implementation of the Truth and Reconciliation recommendations.

I will close by offering my heartfelt thanks to UTFA's Executive and Council, and to our extremely hard-working staff: Chris Penn, Marta Horban, Rucsandra Schmelzer, Aylwin Lo, Dave Campanella, Heather Diggle, Reni Chang, Helen Nowak, and Samantha Olexson. On behalf of UTFA, I also send many thanks to the lawyers at Goldblatt Partners and the actuarial and communication specialists at Eckler Ltd.

Cynthia Messenger
President

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

Bargaining

As you know, in the last round of bargaining we secured a one-year agreement that expires on June 30, 2018. For the last few months we have been in negotiations with the Administration to reach a settlement before the current agreement expires. As we are not certified and do not have strike or lockout provisions, our salaries and benefits negotiations are typically settled through mediation and arbitration. We are currently in mediation and have dates scheduled with the arbitrator.

Our proposals for this round are based on a historical assessment of benefits for faculty and librarians, comparing benefits at U of T with comparators both across the sector and within the Toronto market, which is increasingly anomalous. An analysis reveals that some of our benefits have remained static for a number of years, despite increases in CPI and the cost of service, in essence leading to an erosion in the value of the benefit. We are seeking to make this up and to increase the value of key benefits such as dental, mental health, and complementary health services like physiotherapy so that it actually better meets the cost that members incur when they use them. It is often pointed out by the Administration that U of T academic staff are the highest paid in the province. Our response is that any comparison of compensation must include benefits. And when it does, our rank slips.

We also proposed new benefits to try to better reflect the realities of living and working in Toronto. These breakthrough benefits are meant to address problems that have emerged in recent years. We proposed a housing assistance benefit to help faculty and librarians cope with the real estate market in Toronto. Increases in housing prices over the past decade have far outpaced increases in salary, which not only reduces the value of our compensation but also poses a recruitment and retention problem for the university. It is also driving faculty and librarians into housing markets farther from their campuses. In recognition of the increased expense, in time and money, and the stress associated with longer commutes, we also proposed a “green commuter” benefit. And, recognizing the shifts in the way our health care system provides care for ill family members, including the elderly, we have proposed an expansion to our compassionate care benefits to better define leave provisions and help faculty and librarians access leave

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as needed. All these proposals received broad support in our bargaining survey. We are in mediation with the Administration and hope to secure an agreement on salary and benefit issues in June. New proposals on PTR guidelines under the lead of Cynthia Messenger, on workload policy under the lead of Terezia Zoric, and on privacy and issues pertaining to academic records and surveillance are also under negotiation.

We are particularly excited about this round as it is the first in which we can test the new process that emerged from the hard work of the team involved in the SJAC negotiations. As you will recall, 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.” Historically, the MoA restricted UTFA to limited scope bargaining, engaging in matters such as across-the-board salary increases, health care benefits, pension benefits, and a workload policy. With the gains from SJAC we now have a second avenue in the bargaining process, through which any significant term or condition of employment that is not eligible for arbitration will be eligible for facilitation and fact-finding, when neces-

sary. As a result, we are currently negotiating revisions to the part-time policy (under the lead of Cynthia Messenger), a letter of understanding to address concerns with the new sexual violence policy (under the lead of Terezia Zoric), and substantive changes to the Policies for Librarians (under the lead of Kathleen Scheaffer), which have not been meaningfully revised since 1979. As always, UTFA is committed to good faith, collegial, face-to-face negotiations in accordance with Article 6 of the MoA. Your bargaining team will work hard to secure a fair and reasonable monetary settlement and improvements in benefits.

Thanks

I would like to recognize the team and thank them for their hard work on behalf of all members. They are:

- Linda Kohn—Member, Council; Professor, UTM Biology
- Cynthia Messenger—President; Associate Professor, Teaching Stream, Innis College
- Katharine Rankin—Member, Council; Professor, Department of Geography and Planning

- Kathleen Scheaffer—Chair, Librarians Committee; Librarian, Outreach and Instructional Services Coordinator, Faculty of Information
- Kent Weaver—Chair, Retired Members Committee; former Manager of Systems Operations, Information Technology Services, University of Toronto Library (retired)
- Terezia Zoric—Vice-President, Grievances; Associate Professor, Teaching Stream, Social Justice Education, OISE

I also want to thank the members of the SBPW committee for their guidance. A special thanks to UTFA counsel Heather Diggle, Helen Nowak, Samantha Olexson, and Reni Chang; to UTFA office staff Marta Horban, Chris Penn, Dave Campanella, and Aylwin Lo for their help; and for sage advice and guidance, to Emma Phillips and Steven Barrett (Goldblatt Partners) and Hugh Mackenzie (Hugh Mackenzie & Associates).

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

Report of the Vice-President, Grievances

It has been a particularly busy year for the Grievance portfolio. In addition to advising individual members, we have devoted extraordinary time and attention to developing, revising, and negotiating workload and sexual violence prevention policies; advocating for best practices in relation to asbestos abatement and members' health and safety; helping to review divisional guidelines on teaching; providing support to pension and other monetary and non-monetary bargaining; and launching group and association grievances on a range of issues.

The core function of the Grievance portfolio is to advise UTFA members on matters related to their employment relationship with the University. Issues vary from tenure/permanent status/continuing status and promotion review assistance, to workload matters, to PTR complaints, to illness and disability concerns, to inquiries about different types of leaves, and others. Most cases involve only confidential advice. Formal grievances and appeals are needed more rarely to resolve concerns.

Tenure/Continuing/Permanent Status

The Grievance portfolio is currently advising eleven tenure

candidates, including three who have received tentative negative recommendations from their committees. Additionally, there are several open files related to tenure-clock extensions, requests for pre-tenure committee advice, the fourth-year review, and a second tenure committee. UTFA urges members with questions about the tenure/continuing status review process and/or who are 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 can provide confidential advice. Candidates with questions or concerns should email faculty@utfa.org.

Statistics

UTFA currently has slightly over 120 open files (advice, grievance, and tenure), a moderately higher volume than in recent history. For example, in January and February of 2018 alone, 51 requests for advice were made, compared to 32 and 42 during the same period in 2017 and 2016, respectively.

In 2016–2017, 72 tenure stream candidates were reviewed for tenure, and 3 were denied. During the same period, two

teaching stream candidates were reviewed for continuing status and were granted a promotion, and three librarians were reviewed and received permanent status.

Workload Policy

UTFA is seeking to strengthen the Workload Policy and Procedures (WLPP) to assist units and members in managing and balancing workloads. UTFA first negotiated the WLPP in the 2009–2011 round of bargaining and made some updates in subsequent rounds. Most units created their first unit-level workload policies (UWPs) in 2012 and their second in 2015. While the WLPP has provided clarity to many members about their teaching and service assignments, some of the basic original features negotiated by UTFA have not translated into practice in many units.

In particular, collegiality and transparency, two of the cornerstone principles of UTFA's initial negotiated workload policy, have not been enacted in the way UTFA anticipated. (Other agreed-upon principles include fairness, flexibility, consistency, and comprehensiveness.) Following extensive consultation with individual UTFA members and standing committees (led by the Grievance Committee), UTFA has tabled a series of improvements to the WLPP to enhance equity, collegiality, and transparency. Proposals include providing equitable course release within units; mandating that important factors in teaching workload such as graduate supervision be addressed by UWPs; limiting the role of the dean to prevent undue interference in a collegial process; and ensuring that unit-level workload policies and individual workload letters be more comprehensive and transparent to members of the unit.

Policy on Sexual Violence and Sexual Harassment

UTFA and the Administration engaged in productive discussions in the fall of 2016, in advance of the Administration's introduction of the Policy on Sexual Violence and Sexual Harassment; however, some of our concerns remain unaddressed (see my letter to the Vice-President and Provost for more information: <http://utfa.org/agmnl1807>). UTFA's outstanding concerns form the basis of our proposal for a Letter of Understanding on the Policy, applicable to UTFA faculty alone, which we are negotiating through the expanded bargaining process. If UTFA and the Administration do not reach an agreement, the issue can be referred to the facilitation/fact-finding process.

Responding to the Administration's Flawed Asbestos "Review" Process

It has now been over a year since the start of the asbestos crisis

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in the Medical Sciences Building (MSB) and key questions remain unanswered by the Administration. To mark the anniversary of the discovery of the first known containment failure, UTFA (along with numerous employee and student groups) hosted an event on January 31, 2018. At the event, the executive summary of the report (<http://utfa.org/agmnl1803>) prepared by Environmental Consulting Occupational Health (ECOH), the environmental consulting firm that UTFA retained for its expert opinion on the safety of MSB, was presented. Since last year's report (<http://utfa.org/agmnl1802>), UTFA (along with CUPE, USW, other employee and student groups) has continued to press the Administration on the issue of asbestos safety in the MSB and other buildings across the three campuses. Apparently in response to UTFA's calls for an asbestos review task force, the Administration recently created the Asbestos Review Panel. UTFA has several major concerns with the Panel's process: the Panel's terms of reference are too narrow, insofar as its report will not focus on how the Administration implemented its abatement program; its purview is entirely prospective and does not include any examination of the circumstances giving rise to containment failures and asbestos exposure in the MSB during 2017; and its reporting structure is not sufficiently impartial and at arm's length in that it reports directly to Administrators responsible for asbestos management and whose own conduct may therefore be under scrutiny. UTFA's concerns with the Panel were raised with the Administration repeatedly through the spring and fall of 2017, and culminated in UTFA's September 19, 2017 open letter (<http://utfa.org/agmnl1804>).

Thanks

I am most grateful to UTFA's president, Cynthia Messenger, for her intense commitment to the membership and her steady leadership of the faculty association, and to the entire Executive and UTFA Council. I would also like to acknowledge this year's Grievance Committee members for their thoughtful and energetic participation, input, and assistance. Many thanks to UTFA's lawyers, Helen Nowak (General Counsel), Reni

Chang, Heather Diggle, and Samantha Olexson, for their dedicated and professional work, to the external counsel at Goldblatt Partners, and to our Grievance Assistant, Rucsandra Schmelzer. Crucial assistance has been provided by Chris Penn, Marta Horban, and the rest of the UTFA staff.

Terezia Zoric
Vice-President, Grievances

Report of the Treasurer

The Association remains in very strong financial health. UTFA holds approximately \$4,000,000 in reserve funds. 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 equally in Canadian, US, and other equities. We meet the goals of the investment policy 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. In addition, our investment strategy supports a conservative approach that has provided us with significant upside exposure to strong financial markets in recent years—adding about \$1,000,000 to our assets, while reducing volatility by about 50% when markets are turbulent.

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

UTFA's investment policy prescribes that half of the reserve funds be invested in fixed income instruments and half in equities

year ended June 30, 2017. I wish to thank Donna Mehta of Cowperthwaite Mehta for her advice and the timely completion of this year's audit.

It has been my pleasure to serve as Treasurer during 2017–2018, and I look forward to continuing in this role during 2018–2019.

Louis Florence
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.

As in 2016–17, 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 220 part-time members require. The results of the survey of part-time members that UTFA conducted in

early March 2017 clearly show what hardships they experience because of their precarious employment status. This precarity deprives them of the academic freedom that they need in order to thrive in a higher education environment and makes them vulnerable in the area of workload in particular. UTFA has now engaged in negotiations with the Administration with the aim of finding an equitable solution to these pressing problems. As Chair of the Appointments Committee I am part of the negotiating team.

CAUT and OCUFA have also recently focused on the plight of part-timers in higher education. Last October 20 I attended the CAUT Conference held in Toronto entitled “Stronger Together: Achieving Fairness for Contract Academic Staff.” Some of the papers and the description of initiatives taken to attempt to remedy the situation inspired me to organize, with the approval of the Executive, an UTFA-sponsored event entitled “Part-time Appointments at the University of Toronto: Challenges and Strengths.” This event will take place May 1–2, 2018. On the afternoon of the first day a panel will take place, featuring Louise Birdsell-Bauer (CAUT Research Officer), Sarika Bose (Chair of the CAUT Contract Academic Staff Committee), and Frances Cachon (Chair of the OCUFA Contract Faculty and Faculty Complement Committee). Louise Birdsell-Bauer will give an overview of the results of CAUT’s recent survey of contract academic staff across Canada as well as specific analyses based on answers from U of T. Sarika Bose’s and Frances Cachon’s papers were among the most impressive of those delivered at the October CAUT conference. The panel will be followed by a reception at the Faculty Club. A conference held on the second day from 9:45 a.m. to 3:30 p.m. will provide an opportunity for part-time faculty from the three campuses of U of T to share with and learn from their colleagues by giving short papers or poster presentations on discipline-based scholarship, creative professional activity, pedagogical research, or pedagogical practice. Three sessions including three papers each will take place. The program is available on the UTFA website at <http://utfa.org/agmnl1805>. The May 1 panel and May 2 conference will be held in Room 205, Claude T. Bissell Building, 140 St. George Street. Please register for the event by writing to faculty@utfa.org.

In addition, I have joined Kass Banning, Chair of the Teaching Stream Committee, and UTFA in-house lawyers to conduct a systematic review of the divisional guidelines for the assessment of effectiveness in teaching in promotion, continuing status, and tenure decisions that are being put in place this year. These guidelines must be carefully examined to make sure that their language accurately reflects that of the Uni-

A conference held on May 2 will provide an opportunity for part-time faculty from the three campuses of U of T to share with and learn from their colleagues by giving short papers or poster presentations on discipline-based scholarship, creative professional activity, pedagogical research, or pedagogical practice

versity’s Policy and Procedures on Academic Appointments (2015) and Policy and Procedures Governing Promotion in the Teaching Stream (2016). The documents relating to promotion to the rank of Professor, Teaching Stream are of major interest, since this will be the first year when such reviews are conducted.

I am also responsible for organizing the Tenure Workshop, which will take place on April 16, 10:00 a.m. to 11:30 a.m., in Room 205, Claude T. Bissell Building, 140 St. George Street. Please register for the event by writing to faculty@utfa.org.

I continue to serve on other UTFA committees, when possible, in order to contribute to appointments-related matters.

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

Claude Evans
Chair, Appointments Committee

Report of the Chair of the Equity Committee

I am pleased to provide a report of the work of the UTFA Equity Committee for the past year (April 2017–March 2018).

Since equity is a principle that reaches across all UTFA goals, committees, and activities, much of the work of the Chair of the Equity Committee and its members has occurred in collaboration and cooperation with other committees, particularly the Grievance, Membership, University and External Affairs, and Salary, Benefits, Pensions and Workload Committees. Major initiatives that the Equity Committee has been involved in have included the response to the U of T administration’s sexual violence and harassment policy; the redesign of the UTFA website; the response to the university-mandated leave of absence policy for students; consultation on the proposed policy for leave for gender affirmation processes; involvement in the gender wage gap analyses; and consultation and recommendations regarding Long Term Disability benefits.

The Equity Committee is continuing its efforts toward incorporating more initiatives that support the recommendations

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of the Truth and Reconciliation Commission into UTFA activities. New initiatives that the Committee is engaged in are the development of a donations policy for UTFA and the expansion and promotion of accessibility at UTFA and U of T. In furtherance of this goal, I have been appointed to the ministerial committee that is developing standards for implementing the Accessibility for Ontarians with Disabilities Act (2005) for the post-secondary environment.

J. Roy Gillis
Chair, Equity Committee

Report of the Chair of the Librarians Committee

UTFA Proposal for Modernized Policies for Librarians

For the first time in 40 years, substantive changes to the Policies for Librarians (PfL) are being negotiated with the U of T administration. We are seeking the following:

- clarification on the four librarian ranks, various appointments, and assessment procedures, as well as documentation for appointment and promotion
- language ensuring that appointment, promotion, and review committees are collegially established
- the right to grieve any denial of promotion (currently only a denial of promotion from Librarian II to III or III to IV could be appealed—if the chief librarian grants the librarian permission to do so)
- structures to combat precarity and exploitation
- term limits and administrative leave for senior library administrators, and grounds for their removal
- a strengthened termination section and the right to grieve a termination decision

The path to the negotiating table was paved over many years by the Librarians Committee and University of Toronto Library System (UTLS) librarians. Drawing on their work, our research, and the results of the 2017 librarians survey, last May we consulted widely to ensure that UTFA’s positions reflect current U of T librarians’ perspectives.

In June, with Ken MacDonald and with Emma Phillips of Goldblatt Partners, we began modernizing the PfL. We drew on input from UTLS librarians and librarians across Canada; UTFA’s SBPW negotiating team; UTFA committees, staff, and counsel; CAUT staff; U of T policies; and Canadian university collective agreements. Librarians could provide input via drop-in hours on all three campuses.

In October we circulated our draft Proposal for Modernized Policies for Librarians to the Advisory Committee for Academic Librarian Policies (ACALP) and the UTFA negotiating team, meeting several times with both groups to refine it.

On January 8 the Appointments, Librarians, and Salary, Benefits, Pensions and Workload Committees and ACALP met to review the proposal and endorsed it unanimously. On January 12 UTFA Executive approved the proposal, and with Council’s approval on January 17 we were ready to present it to the Administration. The final proposal is a reflection of U of T librarians’ priorities: equity, transparency, collegiality, and due process.

UTFA is represented at the Pfl negotiating table by Ken MacDonald; Dan D’Agostino, Librarian/ Selector—Social Sciences; and myself as chief negotiator. Emma Phillips provides support, as do Council members Harriet Sonne de Torrens and Whitney Kemble.

Negotiations began on January 31 and continue.

Many have played a role in the revision of the policy, including but not limited to the following: the UTFA Librarians Committee; ACALP; CAUT’s Jeff McKeil; UTFA’s counsel and staff; librarians, archivists and faculty at UTLS and elsewhere; and UTFA’s president, Cynthia Messenger. Ken MacDonald and Emma Phillips have shown a strong commitment to seeing Modernized Policies for Librarians through to fruition.

In addition to serving on the Pfl negotiating team, I serve on the team bargaining salary, benefits, and workload. The lessons I have learned from my experienced team members help to guide me at the Pfl table.

CAUT

During this pivotal time, we must reach out beyond our three campuses; thus, representation of UTLS librarians in national bargaining conversations is important. Accordingly, the Executive Committee nominated me for a seat on the CAUT Librarians’ and Archivists’ Committee. As well, at the invitation of Jeff McKeil, I gave a presentation on a panel at CAUT’s March 2018 Forum for Chief Negotiators in Ottawa.

Mount Allison University

In January the Librarians Committee contributed to a letter, which Cynthia Messenger and I signed, from UTFA to the provost of Mount Allison, urging him to reconsider a proposal to replace the position of university librarian with a staff member who is not a librarian.

Digital Postcards

We are continuing the campaign launched in 2015–2016 to highlight academic librarianship, to educate non-librarian UTFA members about the diverse work of librarians, and to

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The final proposal is a reflection of U of T librarians’ priorities: equity, transparency, collegiality, and due process

raise the profile of individual librarians. This year’s postcards feature two librarians each from UTM and UTSC. To view them, please visit <https://academiclibrarians.utfa.org/>.

Demystifying Open Access

The Librarians Committee, supported by the Membership Committee, hosted an event on Open Access (OA) last May, with a panel and Q&A, followed by a reception. The goal was to introduce the U of T community to OA, connect the community to OA experts on and off campus, and to foster a discussion extending beyond that evening.

Moderated by Graeme Slaght, U of T, the panel featured Kelsey Merkley (née Wiens), Public Lead, Creative Commons Canada, and, from U of T, Dr. Rachel Harding, Leslie Chan, Stephanie Orfano, Mariya Maistrovskaya, and Steven Hermans.

Committee Membership

I am honoured to serve with the committed members of the Librarians Committee. If you are interested in ensuring that the voices of librarians across U of T are heard, mark your calendars—next year’s committee will be constituted in September.

Kathleen Scheaffer
Chair, Librarians Committee

Report of the Chair of the Membership Committee

The objectives of the UTFA Membership Committee are to raise the awareness and profile of UTFA with members and the campus community in general, to recruit and develop participants in Council and committees, and to inform and involve UTFA members in discussion about our relationship with the University administration.

To those ends, the activities of the Membership Committee were focused on two key areas this year.

Events

In September 2017, UTFA partnered with the Women & Gender Studies Institute to host a public lecture by Homa Hoodfar at UTM (members may recall that UTFA also hosted an event featuring Prof. Hoodfar in January 2017 with Prof. Payam Akhavan, shortly after her release from 112 days of imprisonment at Evin prison in Tehran). Titled “Critical Thinking as a Transnational Right,” Prof. Hoodfar’s lecture took place on the one-year anniversary of her release from prison. It addressed the importance of academic freedom and critical thinking to democracy. The event was well-attended and received coverage in *The Medium* (<http://utfa.org/agmnl1806>).

In October, UTFA hosted a New Faculty and Librarian Reception, which allowed us to meet with some 40 new faculty and librarians, and in November, we hosted a panel discussion entitled “Cross-appointed Faculty & Librarians: A Panel Discussion on Institutional Inequality at the University of Toronto.” The event was an open and exploratory discussion of the ways in which uni-departmental administrative traditions often fail to adequately and equitably gauge the annual teaching, research, and service contributions of our cross-appointed colleagues. Panelists included Ken MacDonald,

UTFA Vice-President, Salary, Benefits, Pensions and Workload, and Associate Professor, Geography & Planning; Azita Taleghani, Member-at-Large on the UTFA Executive Committee and Associate Professor, Teaching Stream, Language Studies & Near and Middle Eastern Civilizations; Laura Bisailon, Assistant Professor, Health Studies; and myself.

Online presence

Members of the Membership and Executive Committees and UTFA staff have been working to improve UTFA’s online presence by posting more actively to its Facebook page (<http://fb.com/utfaculty>) and by redeveloping the main UTFA website at <https://utfa.org>. The website was last redeveloped in 2013 and we aim to launch a new site in 2018 that sets a new standard for bold, accessible design in faculty association websites. Importantly, it will be built to comply with website accessibility standards that will come into effect in 2020 under the Access for Ontarians with Disabilities Act (AODA).

We received and evaluated proposals from eight different firms across Ontario and have been working with Foster Interactive since November. This will be Foster’s third website for a client in the U of T community—their previous clients include the Department of Medicine and the Department of Alumni Relations.

I would like to close by offering my sincere thanks to the members of the Membership Committee for their invaluable ideas and participation. It has been my pleasure to serve as Chair this year and I wish all the best to the incoming Chair of this committee.

Mohamad Tavakoli-Targhi
Chair, Membership Committee

Report of the Chair of the Retired Members Committee

Given that I have been serving on two bargaining teams this year, it will come as no surprise that my report focuses on bargaining, benefits, and pensions.

I was appointed as the UTFA Executive Committee represen-

tative to the St. Michael’s College bargaining team. Negotiations began in August 2017 and continued to February 2018. An agreement was reached early on February 10 after a marathon bargaining session, and I am delighted to report that the bargaining unit members voted unanimously to ratify it.

The UTFA bargaining team reached a one-year settlement for 2017–2018 at the end of the last academic year, and since last fall has been preparing and has met several times with the University administration.

In preparation for these negotiations, UTFA conducted a survey of its members. About twenty-five per cent of the retiree respondents indicated that their University pension is insufficient to meet their needs. This finding dramatically underlines UTFA's long-standing commitment to protecting and improving the pension and health benefits for all its members, including retirees.

The history of pension issues and pension plans at U of T is long. In 1918 U of T was one of three Canadian universities enrolled in the pension plan of the Carnegie Foundation for the Advancement of Teaching. Now, 100 years later, plans for a new University Pension Plan (UPP) are well under way.

The current pension plan provides for annual indexation—set at 60% of CPI in 1987 and 75% in 1991. Until 2009, UTFA successfully negotiated pension augmentation to restore indexation to 100%. But Martin Teplitsky, the mediator/arbitrator for the 2009–2011 settlement, dismissed augmentation given the financial straits of the pension plan. He noted that “UTFA argued strenuously for augmentation” but ruled that there was then “no pressing need” for it. But Mr. Teplitsky also wrote that there “is no reason why augmentation cannot be achieved in subsequent rounds,” and since then UTFA has continued to press for augmentation—strenuously, but unsuccessfully. Meanwhile, the cost of living continues to rise.

Health benefits are another area crucial to retirees' well-being, and I sit on the Joint Benefits Committee. At the end of bargaining for the 2014–2017 settlement, UTFA had to note that the bargaining team resisted all proposals to freeze retiree benefits at the current levels and to reduce the current out-of-country benefit. The pressure to change health benefits for retirees has not abated. I commend UTFA, and our Executive Committee colleagues in particular, who have been and continue to be steadfast in their commitment to the retired constituency.

A new UPP was the focus of a Committee meeting in December with Hugh Mackenzie. The UPP will not impact current retirees but will be crucial to our future retired colleagues. Under pension law, retired members of the pension plan will have an opportunity to vote on the new plan. Please see <https://www.universitypension.ca> for more about this.

UTFA worked co-operatively with RALUT in the past and is currently working with Senior College to promote the welfare of retired faculty and librarians. Both Cynthia Messenger and I serve on the Senior College Centre's Board of Management. UTFA is a member of both CURAC (College and University Retiree Associations of Canada) and AROHE (Association of Retirement Organizations in Higher Education). I will be attending CURAC's annual conference in May.

Since the last AGM we have been informed of the passing of the following UTFA retirees: Marion Bassett, Clare Beghtol, Gerald Bentley, Jr., Michael Bliss, John Carter, Cecile Cloutier-Wojciechowska, Merritt Davis, Ben Robert Eardley, Sr., Frederick Flahiff, Gordon Froggatt, Patricia Fysh, Gunter Gad, Robert Garrison, Eric James, Norbert Kerenyi, John Pedler, John Revell, Helen Rosenthal, Robert Sheppard, William Stauble, Margaret Stoicheff, and Michael Walker. The loss of Helen Rosenthal hits particularly close to home, given her many decades of invaluable service to UTFA—including the Retired Members Committee.

The continuing contribution of several retired members to UTFA needs to be recognized.

- Ed Barbeau—UTFA Council; Retired Members Committee
- Elinor Fillion—UTFA Council; Retired Members Committee
- Helen Grad—Retired Members Committee
- Lino Grima—Salary, Benefits, Pensions and Workload Committee; Retired Members Committee
- Mary Alice Guttman—UTFA Council; Salary, Benefits, Pensions and Workload Committee; Retired Members Committee
- Jody Macdonald—UTFA Council; Salary, Benefits, Pensions and Workload Committee; Retired Members Committee. Jody is also a member of UTFA's UPP Committee and the SRA Committee.
- Brenda Mallouk—Retired Members Committee
- George Milbrandt—Salary, Benefits, Pensions and Workload Committee
- Arthur Rubinoff—University Pension Committee

My thanks to all for their generous contribution of time.

Kent Weaver
Chair, Retired Members Committee

Report of the Chair of the Teaching Stream Committee

Members of the Teaching Stream Committee convened last fall to map out Committee objectives and plan further around advances secured by the SJAC process last year.

Among other concerns, Committee members suggested that teaching stream faculty deserved a welcoming package and research opportunities comparable to those that are afforded to tenure stream faculty only. The present imbalance was deemed unfair, given that the teaching stream is required to produce research, including research of a pedagogical or discipline-based nature, but is not offered support for this research. The Teaching Stream Pedagogical Grant of \$2,000 was not considered sufficient to deliver quality research.

UTFA's president, Cynthia Messenger, spoke at the meeting about the upcoming negotiations to secure part-time appointed faculty a less precarious contract and fairer labour conditions that reflect their long-standing contributions to the university. Given that the majority of these appointments occur in the teaching stream, the Committee supported this initiative unequivocally.

Last year, as Chair of the Teaching Stream Committee, I served on the Appointments Committee that surveyed and determined the conditions of part-time teaching stream faculty. I am currently a member of the bargaining team working toward advancing the cause of part-time teaching stream members. I also attended a CAUT conference entitled "Stronger Together: Achieving Fairness for Contract Academic Staff" to enrich my understanding of the nature of part-time positions offered throughout Canadian universities.

Major policy changes to the Policy and Procedures on Academic Appointments (2015) and the approval of the new Policy and Procedures Governing Promotions in the Teaching Stream (2016) have resulted in a university-wide initiative to bring divisional teaching evaluation guidelines into line with the new policy language. To verify that the draft guidelines are consistent with the negotiated language, I have been working closely with in-house counsel to review the newly proposed divisional guidelines for teaching effectiveness, which have been rolling out since the fall. Claude Evans, Appointments Committee chair, has recently joined this subcommittee.

This work entails scrupulously examining each division's set

Divisional guidelines will be discussed at the annual Teaching Stream Promotion Workshop on April 19

of guidelines to ensure that they are in keeping with policy. UTFA has been recommending changes to the Administration. Should recommendations not be adopted, UTFA reserves the right to launch a grievance to ensure compliance with policy. Members whose academic units are reviewing their divisional teaching evaluation guidelines are encouraged to send a copy of their draft guidelines to faculty@utfa.org for review.

An additional goal of the exercise is to make sure that the requirements and benchmarks for assessment and promotion are stated in clear language. We are now halfway through examining these recently formulated guidelines, and I will be continuing this work.

On March 1, in response to a request from members of the teaching stream faculty at UTSC, Cynthia Messenger, Appointments Committee chair Claude Evans, and I visited the Scarborough campus. We listened to the UTSC teaching stream members' concerns, and a session was devoted to clarifying their division's new guidelines, including requirements for promotion to the rank of full professor.

The divisional guidelines will be discussed at the annual Teaching Stream Promotion Workshop, on April 19, from 2:00 to 5:00 p.m. Members will receive help in interpreting policy and guidelines, including clarifying specific requirements for the new rank of full professor, as well as expectations and procedures regarding the interim review process and advancement to continuing status.

The Teaching Stream Committee will meet later in the spring to continue its work.

Kass Banning
Chair, Teaching Stream Committee

Committee Members 2017–2018

Appointments

- **Chair: Claude Evans**
- Kass Banning
- Roy Gillis
- Azita Hojatollah Taleghani
- Ronald Kluger
- Ken MacDonald
- Brian McDonagh
- Kathleen Scheaffer
- Harriet Sonne de Torrens
- Mohamad Tavakoli-Targhi
- Terezia Zoric

Equity

- **Chair: J. Roy Gillis**
- Kyla Everall
- Linda Kohn
- Kathleen Scheaffer
- Vicki Skelton
- Leslie Stewart Rose
- Terezia Zoric

Financial Advisory

- **Chair: Louis Florence**
- Tanya Kirsch
- Leslie Stewart Rose
- Alan White

Grievance

- **Chair: Terezia Zoric**
- Michael Attridge
- Kass Banning
- Kathy Bickmore
- Aurel Braun
- Claude Evans
- Connie Guberman
- Linda Kohn
- Matthew Light
- Ken MacDonald
- Vicki Skelton
- Leslie Stewart-Rose

Librarians

- **Chair: Kathleen Scheaffer**
- Kathryn Barrett
- Heather Buchansky
- Dan D'Agostino
- Ravit David
- Kyla Everall
- Jan Guise
- Jessica Hanley
- Angela Henshilwood
- Whitney Kemble
- Helen Kula
- Aneta Kwak
- Ken MacDonald
- Steve Marks
- Suzanne Meyers Sawa
- Katya Pereyaslavskaya
- Vicki Skelton
- Graeme Slaght
- Harriet Sonne de Torrens
- Michelle Spence
- Fabiano Takashi Rocha
- Siobhan Stevenson
- Christina Tooulias-Santolin
- Silvia Vong
- Maria Zych

Membership

- **Chair: Mohamad Tavakoli-Targhi**
- Kathy Bickmore
- Roy Gillis
- Azita Hojatollah Taleghani
- Linda Kohn
- Brian McDonagh
- Vicki Skelton

Retired Members

- **Chair: Kent Weaver**
- Ed Barbeau
- Elinor Fillion
- Helen Grad
- Lino Grima
- Mary Alice Guttman
- Jody Macdonald
- Brenda Mallouk
- Suzanne Meyers Sawa

Salary, Benefits, Pensions, and Workload

- **Chair: Ken MacDonald**
- Matthew Allen
- Michael Attridge
- Claude Evans
- Roy Gillis
- Lino Grima
- Mary Alice Guttman
- Paul Hamel
- Thembela Kepe
- Linda Kohn
- Jody Macdonald
- George Milbrandt
- Helen Rodd
- Rosa Sarabia
- Harriet Sonne de Torrens
- Mohamad Tavakoli-Targhi
- Kent Weaver
- Terezia Zoric

Executive

- Kass Banning – Chair, Teaching Stream Committee
- Aurel Braun – Member-at-Large
- Claude Evans – Chair, Appointments Committee
- Louis Florence – Treasurer
- J. Roy Gillis – Chair, Equity Committee
- Ken MacDonald – Vice-President, Salary, Benefits, Pensions and Workload
- Cynthia Messenger – President
- Kathleen Scheaffer – Chair, Librarians Committee
- Harriet Sonne de Torrens – Member-at-Large
- Azita Hojatollah Taleghani – Member-at-Large
- Mohamad Tavakoli-Targhi – Chair, Membership Committee
- Kent Weaver – Chair, Retired Members Committee
- Terezia Zoric – Vice-President, Grievances

Teaching Stream

- **Chair: Kass Banning**
- Matthew Allen
- David Cooper
- David Dubins
- Claude Evans
- Connie Guberman
- Azita Hojatollah Taleghani
- Teresa Kramarz
- Jody Macdonald
- Steve Marks
- Brian McDonagh
- Judith Poë
- Scott Rayter
- David Roberts
- Chester Scoville
- Leslie Stewart Rose
- Terezia Zoric

University and External Affairs

- Michael Attridge
- Roy Gillis
- Matthew Light
- Katya Pereyaslavskaya
- Katharine Rankin
- Silvia Vong
- Terezia Zoric

2016-2017 AUDITED FINANCIAL STATEMENTS

**UNIVERSITY OF TORONTO FACULTY
ASSOCIATION**

FINANCIAL STATEMENTS

JUNE 30, 2017

Cowperthwaite Mehta

CHARTERED PROFESSIONAL ACCOUNTANTS

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, 2017, 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, 2017 and 2016, assets as at June 30, 2017 and 2016 and fund balances as at July 1 and June 30 for both the 2017 and 2016 years. Our audit opinion on the financial statements for the year ended June 30, 2016 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, 2017, 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 Public Accountants
Licensed Public Accountants

November 24, 2017
Toronto, Canada

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

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

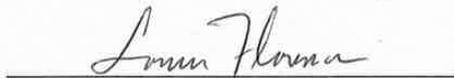
BALANCE SHEET

AS AT JUNE 30, 2017

	2017	2016
ASSETS		
Current assets		
Cash (note 3)	\$ 353,231	\$ 1,169,703
Marketable securities (note 4)	4,099,317	2,853,157
Accounts receivable	69,245	15,558
Prepaid expenses	<u>11,452</u>	<u>11,452</u>
	<u>4,533,245</u>	<u>4,049,870</u>
Capital assets (note 5)	<u>337,412</u>	<u>347,470</u>
	<u>\$ 4,870,657</u>	<u>\$ 4,397,340</u>
LIABILITIES AND FUND BALANCES		
Current liabilities		
Accounts payable and accrued liabilities	<u>\$ 484,593</u>	<u>\$ 52,614</u>
Fund balances		
Invested in capital assets	337,412	347,470
Contingency reserve (note 6)	750,000	750,000
Unrestricted	<u>3,298,652</u>	<u>3,247,256</u>
	<u>4,386,064</u>	<u>4,344,726</u>
	<u>\$ 4,870,657</u>	<u>\$ 4,397,340</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, 2017

	<u>2017</u>			<u>2016</u>	
	<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	\$ 3,247,256	\$ 347,470	\$ 750,000	\$ 4,344,726	\$ 3,895,344
Excess of revenue over expenses for the year	41,338			41,338	449,382
Purchase of capital assets	(98,130)	98,130			
Amortization	<u>108,188</u>	<u>(108,188)</u>			
Balance, end of year	<u>\$ 3,298,652</u>	<u>\$ 337,412</u>	<u>\$ 750,000</u>	<u>\$ 4,386,064</u>	<u>\$ 4,344,726</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION**STATEMENT OF OPERATIONS****FOR THE YEAR ENDED JUNE 30, 2017**

	<u>2017</u>	<u>2016</u>
REVENUE		
Membership fees (note 7)	\$ 3,150,380	\$ 3,036,248
Operating subsidies (note 8)	173,406	115,508
Investment income (loss) (note 9)	<u>286,795</u>	<u>(17,637)</u>
	<u>3,610,581</u>	<u>3,134,119</u>
EXPENSES		
Legal, audit and consulting	1,071,724	546,823
Staffing and related	918,896	812,224
Canadian Association of University Teachers fees	436,771	422,729
Ontario Confederation of University Faculty Association fees	430,373	411,807
Rent (note 8)	139,267	124,515
Stipends	105,526	105,928
Member services and meetings	73,087	62,825
Office and general	62,551	43,783
Donations and contributions	47,600	15,803
Committee expenses	41,983	28,154
Conferences and training	33,592	21,237
Special projects	32,357	24,458
Office equipment	20,938	20,230
Outreach and communications	19,365	11,361
Tuition scholarships and awards	13,100	14,740
Insurance	9,032	8,925
Library	4,893	3,022
Amortization	<u>108,188</u>	<u>6,173</u>
	<u>3,569,243</u>	<u>2,684,737</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	<u>\$ 41,338</u>	<u>\$ 449,382</u>

see accompanying notes

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UNIVERSITY OF TORONTO FACULTY ASSOCIATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED JUNE 30, 2017

	2017	2016
CASH INFLOW (OUTFLOWS)		
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 41,338	\$ 449,382
Non-cash items:		
Amortization	108,188	6,173
Net change in non-cash working capital items (below)	<u>378,292</u>	<u>(316,467)</u>
Cash provided from operations	<u>527,818</u>	<u>139,088</u>
INVESTING ACTIVITIES		
Decrease (increase) in marketable securities	(1,246,160)	181,038
Purchase of capital assets	<u>(98,130)</u>	<u>(342,417)</u>
Cash used in investing activities	<u>(1,344,290)</u>	<u>(161,379)</u>
NET CASH ACTIVITY FOR THE YEAR	(816,472)	(22,291)
CASH, BEGINNING OF YEAR	<u>1,169,703</u>	<u>1,191,994</u>
CASH, END OF YEAR	<u>\$ 353,231</u>	<u>\$ 1,169,703</u>
Net change in non-cash working capital items:		
Accounts receivable	\$ (53,687)	\$ (4,702)
Prepaid expenses		(179)
Accounts payable and accrued liabilities	<u>431,979</u>	<u>(311,586)</u>
	<u>\$ 378,292</u>	<u>\$ (316,467)</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2017

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 the term of the lease

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, 2017

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 and rent subsidy are recorded at their 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, 2017**

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, 2017, the allowance for doubtful accounts was nil (nil in 2016).

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, 2017

3. CASH

Cash is composed of:

	<u>2017</u>	<u>2016</u>
Cash in bank	\$ 336,262	\$ 993,369
TD Waterhouse cash balance	16,669	176,034
Petty cash	<u>300</u>	<u>300</u>
	<u>\$ 353,231</u>	<u>\$ 1,169,703</u>

4. MARKETABLE SECURITIES

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

	<u>2017</u>	<u>2016</u>
Exchange traded funds	\$ 3,609,780	\$ 2,022,843
Term deposits	396,229	788,479
Money market mutual funds	<u>93,308</u>	<u>41,835</u>
	<u>\$ 4,099,317</u>	<u>\$ 2,853,157</u>

5. CAPITAL ASSETS

Capital assets, recorded at cost, are as follows:

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2017</u>	<u>2016</u>
Furniture and equipment	\$ 151,975	\$ 71,946	\$ 80,029	\$ 71,523
Computer equipment	48,440	37,946	10,494	5,630
Leasehold improvements	<u>329,185</u>	<u>82,296</u>	<u>246,889</u>	<u>270,317</u>
	<u>\$ 529,600</u>	<u>\$ 192,188</u>	<u>\$ 337,412</u>	<u>\$ 347,470</u>

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, 2017

7. MEMBERSHIP FEES

Membership fees are from the following sources:

	<u>2017</u>	<u>2016</u>
University of Toronto	\$ 3,080,717	\$ 2,964,814
University of Victoria College	26,185	23,816
Retired members	21,677	25,150
University of St. Michael's College	16,659	17,381
University of Trinity College	<u>5,142</u>	<u>5,087</u>
	<u>\$ 3,150,380</u>	<u>\$ 3,036,248</u>

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 2017, the University of Toronto also contributed \$50,000 towards professional and communication advice on pension plan matters.

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 2016). For the year ended June 30, 2017, the release times were allocated as follows:

	<u>2017</u>	<u>2016</u>
	<u>FTE</u>	<u>FTE</u>
President	0.800	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> </u>	<u>0.032</u>
	<u>3.489</u>	<u>3.321</u>

In fiscal 2017, only 3.489 release time was claimed by the Association (3.321 FTE in fiscal 2016). 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 these financial statements.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2017

9. INVESTMENT INCOME

Investment income (loss) is composed of:

	<u>2017</u>	<u>2016</u>
Realized and unrealized investment (losses) gains	\$ 192,433	\$ (93,040)
Exchange traded fund distributions	67,576	55,541
Interest	<u>26,786</u>	<u>19,862</u>
	<u>\$ 286,795</u>	<u>\$ (17,637)</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. In addition, subsequent to year end, the Association committed to reimburse the University of Toronto for half the cost of a third office suite. The estimated cost to the Association, excluding HST, of these two office suites over the remaining term of the lease is as follows:

2018	\$ 40,618
2019	49,319
2020	<u>49,319</u>
	<u>\$ 139,256</u>

MINUTES OF THE 2017 ANNUAL GENERAL MEETING

Thursday, April 6, 2017

3:30 – 6:00 p.m.

OISE Auditorium, 252 Bloor Street West

J. Newman called the meeting to order at 3:35 p.m.

J. Newman welcomed members to the Annual General Meeting of 2017.

T. Zoric, seconded by K. Weaver, moved that:

the agenda in the newsletter be amended to include the following item:

Update on asbestos in U of T buildings

Carried.

1. Acknowledgement of Traditional Land

J. Newman read the Statement of Acknowledgement of Traditional Land.

2. Minutes of the Previous Meeting

The minutes of the 2016 AGM were approved as distributed.

3. Introduction of Caroline Cormier as the Al Miller Memorial Award Recipient and Tina Vulevic and Spencer McMurray as the Undergraduate Tuition Award Recipients

L. Kohn said 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 three worthy winners.

L. Kohn introduced the Al Miller awardee.

Caroline Cormier had a 4.0 average in her PhD program in History and at the time of the meeting was on a Junior Research Fellowship at the Vienna Wiesenthal Institute for Holocaust Studies. In 2013, after four years as programming assistant at Grad Room, hearing about graduate students' struggles to cope with the demands of graduate school, she created Grad Minds. The first such program in Canada, it offers peer support through conferences, events, and wellness programs, notably its annual Open Minds conference.

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. She noted that both recipients are supporting their studies through part-time work and scholarships.

Tina Vulevic is a second-year Trinity College student studying International Relations and European Studies. She is also Co-Director of Academic Programming for the International Relations Society and program coordinator for Diplomats on Campus. Her interests include human rights, international law, history, and travel.

Spencer McMurray is in his fourth year of Peace, Conflict and Justice and Political Science. He hopes to pursue an MA in International Security. He is writing a thesis based on independent research that he conducted in Jerusalem in the summer of 2016 while also studying at Hebrew University and working as an intern with the United Nations Development Program.

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

4. President's Remarks

C. Messenger thanked the panelists who would be discussing pensions later in the meeting, and UTFA staff for all their hard work over the past year.

C. Messenger thanked the organizers of a panel discussion, "Defending Intellectual Freedom: An International Perspective," featuring Professor Homa Hoodfar of Concordia University, soon after her release from captivity in Iran for 112 days. C. Messenger reported that Jonathan Hamilton-Diabo, Director of Aboriginal Student Services at U of T, had spoken at UTFA Council, and UTFA had donated \$10,000 to First Nations House. She also reported on recent events featuring Richard Freishtat.

C. Messenger noted two major projects during the year: pensions and asbestos. Executive and Council had asked that a pensions negotiating team discuss creating a Jointly Sponsored Pension Plan (JSPP) with Guelph and Queen's Universities. She noted that any new plan must be ratified by all members of the pension plan, and a major education campaign would precede this vote.

C. Messenger conveyed her disappointment in the University administration for its handling of the asbestos issue. She advised that UTFA has called for a task force to examine the protocols used for handling asbestos across the three campuses. She thanked T. Zoric and the Grievance portfolio for

their hard work on the issue.

C. Messenger noted that K. MacDonald would be speaking about tackling policy negotiations using the new fact-finding mechanism.

C. Messenger thanked everyone for coming to the meeting and invited them to the reception afterwards.

5. 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, but questions would be entertained after the pension discussion.

6. Constitution and Bylaw Amendments

a. Executive Recall

Motion: Council recommends that the Bylaws pertaining to Executive recall be changed as approved at the March 22, 2016 Council meeting.

C. Messenger noted that there has never been recall language for Executive members but agreed with S. Prudham and Council that there should be. She reviewed the motion and invited questions.

After a few requests for clarifications, the speaker called the question.

Carried.

b. Executive Director Position

Motion: Council recommends that the Bylaws pertaining to the Executive Director position be changed as approved at the March 21, 2017 Council meeting.

C. Messenger reviewed the Bylaw amendments and commented on the three proposed changes: in Article 2, adding the Executive Director to the Executive Committee as a non-voting member; in Article 3, clarifying that the President may delegate certain everyday tasks to the Executive Director; and reducing Article 17 to one sentence expressing a commitment to circulate any initial job description for the Executive Director to Council for comment.

The speaker called the question.

Carried.

7. Salary, Benefits, Pensions and Workload update, including updates on policy negotiations

K. MacDonald thanked the members for completing the bargaining survey. He said that the negotiating team would seek the standard ATB increases and improved PTR, as well as new benefits based on Toronto's anomalous environment for housing and transport.

K. MacDonald reminded the members that this would be the first round of negotiations where, thanks to the work of the Special Joint Advisory Committee, the team would be able to address policy concerns that have previously been outside the scope of bargaining.

K. MacDonald noted that the policies for librarians have not been substantially changed since 1979, and yet the jobs of academic librarians have. The policy for part-time faculty members needs to be looked at as well. The privacy policy, around communications and access to and surveillance of data, also needs to be discussed. Language is being drafted to move forward a policy on privacy and surveillance to protect members' data.

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 Post-secondary Sector

J. Newman introduced the panelists: Darrell Brown, Partner at Goldblatt Partners; Cameron Hunter and Jill Wagman, Principals, Pensions and Benefits at Eckler Ltd.; Jim Keohane, President and CEO of the Healthcare of Ontario Pension Plan (HOOPP); Hugh Mackenzie, Principal at Hugh Mackenzie & Associates; and Allan Shapira, Senior Partner at Aon Hewitt. The panelists provided a variety of perspectives and information on pension plans.

H. Mackenzie noted that in the last four years there has been an unanticipated improvement in the life expectancy of Canadians, which means that pensions cost more. This cost is split between members' contributions and investment returns, but lower long-term investment returns will cover a lower proportion of costs. This affects the valuation of a plan's liabilities, which in turn drives solvency funding costs. Universities in Ontario have been granted relief from solvency funding requirements, but the government does not intend

to grant them relief indefinitely. Financial risks apply equally to single-employer defined benefit (DB) plans and JSPPs, but Ontario's JSPPs are politically much more secure than its public sector DB plans.

A. Shapira explained that the ultimate cost of a pension plan is based on the benefits that it pays out. He defined liabilities as “the stream of future payments to current and future pensioners for pension benefits earned to the measurement date (e.g., July 1, 2016).” He explained the difference between valuing a pension plan based on a going concern basis and a solvency basis and discussed the increasing size of the U of T solvency deficit.

D. Brown explained that in the mid-1990s, internationally, defined contribution (DC) plans were considered more efficient than DB. For example, in the early 1980s Chile created a DC pension system that was copied by more than thirty countries across Latin America, Southeast Asia and Eastern Europe. Western University moved from a DB to a DC plan in 1970, but the contributions were too small to provide adequate retirement income.

J. Wagman noted that Ontario's top public sector pension plans are JSPPs. They are known for greater transparency, better governance, and more predictable costs. She explained the differences between single-employer DB plans and JSPPs.

J. Keohane said that a multi-employer JSPP can have a broader range of investment choices than could a single employer, with higher returns and lower costs, and having in-house management of the plan allows for control over risk exposure. He offered HOOPP as an example of the merits of a DB JSPP. The plan has 516 employers and 320,000 members, of whom 90,000 are retirees. Its 16-member board has eight members from the Ontario Hospital Association and two each from the four unions. HOOPP's ten-year return, 9.08%, is considered the best of all global pension plans. HOOPP has a surplus of \$15.9 billion. It is 129% funded on a going concern basis and 108% funded on a solvency basis. For every dollar of pension payments, 80% comes from returns on investments, 10% from employer contributions, and 10% from employee contributions.

C. Hunter commented on the solvency shortfall in the U of T pension plan. He said that under a JSPP option, U of T is not required to fund the shortfall. Rather, it is considered a debt of the university and must be paid by equal payments over a period not exceeding 15 years. He then compared a pension earned in the current U of T plan and one earned in a JSPP. He noted that a move to a JSPP would have no impact on

current retirees.

The panelists took comments and questions from the members.

A member who had previously been at a different university and part of a DC plan that is doing better than U of T's plan opined that DC is not all bad, but it depends on who manages the plan.

A member asked how the JSPP will handle the pension deficit. For the first 15 years, U of T will be responsible, but after that the employees become responsible for any associated risk. The member asked what portion of the current liabilities would still be present in 15 years, and how risk would be mitigated.

A. Shapira explained that the deficit is funded from the date of inception of the JSPP with fixed payments. How long U of T remains responsible for the deficit has not been decided. After 15 years, much of the deficit would likely be gone, and then it would deplete quickly as members of the plan stop collecting their pension. H. Mackenzie said that economic risks will affect every retirement income arrangement, but the critical question is how risk is managed and shared. Some risks in the current regulatory environment are unique to single-employer DB pensions. C. Messenger added that U of T must move towards a JSPP for the sake of future hires because the current situation is not sustainable.

A member wondered why U of T would be negotiating with Guelph and Queen's, because Guelph is small, and Queen's does not currently have a DB plan. Trying to join one of the existing well-run plans might be a better option.

A member asked if the JSPP will have enough money to match what HOOPP has achieved. C. Hunter said that the JSPP would be investing a large sum of money but nowhere near what HOOPP has. The Ontario government is setting up an investment corporation that is expected to be available to the JSPP, but whether it could match the types of investing that HOOPP does is not known.

A member asked who would manage the money in the plan. H. Mackenzie said that it would be the sponsor board, made up equally of member representatives and employer representatives.

A member said that the only benefit of moving to a JSPP is the solvency exemption, but that may not always be there. D. Brown said that all existing JSPPs have solvency exemptions,

and C. Hunter said that there would be huge repercussions if governments decided to impose solvency funding on JSPPs. J. Wagman noted that joint governance is good for plan members as it allows control over both contributions and benefits.

J. Newman closed the discussion and thanked the panelists. He invited questions about the reports of the Officers and Chairs of Committees. There were none.

9. Update on asbestos in U of T buildings

T. Zoric reported that there had been a series of incidents involving exposure to and contamination from asbestos at the Medical Sciences Building (MSB). The way it was handled revealed flaws in the asbestos management system at U of T. These included a lack of transparency, the absence of an effective internal responsibility system as required by the Occupational Health and Safety Act (OHSA), the absence of timely information being shared with people regarding actual or possible contamination of the areas they were working in, and the absence of a comprehensive plan to prevent such exposures from occurring in the future. As a result, many members lost faith in the people responsible for sharing information with them.

T. Zoric noted that UTFA's driving interest was protecting faculty, students, staff, and other occupants of or visitors to the building. The UTFA president contacted the U of T senior administration within minutes of learning of the asbestos containment issues that were raised by members who work at the MSB. Mandy Wojcik of Goldblatt Partners and Samantha Olexson, in-house counsel, assisted in meeting with members who came forward with concerns. Other unions were consulted and the Ministry of Labour was contacted. Many occupants of the MSB expressed their frustrations and concerns at a town hall held on March 31. For example, a cleaner told the audience that she had unknowingly been dusting and cleaning in a lab that was known to be positive for asbestos at 5–10 times the legal limit; no information had been shared with CUPE work-

ers, and there was no adherence to the OHSA requirement to post prominently notification of containment failures or safety risks.

T. Zoric explained that it was the Administration's position that standards being cited by our members are appropriate only within certain areas where asbestos abatement is being conducted. However, the professional environmental consulting agency that UTFA engaged suggested that the standard that the Administration was applying—0.1 fibres per cubic centimetre—was inappropriate; this standard is found in regulation covering industrial workplaces where asbestos is used, produced, or stored.

T. Zoric said that UTFA had asked the Administration to respond but had not yet heard anything. MSB seemed to be the tip of the iceberg. Members at Sidney Smith Hall and elsewhere made clear that there are other instances of asbestos mismanagement. These will be pursued by UTFA.

10. Other Business and Questions from the Floor

J. Newman thanked all the speakers, guests, members of Council and Executive, and others who attended the meeting for their participation.

T. Zoric, seconded by A. Motsch, moved that:

the meeting adjourn.

Carried

The meeting adjourned at 6:00 p.m.

Andrew Wright
Administrative Assistant

Rucsandra Schmelzer
Grievance Assistant

Staff Directory

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Speaker Biography

Jeffrey Ansloos

Research Overview

Dr. Jeffrey Ansloos is Assistant Professor of Indigenous Mental Health and Social Policy at OISE. Dr. Ansloos is Nehiyaw (Cree) and English, and is a member of Fisher River Cree Nation (Ochekwi-Sipi; Treaty 5). He was born and raised in the heart of Treaty 1 territory in Winnipeg, Manitoba.

Dr. Ansloos's research is focused on social and political dimensions of Indigenous mental health and education. Specifically, Dr. Ansloos' work deals with the following:

- Traditions of Indigenous healing and wellbeing
- Critical and Indigenous theories of violence, trauma, and suicidology
- Indigenous social theories and the practice of applied community psychology, including theories of decolonization, pimātsiwin and wahkotowin
- The relationship between social policies, systems, structures and Indigenous mental health
- Indigenous youth studies (political identity development, movements and practices, digital activism)

Dr. Ansloos is also interested in emerging approaches to qualitative, arts-based and new media research in the social sciences, and integrates these approaches within his research.

Academic History

Prior to joining OISE in 2018, Dr. Ansloos worked for two years at the University of Victoria as a Lecturer and Assistant Professor in Child, Youth, Family and Community Studies in the Faculty of Human and Social Development and the Faculty of Graduate Studies. Dr. Ansloos previously served as a research professor in International Mental Health and Trauma Studies at Lesley University in Boston, and served for 1 year as an interim program director in interdisciplinary studies. Dr. Ansloos completed his doctoral residency at the University of Manitoba, his Ph.D. and MA in Clinical Psychology, as well as an MA in Theology and Ethics from Fuller, and a BA in Counselling from Trinity Western University. Dr. Ansloos is a fellow of the Centre for Indigenous Research and Community-Led Engagement; the Centre for Youth and Society; the Broadbent Institute; UN-AOC; and DNAIS.

UTfA Workshops & Events

Tenure Workshop

Claude T. Bissell Building
140 St. George Street
Room 205

Monday, April 16, 2018
10:00 – 11:30 a.m.

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.

Promotion Workshop for the Teaching Stream

Faculty Club
41 Willcocks St.
Upper Dining Room

Thursday, April 19, 2018
2:00 – 4:00 p.m.

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

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

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

A reception will follow.

Part-time Appointments at U of T: Challenges & Strengths

Claude T. Bissell Building
140 St. George Street
Room 205

Tuesday, May 1, 2018
3:00 – 5:00 p.m.

Panel:

- Louise Birdsell Bauer, CAUT
- Sarika Bose, CAUT
- Frances Cachon, OCUFA

A reception will follow at the University of Toronto Faculty Club, 5:15 – 7:30 p.m.

Wednesday, May 2, 2018
10:00 a.m. – 5:00 p.m.

Conference:

An opportunity for part-time faculty and librarians from the three campuses of the University of Toronto to share with and learn from their colleagues in a genial, collegial atmosphere.

Lunch will be served.

Members should register by email to faculty@utfa.org.