

UTfA Newsletter

UNIVERSITY OF TORONTO *faculty* ASSOCIATION | No. 1 (2018–19) | APRIL 1, 2019

Annual General Meeting 2019

Monday, April 8, 2019, 3:30 – 5:30 p.m.

Koffler House, Room 108, 569 Spadina Avenue

AGENDA

1. Welcome & Acknowledgement of Traditional Land
2. Minutes of the Previous Meeting
3. President's Remarks
4. Announcement of UTFA Student Award Recipients:
Bruna Seixas Lima for the 2019 UTFA Al Miller Memorial Award and Konrad Boeschenstein and Nasir Hemed for the 2019 Undergraduate Tuition Awards (R. Gillis)
5. Reports of the Officers and Chairs of Committees †
6. Update on Negotiations
 - (i) Salary, Benefits, Pensions and Workload (K. Scheaffer)
 - (ii) Part-time Appointments Policy (C. Messenger)
 - (iii) PTR (T. Zoric and C. Messenger)
 - (iv) Sexual Violence Policy (T. Zoric)
 - (v) Workload Policy (T. Zoric)
 - (vi) Librarian Policy (K. Scheaffer)
7. University Pension Plan Update (C. Messenger)
8. Order of the Day: 4:45 – 5:30 p.m.
Panel on Ethical Investing in Pensions
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 5:30 to 7:30 p.m. at the Faculty Club, 41 Willcocks Street.

INSIDE THIS ISSUE

Reports from the Executive Committee	3
Report of the President	3
Report of the Vice-President, Grievances	5
Report of the Vice-President, Salary, Benefits, Pensions and Workload	9
Report of the Vice-President, University and External Affairs	11
Report of the Treasurer	12
Report of the Chair of the Appointments Committee	13
Report of the Chair of the Equity Committee	14
Report of the Chair of the Librarians Committee.	14
Report of the Chair of the Membership Committee	15
Report of the Chair of the Retired Members Committee.	16
Report of the Chair of the Teaching Stream Committee	17
Committee Members 2018–2019	19
2017–2018 Audited Financial Statements	21
Minutes of the 2018 Annual General Meeting	33
Staff Directory	37
Panelist Biographies.	38

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.

UTFA Newsletter is published by:

The University of Toronto Faculty Association

720 Spadina Avenue, Suite 419

Toronto ON M5S 2T9

Phone (416) 978-3351 Fax (416) 978-7061

www.utfa.org | faculty@utfa.org | fb.com/utfaculty | [@utfaculty](https://twitter.com/utfaculty)

REPORTS FROM THE EXECUTIVE COMMITTEE

Report of the President

The 2018–2019 academic year has been a momentous one for UTFA and for me as President. The University Pension Plan (UPP) is a project to which I have devoted much of the last two and a half years as UTFA's chief negotiator. The landmark ratification vote of February 2019 marks the first time UTFA members have ratified a proposed change in their pension plan. Our members had, in fact, never before ratified anything. Of the 3090 faculty and librarian plan members who received online ballots, 1779 voted (57.6%); 1668 voted Yes, and 111 voted No. Of those who voted, 93.8% voted Yes. Please see the official results here: <https://www.utfa.org/sites/default/files/UPP-vote-results.pdf>. The regulatory consent/objection process will continue through the spring of 2019, and by the end of June we should know whether we will, indeed, have a new plan and who will be in it. On the University of Toronto campus alone, the current pension plan serves over 10,000 members.

At U of T, UPP founders UTFA and the Steelworkers (USW) will each cast Yes votes on behalf of their members in the provincially regulated consent process in late spring/early summer. These Yes votes will represent the total UTFA (approx. 3000) and USW (approx. 4300) membership and will meet the bar required to move the U of T pension to the UPP. That bar is two-thirds of U of T's pension plan members. Over 1600 unrepresented administrative staff are in the U of T plan, along with over a thousand members represented by other unions. UTFA hopes that all U of T plan members will vote Yes in the consent process. I am pleased to report that U of T's CUPE Locals 1230 and 3261 both voted Yes to the UPP at the end of February. See their announcement here: <https://www.utfa.org/content/cupe-locals-1230-and-3261-vote-yes-new-upp>. I am often asked if U of T's CUPE 3902, Unit 3, sessional lecturers are part of the current pension plan. They are not. UTFA has no objection in principle to their bargaining their way into the UPP in their negotiations with the employer.

The faculty associations and the USW locals at Guelph and Queen's have all overwhelmingly voted Yes to the UPP. Voting and consent bargaining by other unions and employee groups on those campuses are at various stages of completion. Retired

The landmark ratification vote of February 2019 marks the first time UTFA members have ratified a proposed change in their pension plan.

members, those still employed who are in receipt of a university pension, and those whose pensions are deferred will have an opportunity to have a say in the UPP this month. They have received what are called "objection" packages in the mail. If fully one-third of this group object to the UPP, it will not move forward. This is a very high objection bar.

The success of the UPP negotiations and ratification process thus far speaks to hard work, collaboration, and warm collegiality among all of the labour-side sponsors of the UPP. Opportunities to work across employee groups and across campuses on an initiative such as the UPP are all too rare. We pursued the goal of a jointly governed pension plan with virtually no disagreement. I am deeply indebted to UPP Co-Chair Alex McKinnon for his pension knowledge and his strong leadership. Alex is both USW's Department Leader, Research, Public Policy & Bargaining Support, Canadian National Office, and Vice-Chair, U of T Pension Committee. UTFA owes a great deal to the Guelph Faculty Association's President, Herb Kunze, who demonstrated his commitment to the process from the very start. I also enjoyed an excellent working relationship with Paul Young and Leslie Jermyn, who represented the Queen's Faculty Association. It is worth remembering that the UPP will be the first collectively bargained jointly sponsored pension plan in Ontario. The UPP will feature a permanent seat for UTFA on both its Sponsor Board and its Trustee Board.

The UPP project proved that UTFA and USW are able to work effectively with the University administration when

both the employer and the employees have the same goals. UPP Co-Chair Angela Hildyard, Advisor to the President and Provost, has been, throughout the process, collegial and principled. I have enjoyed working alongside Angela.

Barring unforeseen delays, the UPP is expected to be up and running on July 1, 2021. The UPP will be accompanied by a Supplementary Account Plan (SAP), which will start accruing benefits when the UPP does. To review the details of the UPP and the SAP, please visit the following sites: <http://www.universitypension.ca> (UPP) and <http://pensionchange.utfa.org> (covers both UPP and SAP). For information about the UPP packages please contact UPP@utoronto.ca or 1-888-852-2559.

UTFA Governance Must Change

One of the most attractive features of the jointly sponsored model of the new pension plan is its shared governance over the plan. UTFA's own governance needs to change, however. If UTFA is to maintain the engagement we saw in the pension vote, we must be led by an Executive Committee that, like executive committees in virtually all other Canadian faculty associations, is *elected by the general membership and accountable to them*. Our appointed Executive, while currently comprising excellent folks, is largely unaccountable. The general membership has no say in the appointment process, and there is no review of performance. Overseeing the Executive appointment process is our UTFA Council, which, while hardworking and engaged, cannot be said to be fully representative, through no fault of its own. While some seats are held by the same devoted occupants year after year, other seats never fill. I know that many members of our Council, past and present, are eager to see change.

I will take steps in the coming months to form a large and representative committee that I hope will recommend deep

I will take steps in the coming months to form a large and representative committee that I hope will recommend deep and meaningful change to UTFA's governance.

and meaningful change to UTFA's governance. Any proposals for change would be widely discussed and would be brought before both UTFA Council and the Annual General Meeting for approval in 2020. Anything that is not a bold step toward more democratic and accountable governance is merely tinkering.

Revising UTFA's outdated parliamentary model was a campaign platform in both of my presidential campaigns. The 2019–2020 year will be my last as UTFA president. I wish to leave the Association with much more robust governance in place.

Part-Time Policy Change

I continue to lead negotiations on U of T's policy that governs part-time appointments. The University employs approximately 130 part-time faculty called Non-Tenure Stream Part-Time, who hold the tenure stream's professorial ranks, and approximately 220 part-time faculty who hold the rank of lecturer. Even though these lecturers do not share professorial titles with the teaching stream, the Administration considers them to be teaching stream appointees.

The current policy covers tenured and continuing faculty who wish to move to part-time, but it focuses mainly on part-time contract faculty. The only definition of full-time we have in policy at U of T resides in the part-time policy: "A **part-time appointment** is one that does not exceed 75 per cent of full-time employment. When an appointment is considered to be part-time, the fraction of the time for which the individual is to be appointed shall be computed on the basis of the expected workload of the individual divided by the workload of a comparable full-time member of the academic staff over the period of employment." Please note that the workload of part-time faculty "shall be computed" or prorated in a manner that produces a workload "comparable" to that of full-time colleagues. We have found that, sadly, this is seldom the case. Almost to a person, part-time appointees are grossly overworked, and, because they are appointed at low salaries and not rewarded adequately through the PTR process, their salaries are suppressed. UTFA has sensed a strong willingness on the part of the University administration to remedy these issues. But we continue to disagree on approach. UTFA is committed, however, to effective policy change on this front, and we will continue to press on in the coming months.

Thanks

The list is long. First my gratitude to Terezia Zoric for stepping in and taking over files from me when I had to be laser-focused on the pension plan and on part-time negotiations. Terezia's strong leadership, deep insight, and impres-

sive communication skills will bring about change for our members on a number of fronts. I wish to thank all of the UPP founders, and all of the pension advisors, without whom we could not have succeeded on the pension vote: Hugh Mackenzie of Mackenzie and Associates; Sue Philpott, Clio Godkewitsch, and Steven Barrett of Goldblatt Partners; Cameron Hunter, Principal, Eckler Ltd.; Alyssa Hodder and Jennifer Welch, Communications, Eckler Ltd. I would like warmly to acknowledge two negotiating teams: the Pension and SAP team—Marcin Peski, Jody Macdonald, Kathleen Scheaffer, Harriet Sonne de Torrens, and Terezia Zoric; and the Part-Time Policy team, assisted by Heather Diggle—Michael Attridge, Kass Banning, Claude Evans, and Brian McDonagh. Deepest appreciation to all of UTFA's in-house

lawyers: Reni Chang, Heather Diggle, Helen Nowak (General Counsel), and Samantha Olexson. Finally, many thanks to the frontline UTFA staff: Marta Horban, UTFA's business officer; Chris Penn, Administrative Assistant; Rucsandra Schmelzer, Grievance Assistant; Andrew Pina, who has so ably assisted UTFA in recent months; and Darren Puscas, who has done a terrific job filling in on communications for Aylwin Lo, currently on leave. I will conclude by saying that I am very lucky to have such wonderful colleagues on the UTFA Executive Committee and on UTFA Council.

Cynthia Messenger
President

Report of the Vice-President, Grievances

It has been another busy year for the grievance portfolio! More members have been seeking UTFA's assistance, and we have been handling more files internally, than has historically been the case. We have also been engaged in drafting, revising, and bargaining a greater number of substantial policies, detailed below.

At its core, the grievance portfolio advises UTFA members on matters related to their employment relationship with the University, on issues such as tenure/continuing status/permanent status reviews, PTR, workload, health and safety, human rights, accommodation, and leaves of absence. We also take proactive measures to advocate for improvements. Members with employment-related questions and concerns are urged to contact faculty@utfa.org.

Tenure/Continuing/Permanent Status

UTFA is currently advising nine tenure candidates, two of whom have received tentative negative decisions from their committees. We are also assisting an additional two members in their tenure appeals and advising several faculty members with pre-tenure committee concerns. Members are urged to seek information and advice early. The grievance portfolio welcomes all questions about the tenure/continuing status review or permanent status review processes. Candidates with questions or concerns should contact faculty@utfa.org for a confidential meeting. All tenure candidates are encouraged to attend UTFA's Tenure Workshop to be held on May 15, 10:00 a.m. to Noon. Faculty members in the teaching stream who are candidates for promotion to continuing status or to full Professor, Teaching Stream, are encouraged to attend UTFA's

Teaching Stream Promotion Workshop, to be held on April 25, 3:00 to 5:00 p.m.

Statistics

In 2017–2018, 56 tenure stream candidates were reviewed for tenure, and 2 were denied. During the same period, 16 teaching stream candidates were reviewed for continuing status and

The grievance portfolio advises UTFA members on matters related to their employment relationship with the University, on issues such as tenure/continuing status/permanent status reviews, PTR, workload, health and safety, human rights, accommodation, and leaves of absence.

were granted a promotion, and 5 librarians were reviewed and received permanent status.

Gender Salary Association Grievance

I am leading UTFA's efforts to redress the gender salary gap at U of T. As I reported in UTFA's December 2018 newsletter, our research on discrimination in compensation included a rigorous and comprehensive statistical analysis, consultation with numerous UTFA committees, and detailed qualitative research. UTFA's analysis uncovered evidence of a persistent, systemic, pervasive, and significant gender salary gap that affects our members. UTFA has filed a draft Association grievance as the first step in seeking redress. I worked closely with the grievance portfolio to produce a 57-page brief in support of mediation, which began in December 2018 and continues in April 2019 and likely beyond.

It is vital to recognize that gender bias in salary and other forms of compensation cannot be rooted out through a one-time salary adjustment. Rather, to truly redress gender discrimination in compensation, one must use an interdisciplinary approach to address the *root causes* of bias, carefully studying the various factors that affect compensation. Those factors include PTR, the negotiation of starting salaries, assessments of merit/merit pay, promotion, and market retention and anomaly adjustments. UTFA's analysis has found that gender bias affects each of these aspects of salary determination for faculty and librarians at U of T. It is UTFA's position that any remedy must be comprehensive, addressing each of these factors.

UTFA's findings are consistent with a significant body of research that reveals that female faculty are systemically disadvantaged in relation to a variety of factors that are used to reward and advance faculty and librarians. For example, in addition to having consistently found evidence of a gender-based salary gap in academia, studies have found that the gap is larger when "discretionary judgements of merit" are used to determine salary. It has also been found that, where there is less transparency and more discretion, unconscious and implicit biases are more likely to taint those decisions in ways that may be unrecognized by institutional decision-makers.

UTFA is determined to go beyond merely addressing gender bias, and to identify bias in the compensation of members of other equity-seeking groups (e.g., racialized and Indigenous members). While UTFA does not yet have access to the type of data that would permit a statistical analysis of the issue, UTFA has found evidence that there may also be a significant

salary gap for members of other equity-seeking groups. UTFA is dedicated to trying to redress this issue.

UTFA is also involved in an ongoing process of member engagement and consultation on this important issue. UTFA has already conducted various focus groups, and is planning a survey, newsletters, and additional focus groups in the coming year. I have continued to work closely with the Vice-President, University and External Affairs and the chairs of the Membership and Equity Committees to plan our outreach/engagement campaign in support of UTFA's grievance on this issue.

Pay Equity Complaint

In tandem with its work on the gender salary gap, UTFA is pursuing a complaint under Ontario's Pay Equity Act. This statute addresses the compensation of female-dominated job classes. Historically, Librarian and Tutor/Senior Tutor (early titles for teaching stream faculty) were considered female-dominated jobs. UTFA is dedicated to ensuring that the compensation for Librarian and Teaching Stream members continues to comply with the Act. We are in the early stages of discussing and sharing information with the Administration in relation to our complaint.

Improvements to Workload Policy (WLPP)

Given the heavy and competing workload demands placed on our members, juggling the three components of the academic appointment—teaching/research & scholarship/service for faculty, and professional practice (which may include instruction)/scholarship/service for librarians—is often a daily struggle. Work-life balance and educational quality both suffer when UTFA members are pulled in multiple directions without clear boundaries in relation to the weighing of assigned workload responsibilities. Workload policy is one of the areas of

*It is vital to recognize
that gender bias in
salary and other forms of
compensation cannot be
rooted out through a one-
time salary adjustment.*

Salary, Benefits, Pensions and Workload (SBPW) negotiations on which I have taken the lead in this round.

UTFA's workload proposals have sought to bolster collegiality (e.g., clarifying the respective roles of the dean and the unit committee in the creation and review of the unit policy), improve transparency (e.g., information to be included in individual workload letters), and strengthen equity (e.g., adding provisions to the WLPP for CLTA faculty and librarians). We have also continued to argue that the availability of teaching assistant support should be included in the list of relevant factors in considering the teaching component of normal workload (s.4.2 of the **WLPP** https://www.provost.utoronto.ca/wp-content/uploads/sites/155/2018/07/Workload-Policy-and-Procedures_Feb2018.pdf), although it is UTFA's firm view that unit policies may include relevant factors regardless of whether or not they appear in the (non-exhaustive) list in the WLPP.

UTFA is scheduled to return to mediation with the Administration on workload on April 15. Any issues on which we cannot reach agreement will proceed to arbitration with arbitrator William Kaplan later in the spring.

Merit Pay (PTR) Instructions

As you may know, the document that was formerly issued as annual PTR instructions is now part of the online **Academic Administrative Procedures Manual (AAPM)** (<https://www.aapm.utoronto.ca>). As part of SBPW negotiations last fall, I took over the lead on bargaining PTR instructions from Cynthia Messenger, who was focusing her attention on the UPP.

In this round UTFA's proposals do not aim to bargain or improve the complete set of PTR instructions, only selected sections and themes: PTR for members in small groups, equitable PTR for part-time and contract members, transparency in criteria and procedures for evaluation, weighing the three areas of the academic appointment, communicating results in the PTR letter, and the process to be followed for members on maternity/parental leave or sick leave/LTD.

Policy on Sexual Violence and Sexual Harassment

UTFA and the Administration have continued to meet to productively discuss UTFA's proposal for a Letter of Understanding (LOU) on the Policy on Sexual Violence and Sexual Harassment. I am leading these negotiations on behalf of UTFA, and am thankful for the thoughtful contributions of the members of our negotiating team: Roy Gillis, Azita H. Taleghani, and Matthew Allen. We expect to continue meet-

Following UTFA's request for a joint task force on asbestos, the Administration announced the creation of its own Asbestos Review Panel (ARP).

ing throughout this spring.

Asbestos Review Process

It has been over two years since UTFA first became aware of, and began to investigate, reports of asbestos contamination in the Medical Sciences Building (MSB). Despite UTFA's best efforts, including multiple information requests to the Administration and Freedom of Information Requests, many key questions remain unanswered. In 2017 UTFA filed a group grievance relating to this situation, seeking the establishment of a joint task force to examine asbestos-related issues at the University, the retention of a mutually agreed upon environmental consultant, and other remedies. The grievance will be heard by the University's internal Grievance Review Panel beginning in September 2019.

The MSB asbestos crisis brought to light the need to review the Administration's policies regarding asbestos. Following UTFA's request for a joint task force on asbestos, the Administration **announced the creation of its own Asbestos Review Panel (ARP)** (<https://memos.provost.utoronto.ca/call-for-nominations-asbestos-review-panel-pdadac-11>). UTFA raised significant concerns with the ARP as proposed, including its narrow scope of reference and that it was not sufficiently arm's-length from the Administration (including members with responsibility for questionable prior decisions in relation to asbestos management at U of T). UTFA expressed these concerns clearly and publicly, including through its September 19, 2017, **open letter** (https://www.utfa.org/sites/default/files/S%20Nelson%20open%20let%2029_Sep_17.pdf). Despite our questions and objections and those of other campus unions and groups, the Administration proceeded with a largely unchanged ARP. In March 2018, UTFA made oral and written submissions before the ARP. Although the ARP stopped taking submissions in March 2018, it still has not released its final report despite terms of reference directing

that it “aim to deliver a brief written report” by about May 2018, and a public release a month later. As of March 2019, with the exception of one announced deadline extension to the fall of 2018, there has been no further update on the ARP’s progress or findings. For more information about UTFA’s work on asbestos, please visit our website (<https://www.utfa.org/asbestos-exposure>).

The asbestos crisis also highlighted the importance of having robust worker-side representation for our members on the University’s Joint Health and Safety Committees (JHSCs). UTFA has explicitly sought such representation since 2017. The worker representatives on JHSCs have crucial powers, including the ability to obtain information from an employer about hazards and testing, to be present at the beginning of testing that is being conducted, and to direct a work stoppage if dangerous circumstances are found. UTFA is also concerned that our members who are sitting on the management side of JHSCs are being delegated inappropriate responsibility (and therefore liability) as “managers” within the meaning of the Occupational Health and Safety Act. While some of our members may exercise supervisory authority, it is UTFA’s view that our members do not “exercise managerial functions” (i.e., hiring, firing, disciplining). I am leading a team engaged in negotiations with the Administration with respect to the issue of JHSC representation for our members, including UTFA’s involvement in the terms of reference for a proposed Multi-Worksite JHSC (MWJHSC).

Divisional Guidelines

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 guidelines into line with new policy language. The grievance portfolio has been studying these changes and is working on an Association grievance to address instances where divisional guidelines inappropriately raise the standards for tenure/continuing status and promotion. There are clear violations of frozen policy that we aim to address through this grievance. Members who have questions about their unit’s divisional teaching guidelines are encouraged to contact faculty@utfa.org.

Student Questionnaires on Courses and Teaching (SQCTs), a.k.a. Student Evaluations of Teaching (SETs)

Since the release of **Arbitrator Kaplan’s decision on the appropriate use of SETs in tenure decisions** (<https://www.canlii.org/en/on/onla/doc/2018/2018canlii58446/2018canlii58446.html>) in June 2018, SETs have become a lively area of

activism for faculty associations across the province. I contributed as the human rights expert to OCUFa’s Working Group on Student Questionnaires on Courses and Teaching, which released its **Report** (<https://ocufa.on.ca/blog-posts/briefing-note-report-of-the-ocufa-student-questionnaires-on-courses-and-teaching-working-group>) in February 2019. The report focused on the methodological weaknesses, research ethics implications, and human rights concerns inherent in SQCTs.

On September 13, 2018, the University of Toronto released its **Course Evaluation Validation Study report** (https://teaching.utoronto.ca/wp-content/uploads/2018/09/Validation-Study_CTSI-September-2018.pdf). UTFA has determined that many of the conclusions reached in the U of T report are intrinsically flawed because they are based on fundamental misunderstandings about statistics. For example, the report frequently makes inappropriate quantitative conclusions about generalizability and effect size and it treats a self-selected sample (the students who choose to respond) as if it were a random sample. Additionally, the report systematically conflates “no evidence of a difference” with “evidence of no difference.” UTFA has raised these and related issues with the Administration and is currently developing a strategy to ensure that SETs are not used inappropriately. This will include seeking advice and feedback from faculty and librarians through a survey and focus groups.

Thanks

I am grateful to my dedicated colleagues on UTFA’s Executive and Council. I especially appreciate the extraordinary institutional knowledge, experience, and leadership of our president, Cynthia Messenger. I would also like to acknowledge this year’s Grievance Committee and the gender salary group 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 stalwart support, to the external counsel at Goldblatt Partners, and to our Grievance Assistant, Rucsan-dra Schmelzer. Invaluable assistance has been provided by Chris Penn, Marta Horban, and the rest of the UTFA staff.

Terezia Zoric
Vice-President, Grievances

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

I hope this report finds you well on your way to productively wrapping up your Winter 2019 term. Below I will touch upon the negotiations and work I have contributed to or undertaken this year on your behalf.

Mediation, Working Groups, and Negotiations

Mediation

As I mentioned in **my report in the December 2018 newsletter** (<https://www.utfa.org/content/utfa-executive-committee-newsletter-december-2018#report-sbpw>), the monetary aspects (ATB, PTR, benefits, etc.) of the 2018–2020 agreement were **settled last spring** (https://www.utfa.org/sites/default/files/Signed_MOS_April_25-2018.pdf). This year we have engaged in several mediation sessions with the Administration to resolve the remaining issues on the table, relating to the Workload Policies and Procedures and PTR Guidelines (see the report of the Vice-President, Grievances on both topics), as well as the salary anomaly process. We currently have another mediation date scheduled and will proceed to arbitration if any issues remain outstanding.

Housing and Loan Program

In our 2018–2020 settlement, UTFA and the Administration agreed that once the mediation/arbitration process is complete, we would meet as a small group to discuss the Faculty and Staff Housing and Loan Program. We expect this to happen in the near future.

Child Care Subsidy Forms

As part of the 2018–2020 agreement, Louis Florence and I, along with UTFA counsel, met with the Administration to streamline the documents and forms required to claim the child care subsidy. I hope you found this year's process easier and/or clearer. If you have further suggestions, please contact faculty@utfa.org.

Privacy Language

In our last round UTFA tabled privacy language to strengthen Article 10 of the MOA. Rather than involving the main SBPW bargaining team, Cynthia Messenger, Terezia Zoric, and I, along with our counsel, are in the process of setting up

UTFA remains committed to seeking gains relating to the security, transparency, equity, collegiality, and consistency in the hiring, appointment, and promotion of U of T librarians.

short table meetings to discuss this proposal with the Administration.

Policy Negotiations

UTFA continues to engage in bilateral negotiations with the Administration on **Policy and Procedures on Employment Conditions of Part-Time Academic Staff** (www.governing-council.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppmar071994i.pdf) (see the report of the President), Letter of Understanding regarding the Policy on Sexual Violence and Sexual Harassment (see the report of the Vice-President, Grievances), and the **Policies for Librarians** (www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppjul012001i.pdf) (see below). If UTFA and the Administration cannot reach agreement on any of these policies, they will go to facilitation/fact finding (see **Memorandum of Agreement** (www.utfa.org/sites/default/files/UTFA-MoA-2016.pdf), Article 6, Facilitation/Fact Finding, Sections 29–39).

As the chief negotiator on the UTFA Policies for Librarians bargaining team I am pleased to report that we have met regularly with the Administration to modernize the current iteration of the **Policies for Librarians** (www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppjul012001i.pdf). We currently have two more

meetings secured this term with the Administration. While we have found a bit of common ground in the process thus far, UTFA remains committed to seeking gains relating to the security, transparency, equity, collegiality, and consistency in the hiring, appointment, and promotion of U of T librarians.

Health Care Spending Account

You may recall that one of the benefits introduced in the 2014–2017 settlement was a \$650/year Health Care Spending Account (HCSA) (pro-rated for part-time members and those who commence employment during the benefit year).

HCSA amounts can be used for a range of health expenses not covered by our benefit plan and/or the premiums we pay for our benefit plan. The first HCSA lump sum was added to accounts on July 1, 2017. Balances may be carried forward from the end of one benefit year (June 30) to the end of the next benefit year only. This means that **the HCSA lump sums deposited on July 1, 2017, will be forfeited on June 30, 2019, if not claimed.** More information on the HCSA, including how to submit claims, is available here: <http://benefits.hrand-equity.utoronto.ca/faculty-librarians-health-care-spending-account/>. You can find the form to send to Green Shield here: <http://forms.hrandequity.utoronto.ca/wp-content/uploads/sites/26/2016/04/Benefits-GreenShield-HCSAClaimForm.pdf>.

Other Activities

OCUFA Service

Over the past year, I have been a proud member of the OCUFA Collective Bargaining Committee. Through the Committee, chaired by Jeff Tennant of Western University, I have built and strengthened relationships with Ontario faculty association colleagues, and gained a fuller understanding of recent Ontario university sector gains, priorities, issues, and strategies in bargaining.

CAUT Service

This academic year I began my three-year term on the CAUT Librarians' and Archivists' Committee, which was approved by CAUT Council in April 2018. The Committee, chaired by Tim Ribaric of Brock University, has afforded me the opportunity to learn from and work with a group of folks from across the country who are dedicated to academic freedom, transparency, equity, inclusivity, and excellence within Canadian universities and colleges. In this role I have aided the Chair with revisions to the Privacy of Personal Information CAUT Policy Statement that will be presented for approval by CAUT Council in April. I am also involved in the orga-

nization of a CAUT Librarians' and Archivists' conference in October 2019 titled "Navigating the Reorg." Look for details from CAUT this summer.

Additional UTFA Contributions

I have served as a contributor to the gender salary project and the pay equity effort, both headed by Terezia Zoric. This year, I also joined the UPP and SAP pension negotiating teams in their efforts, led by Cynthia Messenger.

I have served as well on the following UTFA committees: Equity; Membership; Retired Members; University and External Affairs; Teaching Stream; Librarians; Grievance; Office Staff Relations; and Executive Director Search Committee, as well as the U of T–UTFA Joint Committee.

Change in Vice-President, Salary, Benefits, Pensions and Workload

Unfortunately, personal circumstances require that I step away from the second year of my two-year term as Vice-President, SBPW. However, I have agreed to continue to serve as the Policies for Librarians chief negotiator for as long as those negotiations continue.

Appreciation

It is a privilege to be surrounded by so many talented, wise, and inspiring folks at UTFA! I am grateful to the members of the SBPW negotiating team: Cynthia Messenger, Terezia Zoric, Ken MacDonald, Linda Kohn, and Katharine Rankin; the members of the Policies for Librarians team: Dan D'Agostino and Ken MacDonald; the Policies for Librarians advisors: Harriet Sonne de Torrens and Whitney Kemble; my colleague on the child care subsidy forms team: Louis Florence; the UTFA Executive; the UTFA Council; and my predecessor in the role of Vice-President, SBPW: Ken MacDonald. I am also indebted to the staff and expert consultants employed by UTFA: Emma Phillips and Steven Barrett at Goldblatt Partners; Hugh Mackenzie at Mackenzie and Associates; and Heather Diggie, Helen Nowak, Reni Chang, Samantha Olexson, Chris Penn, Rucsandra Schmelzer, Marta Horban, Dave Campanella, Aylwin Lo, Darren Puscas and Andrew Pina. Last but certainly not least, thank you to the many SBPW Committee members. Best wishes to all for a productive and enjoyable summer!

Kathleen Scheaffer

Vice-President, Salary, Benefits, Pensions and Workload

Report of the Vice-President, University and External Affairs

In my role as Vice-President, University and External Affairs, I represent UTFA on the Board of Directors of both the Ontario Confederation of University Faculty Associations (OCUFA) and the Canadian Association of University Teachers (CAUT). These organizations are dedicated to advancing the interests of faculty and librarians across the province and country, respectively.

Academic Freedom and Free Speech

Both OCUFA and CAUT have been focused on the challenges to academic freedom for faculty and librarians and the threats to free speech. OCUFA's journal, *Academic Matters*, has recently published an **authoritative issue on the topic of free speech in the academy** (<https://academicmatters.ca/free-speech-and-the-battle-for-the-university>). CAUT's **Harry Crowe Conference** (<https://www.caut.ca/event/harry-crowe-foundation>), which I attended as a representative of UTFA, also focused on the topic of academic freedom and free speech.

Additionally, in this past year I have also acted as the liaison between UTFA and the following campus groups: the University of Toronto Employee Associations and Unions and student groups such as the Association of Part-time Undergraduate Students, the Graduate Students' Union, and the Canadian Federation of Students. I am proud to engage actively with these groups of university stakeholders whose work is focused on ensuring an equitable and sustainable university sector for the staff and student members of our University of Toronto community.

Ongoing Response to the Recommendations to the Truth and Reconciliation Commission

I also attended the recent panel discussion entitled "**Truth and reconciliation in higher education and the media: What are the responsibilities? What is needed to overcome the legacy of colonialism?**" (<https://ocufa.on.ca/blog-posts/register-to-stream-the-2019-worldviews-lecture-by-tanya-talaga>), which was sponsored by OCUFA and the Ontario Institute for Studies in Education among others. Tanya Talaga, the feature speaker, spoke about the legacy of cultural genocide in Canada and her hope for a more inclusive and equitable future. A panel of indigenous scholars responded and added to her comments.

Much of my work in recent months has involved working with campus groups and OCUFA to plan meaningful responses to the Ontario government's challenges to funding and free speech in the university sector.

Challenges to Funding in Higher Education

Much of my work in recent months has involved working with campus groups and OCUFA to plan meaningful responses to the Ontario government's challenges to funding and free speech in the university sector. Following the Conservative government's decisions to reduce tuition fees and slash core funding by 10%, campus groups and faculty associations have focused on organizing and mobilization (see, for example, OCUFA's press release "**Reckless government announcement threatens education quality and students' rights**" (<https://ocufa.on.ca/press-releases/reckless-government-announcement-threatens-education-quality-and-students-rights>)). Other events are also being planned to address the Ontario government's recently announced plan to introduce a balloting system for student organization funding. I have been working with the UTEAU group to organize against what is expected to significantly impact the most progressive student groups on campus. A student walkout took place on March 20, 2019, to demonstrate to the Ontario government that attacks on students and student union democracy will not be tolerated.

Mental Health and Well-Being Services, the Prevention of Sexual Violence, and Services for Survivors of Sexual Violence for Students at the University of Toronto

UTFA is carefully following the **student protests and debates** (<https://toronto.ctvnews.ca/university-of-toronto-students-hold-silent-protest-for-more-mental-health-services-1.4341509>) on the provision and adequacy of mental health care and support for well-being currently provided by the University of Toronto to the students in our community. We were also **very concerned about the results of the Ontario government's report** (<https://ocufa.on.ca/press-releases/ontarios-university-faculty-troubled-by-results-of-student-voices-on-sexual-violence-survey>) on its *Student Voices on Sexual Violence Survey*, which demonstrated that Ontario's

students in higher education experience high levels of sexual violence. We encourage the University of Toronto administration to continue to support these areas and increase the funding and student accessibility to these important student services.

Finally, I would like to thank members of the UTFA Executive for their support and ideas. I would also like to thank the members of the University and External Affairs Committee for their ongoing engagement with these issues and for their assistance in awarding the UTFA Al Miller Award and the UTFA Undergraduate Tuition Awards.

J. Roy Gillis
Vice-President, University and External Affairs

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. In fact, the UTFA reserve fund performed as expected, and very well, during the market volatility in the fall of 2018, losing less than 10%, while several broad market indexes lost close to 20%, and our investment portfolio has since recovered completely from that period of volatility.

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, 2018. 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 2018–2019, and I look forward to continuing in this role during 2019–2020, should Council determine that I should do so!

Louis Florence
Treasurer

Report of the Chair of the Appointments Committee

In 2018–19 the Appointments Committee focused on three main areas: part-time appointments, cross-appointments, and age-related issues.

The Policy and Procedures on Employment Conditions of Part-time Academic Staff, which was last revised in 1994, is out of date and no longer believed to reflect adequately the terms and conditions that our more than 300 part-time members require. The results of the survey of part-time members that UTFA conducted in March 2017 and the personal narratives that have been gathered clearly show the hardships experienced by part-time faculty members because of their precarious employment status. This inequity also has adverse effects on the university community in general, including full-time faculty members and students. UTFA is pursuing negotiations with the Administration with the aim of finding a solution to this painful situation. As Chair of the Appointments Committee I am part of the negotiating team.

Aiming to give prominence to these pressing issues, I took the lead in organizing a follow-up to the May 1–2, 2018, “Part-time Appointments at the University of Toronto: Challenges and Strengths” events. “Challenges and Strengths II: Showcasing the Contributions of Part-Timers at the University of Toronto” took place on March 8–9, 2019. On Friday, March 8, the event included a panel of speakers and a reception. The keynote speaker was Professor Karen Foster, who currently holds the Canada Research Chair in Sustainable Rural Futures for Atlantic Canada in the department of Sociology and Social Anthropology at Dalhousie University. Professor Foster was the lead on the 2017 CAUT national survey on the experiences of contract academic staff and, with Louise Birdsell Bauer, co-authored the ensuing report, *Out of the Shadows: Experiences of Contract Academic Staff* (https://www.caut.ca/sites/default/files/cas_report.pdf). Professor Foster delivered the very convincing talk “Class Struggle: Putting Contract Academic Staff in Political Economic Context.” Cynthia Messenger, President of UTFA, presented on “Negotiating Change for Part-Time Appointed Faculty” and Kristin Cavoukian, Vice-Chair of CUPE 3902, Unit 3, on “Overcoming the Dignity Deficit: Collective Bargaining for Contract Academic Faculty.”

The Saturday, March 9, 2019, conference included four sessions: Careers and Publishing, Pedagogy in the Sciences, Pedagogy in the Humanities, and Community and Curriculum.

The results of the survey of part-time members... and the personal narratives that have been gathered clearly show the hardships experienced by part-time faculty members because of their precarious employment status.

A total of eleven high quality papers covered a wide variety of fields and topics.

At its September, November, and January meetings the Appointments Committee discussed at length the difficulties experienced by cross-appointed faculty and librarians in the areas of workload, PTR, and commuting in particular. UTFA is actively looking for ways to address these problems.

In order to direct attention to evolving perceptions about age, I took the initiative to organize a workshop, “Aging Well: Things to Think about, Plan for, and Talk about to Maximize your Quality of Life.” Led by Amy D’Aprix, MSW, PhD, CPCA, the workshop took place on Thursday, January 24, and attracted an audience of approximately 50 UTFA members. Amy D’Aprix comes from an academic background and is an expert in lifestyle issues relating to caregiving, retirement, aging, and family dynamics.

In order to contribute to appointments-related matters I continue to serve on other UTFA committees.

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

The Equity Committee advises UTFA Council and Executive on all matters pertaining to equity and diversity—including gender, race, sexual orientation, and ability—and assists UTFA in developing policy and approaches to pay equity, employment equity, sexual harassment, other forms of harassment, personal safety, and accessibility.

In July 2017, the OCUFA Executive Committee decided that OCUFA's work and structure should be better informed by equity concerns, with the objective of promoting greater equity. In keeping with OCUFA's focus on equity, UTFA was active in 2018–2019 focusing on equity issues through the Sexual Violence Policy (LOU) negotiations, where I am a member of the bargaining team, and Association grievances on the gender salary anomaly and pay equity.

As Chair of the Equity Committee, I collaborated with the Vice-Presidents, Grievances and University and External Affairs and the Chair of the Membership Committee on an outreach campaign on the gender salary anomaly. Over several meetings, we developed tactics for the campaign and identified timelines. In addition to joint committee meetings, the Equity Committee had a separate meeting focusing on various equity and diversity matters, including inequity in the language of job descriptions and in hiring committee processes.

In September 2018 and February 2019 I attended two meetings of the OCUFA Status of Women and Equity Committee (SWEC). September's workshop focused on helping faculty associations to engage with the Truth and Reconciliation Commission and indigenization, as well as providing those

present with a framework and tools for approaching reconciliation work within their own faculty associations. Discussion at the February SWEC meeting concentrated on the provincial government's recent decisions and their equity implications, such as cancellation in October 2018 of the Provincial Roundtable on Violence Against Women, free speech policy on campuses, Bill 47, tuition cuts, and the post-secondary education budget cut and its impact on programs and services in higher education and on hiring faculty.

I joined Claude Evans, Chair of the Appointments Committee, and UTFA in-house lawyers in conducting a review of the situation of cross-appointed faculty and librarians at U of T and their inequality issues with respect to teaching and services. I was also on the organizing committee of the UTFA-sponsored conference "Challenges and Strengths II: Showcasing the Contributions of Part-Timers at the University of Toronto" held on March 9, 2019, and organized by Claude Evans.

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

As the Chair of the Equity Committee, I appreciate the support of UTFA's president, Cynthia Messenger, and members of the Executive Committee, Council, and the Equity Committee. I would also like to thank UTFA staff, especially Chris Penn and Marta Horban, for their crucial assistance.

Azita H. Taleghani
Chair, Equity Committee

Report of the Chair of the Librarians Committee

This is a summary of the work undertaken by University of Toronto academic librarians in UTFA for 2018–2019. In the past year, as Chair of the Librarians Committee, I have served on the following committees: University Pension Plan (UPP), UTFA Executive Committee and Council, Membership Committee, the librarians' side table for negotiating new Policies for Librarians, and the pay equity committee. Pension sessions were organized for librarians at UTSC (November 5) and UTM (November 23) and on the St. George campus (November 14).

The pay equity issue at the University of Toronto is of special concern to both faculty and librarians. In the case of U of T academic librarians, we are 80% female and the lowest paid of UTFA members. The University of Toronto has approximately 160 librarians, a number that has remained stable for the past forty years, despite the escalating student enrolment on all three campuses. Given the complexity of gender-biased salaries and pay equity issues, we are especially grateful for UTFA's recognition that parity for academic librarians needs to be addressed. The Librarians Committee has been

working with Kathleen Scheaffer and UTFA legal counsel to address this matter and will continue to do so over the coming months.

In February a request for assistance from colleagues—faculty and librarians—at the University of Lethbridge was distributed to the national CAUT listserv for librarians. An incident of de-professionalization had occurred concerning academic librarianship. Our Committee responded with a letter outlining our concern and support (<https://www.utfa.org/sites/default/files/Letter-Lethbridge-UTFA.pdf>). The President of the University of Lethbridge Faculty Association replied with a letter of gratitude (<https://www.utfa.org/sites/default/files/Letter-from-ULFA.pdf>).

I would like to thank the many supportive members of the

UTFA Executive Committee, Council, legal staff, and office staff for their continued support of academic librarianship at the University of Toronto. U of T librarians have participated in a range of UTFA standing and ad hoc committees and negotiating teams over the past year. Please join me in thanking the following librarians who have worked diligently on behalf of our colleagues to ensure that the principles and values we endorse are upheld within our academic community: Kathryn Barrett, Richard Carter, Dan D'Agostino, Ravit David, Kyle Overall, Elinor Fillion, Kara Handren, Angela Henshilwood, Whitney Kemble, Aneta Kwak, Alexia Loumankis, Steve Marks, Suzanne Meyers Sawa, Fabiano Rocha, Kathleen Scheaffer, Vicki Skelton, Graeme Slaght, Michelle Spence, Christina Tooulis-Santolin, and Maria Zych.

Harriet Sonne de Torrens
Chair, Librarians Committee

Report of the Chair of the Membership Committee

This has been a year of reflection and strategic planning for Membership. The Committee focused on restructuring, and on planning a gender salary outreach strategy.

Restructuring

In order to optimize the role of the Membership Committee, we undertook a reflective exercise that sought to ask three questions: Are we reaching out to the broadest group possible, representing the full diversity of our membership? Are we getting feedback from the broadest group possible? Are there capabilities that we need to develop in order to enhance our outreach capacity? Our conversations led to the realization that we needed to enlarge the Membership Committee as well as ensure that it had the resources to support UTFA's strategic initiatives for the coming year. Given UTFA's focus on the gender salary initiative, the chairs and members of the Membership, Equity, and Grievance Committees decided to have joint meetings for the 2018–2019 academic year. This would facilitate a concerted effort across committees to create a gender salary outreach plan and at the same time provide fresh perspectives on outreach for the Membership Committee.

The conversations in our reflective exercise suggested that we look at the Membership Committee's terms of reference document in order to revise and update it. We added two new components, which will rest under the responsibility of the Chair of the Committee. The first component is the creation of an operational work plan every year, approved by the Committee and outlining how the Committee intends to move

forward with building cohesion within the UTFA community. The second component will include a plan every year to reach out to equity-seeking and diverse groups or to constituents who are under-represented at Council.

The operational work plan for this year focused primarily on two initiatives. The first initiative is to facilitate communication between UTFA Council members and their constituents, more precisely, by enhancing email outreach. The second initiative is to mobilize the broader membership to engage in the Annual General Meeting.

Gender Salary Outreach Campaign

The Membership Committee provided support to other members of UTFA's Executive Committee and Council in campaigns to support current negotiations. Specifically, the Membership Committee worked across committees to create initial strategic outreach objectives to support work in pursuit of gender salary equity. We look forward to implementing the outreach plan within the next year.

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

Keith Adamson
Chair, Membership Committee

Report of the Chair of the Retired Members Committee

UTFA's Retired Members Committee represents approximately 600 retired faculty and librarians of the University of Toronto. The Committee met twice in the fall of 2018 and once in the spring of 2019. As Chair of the Committee, I also served on the Board of Management of the Senior College Centre, UTFA's UPP/SAP Bargaining Team, and the UTFA Executive Committee and Council.

The Committee's priorities this year were (1) to host educational activities for UTFA retirees to ensure that they were aware of the ongoing negotiations to create a University Pension Plan (UPP); (2) to celebrate the publication of *The RALUT Story* by one of our retirees; (3) to consider our role in participating in and potentially hosting a CURAC conference; and (4) to communicate with the Executive and with retirees about needs and concerns with respect to benefits in retirement. Each of these will be addressed in this report. We also began discussions to create an annual reception to welcome new retirees to UTFA, the first of which will take place in the fall of 2019. Look for more information about this reception in September.

Pension Education Activities and Celebration of *The RALUT Story*

On December 4, 2018, the Retired Members Committee hosted a JSPP (Jointly Sponsored Pension Plan)/UPP information session in the main dining room of The Faculty Club. Pension expert Hugh Mackenzie was excellent in highlighting the background and contributions of a new UPP as well as fielding complex questions from the retirees in attendance. This session was followed by a presentation by one of our well-known retirees, Peter Russell, of his new publication, *The RALUT Story*, which relates the development, successes, and final dissolution of RALUT (Retired Academics and Librarians of the University of Toronto). Both parts of the event were well attended and enjoyed by all.

Retiree Conference

UTFA is a member of both CURAC (College and University Retiree Associations of Canada) and AROHE (Association of Retirement Organizations in Higher Education). Kent Weaver attended the January 2019 Committee meeting and provided highlights of the annual conferences of both organizations. Kent also clarified the expectations of a host organization for the CURAC conference. The Committee, in consultation with the UTFA Executive, agreed to send a

number of present or former members of the Committee and UTFA Executive to attend the 2019 CURAC conference, to be held in Guelph in May 2019, and then to discuss next year the feasibility of bidding to host the CURAC conference in 2022.

Retiree Benefits

UTFA has a long-standing commitment to protecting and improving health benefits for all its members, including retirees. Our Bargaining Committee colleagues in particular have been and continue to be steadfast in their commitment to the retired constituency. Health benefits are crucial to support retirees' well-being. The Retired Members Committee discussed specific concerns related to pain medications and Green Shield coverage of health benefits. We will continue to advocate for improvements to these benefits and support for any member who feels that their benefit claims are denied without reasonable explanation.

Sadly, since the last AGM, we have been informed of the passing of the following UTFA retirees: Bruce A. Francis, William Friend, Anthony Haasz, Alexander G. Harrison, Michael C. Kirkham, Roland List, Dennis W. Magill, Robert H. McNutt, Ruth Pike, Arthur G. Rigg, James Rising, John Senders, James C. Thompson, and Deborah Whiteman.

I would like to thank those who served on the Retired Members Committee this year: Ed Barbeau, Claude Evans, Elinor Fillion, Helen Grad, Lino Grima, Mary Alice Guttman, Brenda Mallouk, Cynthia Messenger, Kathleen Scheaffer, and Terezia Zoric, as well as Kent Weaver, who resigned from the Committee to take on his new role as Speaker for UTFA Council. **It is a pleasure to work with these esteemed colleagues who care passionately about the academy and have such a wealth of knowledge to contribute to our discussions.**

Many retired UTFA members also served on additional UTFA committees, and/or represented UTFA in other organizations. These contributions to UTFA Council, the Salary, Benefits, Pensions and Workload Committee, and the University Pension Committee are highly valued.

Thank you to everyone who supported the Retired Members Committee this year.

Geraldine (Jody) Macdonald
Chair, Retired Members Committee

Report of the Chair of the Teaching Stream Committee

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

In addition to the perennial issue of inequities regarding unit workloads across the university and the unclear language regarding the role of the teaching stream in graduate supervision, the key concern voiced by Committee members once again focused on the need to secure equitable research opportunities for teaching stream faculty, comparable to those that are afforded to tenure stream faculty. The present imbalance is deemed unfair, given that the teaching stream is now required to produce research, including research of a pedagogical or discipline-based nature, but is not offered funding to support this research. And the scholarship component for successful promotion was clearly reiterated across units in the new divisional guidelines without comparable language regarding access to both external and internal research funding. The Teaching Stream Pedagogical Grant of \$2,000 is not considered sufficient to deliver quality research consistent with promotion requirements.

To consider this integral issue, a working subcommittee was struck to investigate opportunities for teaching stream faculty to undertake research. Committee members Keith Adamson, David Roberts, Scott Rayter, Yigal Nizri, and Teresa Kramarz volunteered to serve on this subcommittee. Since October, the subcommittee has met twice, and has undertaken the task of composing a survey to be distributed to teaching stream faculty to ascertain their experience in applying to various funding bodies, such as SSHRC, NSERC, or internal University of Toronto funding initiatives. Our initial goal is to clarify the eligibility of the teaching stream to apply to such bodies. Ideally, we would like to see adequate funding support for the research endeavours teaching stream appointees undertake currently. To this end, we seek to compile experiential information from teaching stream faculty. We are interested in reflections on the application process, whether or not the application was successful; the grant writing process and departmental or unit support; budget and other application requirements; the challenges encountered; and the outcomes. We aim to compile narratives of teaching stream faculty's experience and other pertinent information to correctly gauge their ability to apply for grants, and then to utilize our findings to formulate bargaining points accordingly.

A generative development arose this month when a teaching stream member inaugurated a discussion about workload and other issues pertinent to the stream on an FAS-supervised listserv. Highly relevant and useful data emerged as members shared their teaching loads and experiences across units. I am in the process of migrating the listserv to a secure UTFA site where teaching stream across the university can converse with one another.

This past year, as Chair of the Teaching Stream Committee, I served as a member of the bargaining team working toward advancing the cause of part-time teaching stream members, including securing less precarious contracts 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, my participation in these rounds is key as we continue our discussions with the Administration

Divisional guidelines will be discussed at the annual Teaching Stream Promotion Workshop on April 25

over the spring and summer. As a member of the Grievance Committee, I also attended several working meetings where part-time members offered narratives of their unique working conditions.

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) resulted in a university-wide initiative to bring divisional teaching evaluation guidelines into line with the new policy language. Last year, I initiated an UTFA working group to assess each division's guidelines as they rolled out. To verify that the draft guidelines were consistent with the negotiated language, I worked closely with in-house counsel last summer to review the newly proposed divisional guidelines for teaching effectiveness.

This policy work entailed scrupulously examining each division's set of guidelines to ensure that they were in keeping with UTFA members' interests. An additional goal of the exercise was to make sure that the requirements and benchmarks for assessment and promotion are stated clearly. UTFA recommended changes to the Administration. Given that some recommendations were not adopted, UTFA decided in September to launch a grievance to ensure compliance with policy. Members whose academic units have revised their divisional teaching evaluation guidelines since September are encouraged to send a copy of their draft guidelines to faculty@utfa.org for review. Terezia Zoric will continue this important work. I will continue to work with her and in-house counsel on this key initiative over the spring and summer.

In addition to serving on the Grievance Committee this past year, I also serve on the University and External Affairs and Membership Committees, thus contributing to the joint

Membership/Equity/Grievance Committee campaign on gender pay inequity that is currently under way.

Additional pressing issues integral to teaching stream faculty will be discussed at the annual Teaching Stream Promotion Workshop, on April 25, 3:00 to 5:00 p.m., with a social to follow. 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 2018–2019

Appointments

- **Chair: Claude Evans**
- Matthew Allen
- Aurel Braun
- Liang Chen
- J. Roy Gillis
- Alison Keith
- Brian McDonagh
- Phanikiran Radhakrishnan
- Stephen Rupp
- Kathleen Scheaffer
- Azita H. Taleghani
- Julie Vig
- Terezia Zoric

Equity

- **Chair: Azita H. Taleghani**
- Ravit David
- Claude Evans
- Kyla Everall
- J. Roy Gillis
- Connie Guberman
- Kathleen Scheaffer
- Julie Vig
- Terezia Zoric

Financial Advisory

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

Grievance

- **Chair: Terezia Zoric**
- Keith Adamson
- Matthew Allen
- Kass Banning
- Kathy Bickmore
- Aurel Braun
- Richard Carter
- Claude Evans
- Adria Giacca
- J. Roy Gillis
- Connie Guberman
- William Ju
- Matthew Light
- Brian McDonagh

- Stephen Rupp
- Kathleen Scheaffer

Librarians

- **Chair: Harriet Sonne de Torrens**
- Kathryn Barrett
- Richard Carter
- Dan D'Agostino
- Ravit David
- Kyla Everall
- Lisa Gayhart
- Kara Handren
- Angela Henshilwood
- Whitney Kemble
- Aneta Kwak
- Alexia Loumankis
- Steve Marks
- Fabiano Rocha
- Suzanne Meyers Sawa
- Kathleen Scheaffer
- Vicki Skelton
- Graeme Slaght
- Michelle Spence
- Christina Tooulis-Santolin
- Terezia Zoric
- Maria Zych

Membership

- **Chair: Keith Adamson**
- Matthew Allen
- Kass Banning
- Claude Evans
- J. Roy Gillis
- Azita H. Taleghani
- Kathleen Scheaffer
- Harriet Sonne de Torrens
- Christina Tooulis-Santolin
- Terezia Zoric

Retired Members

- **Chair: Geraldine (Jody) Macdonald**
- Ed Barbeau
- Claude Evans
- Elinor Fillion
- Helen Grad
- Lino Grima
- Mary Alice Guttman

- Brenda Mallouk
- Kathleen Scheaffer
- Terezia Zoric

Salary, Benefits, Pensions, and Workload

- **Chair: Kathleen Scheaffer**
- Mounir AbouHaidar
- Keith Adamson
- Michael Attridge
- Claude Evans
- Louis Florence
- J. Roy Gillis
- Lino Grima
- Mary Alice Guttman
- Paul Hamel
- Jennifer Jenkins
- Geraldine (Jody) Macdonald
- Ken MacDonald
- Brenda Mallouk
- Brian McDonagh
- Suzanne Meyers Sawa
- George Milbrandt
- Andreas Motsch
- Jun Nogami
- Scott Prudham
- Vicki Skelton
- Harriet Sonne de Torrens
- Maureen Stapleton
- Julie Vig
- Alan White
- Terezia Zoric

Teaching Stream

- **Chair: Kass Banning**
- Keith Adamson
- Matthew Allen
- David Cooper
- Ravit David
- David Dubins
- Claude Evans
- Peter Grav
- Azita H. Taleghani
- Teresa Kramarz
- Steve Marks
- Brian McDonagh
- Yigal Nizri
- Judith Poë
- Scott Rayter
- David Roberts
- Kathleen Scheaffer

- Kathleen Scheaffer
- Chester Scoville
- Harriet Sonne de Torrens
- Terezia Zoric

University and External Affairs

- **Chair: J. Roy Gillis**
- Aurel Braun
- Claude Evans
- Azita H. Taleghani
- Matthew Light
- Kathleen Scheaffer
- Terezia Zoric

Executive

- Keith Adamson – Chair, Membership Committee
- Matthew Allen – Member-at-Large
- Kass Banning – Chair, Teaching Stream Committee
- Aurel Braun – Member-at-Large
- Claude Evans – Chair, Appointments Committee
- Louis Florence – Treasurer
- J. Roy Gillis – Vice-President, University and External Affairs
- Geraldine (Jody) Macdonald – Chair, Retired Members Committee
- Ken MacDonald – Member-at-Large
- Cynthia Messenger – President
- Kathleen Scheaffer – Vice-President, Salary, Benefits, Pensions and Workload
- Harriet Sonne de Torrens – Chair, Librarians Committee
- Azita H. Taleghani – Chair, Equity Committee
- Terezia Zoric – Vice-President, Grievances

2017–2018 AUDITED FINANCIAL STATEMENTS

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

FINANCIAL STATEMENTS

JUNE 30, 2018

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, 2018, 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, 2018 and 2017, assets as at June 30, 2018 and 2017 and fund balances as at July 1 and June 30 for both the 2018 and 2017 years. Our audit opinion on the financial statements for the year ended June 30, 2017 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, 2018, 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

September 27, 2018
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, 2018

	2018	2017
ASSETS		
Current assets		
Cash (note 3)	\$ 211,919	\$ 353,231
Marketable securities (note 4)	4,012,551	4,099,317
Accounts receivable	394,847	69,245
Prepaid expenses	<u>14,127</u>	<u>11,452</u>
	<u>4,633,444</u>	<u>4,533,245</u>
Capital assets (note 5)	<u>248,113</u>	<u>337,412</u>
	<u>\$ 4,881,557</u>	<u>\$ 4,870,657</u>
LIABILITIES AND FUND BALANCES		
Current liabilities		
Accounts payable and accrued liabilities	<u>\$ 481,488</u>	<u>\$ 484,593</u>
Fund balances		
Invested in capital assets	248,113	337,412
Contingency reserve (note 6)	750,000	750,000
Unrestricted	<u>3,401,956</u>	<u>3,298,652</u>
	<u>4,400,069</u>	<u>4,386,064</u>
	<u>\$ 4,881,557</u>	<u>\$ 4,870,657</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, 2018

	2018			2017	
	Unrestricted	Invested in capital assets	Contingency reserve (note 6)	Total	Total
Balance, beginning of year	\$ 3,298,652	\$ 337,412	\$ 750,000	\$ 4,386,064	\$ 4,344,726
Excess of revenue over expenses for the year	14,005			14,005	41,338
Purchase of capital assets	(26,060)	26,060			
Amortization	<u>115,359</u>	<u>(115,359)</u>			
Balance, end of year	<u>\$ 3,401,956</u>	<u>\$ 248,113</u>	<u>\$ 750,000</u>	<u>\$ 4,400,069</u>	<u>\$ 4,386,064</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION**STATEMENT OF OPERATIONS****FOR THE YEAR ENDED JUNE 30, 2018**

	2018	2017
REVENUE		
Membership fees (note 7)	\$ 3,318,470	\$ 3,150,380
Operating subsidies (note 8)	786,820	173,406
Investment income (note 9)	<u>207,913</u>	<u>286,795</u>
	<u>4,313,203</u>	<u>3,610,581</u>
EXPENSES		
Legal, audit and consulting	1,486,579	1,071,724
Staffing and related	1,141,968	918,896
Canadian Association of University Teachers fees	463,226	436,771
Ontario Confederation of University Faculty Association fees	458,586	430,373
Rent (note 8)	195,262	139,267
Stipends	101,768	105,526
Office and general	99,677	62,551
Member services and meetings	53,732	73,087
Committee expenses	34,569	41,983
Special projects	33,278	32,357
Conferences and training	30,046	33,592
Office equipment	23,807	20,938
Tuition scholarships and awards	21,447	13,100
Donations and contributions	15,698	47,600
Outreach and communications	11,996	19,365
Insurance	8,995	9,032
Library	3,205	4,893
Amortization	<u>115,359</u>	<u>108,188</u>
	<u>4,299,198</u>	<u>3,569,243</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	<u>\$ 14,005</u>	<u>\$ 41,338</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION**STATEMENT OF CASH FLOWS****FOR THE YEAR ENDED JUNE 30, 2018**

	2018	2017
CASH INFLOW (OUTFLOWS)		
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 14,005	\$ 41,338
Non-cash items:		
Amortization	115,359	108,188
Net change in non-cash working capital items (below)	<u>(331,382)</u>	<u>378,292</u>
Cash provided from (used in) operations	<u>(202,018)</u>	<u>527,818</u>
INVESTING ACTIVITIES		
Decrease (increase) in marketable securities	86,766	(1,246,160)
Purchase of capital assets	<u>(26,060)</u>	<u>(98,130)</u>
Cash provided from (used in) investing activities	<u>60,706</u>	<u>(1,344,290)</u>
NET CASH ACTIVITY FOR THE YEAR	(141,312)	(816,472)
CASH, BEGINNING OF YEAR	<u>353,231</u>	<u>1,169,703</u>
CASH, END OF YEAR	<u>\$ 211,919</u>	<u>\$ 353,231</u>
 Net change in non-cash working capital items:		
Accounts receivable	\$ (325,602)	\$ (53,687)
Prepaid expenses	(2,675)	
Accounts payable and accrued liabilities	<u>(3,105)</u>	<u>431,979</u>
	<u>\$ (331,382)</u>	<u>\$ 378,292</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2018

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, 2018

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 in the statement of operations. The investment income 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 estimated 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, disclosure of contingent assets and liabilities, and the valuation of free and subsidized rent.

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, 2018**

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, 2018, the allowance for doubtful accounts was nil (nil in 2017).

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, 2018

3. CASH

Cash is composed of:

	<u>2018</u>	<u>2017</u>
Cash in bank	\$ 200,272	\$ 336,262
TD Waterhouse cash balance	11,347	16,669
Petty cash	<u>300</u>	<u>300</u>
	<u>\$ 211,919</u>	<u>\$ 353,231</u>

4. MARKETABLE SECURITIES

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

	<u>2018</u>	<u>2017</u>
Exchange traded funds	\$ 3,527,625	\$ 3,609,780
Term deposits	400,829	396,229
Money market mutual funds	<u>84,097</u>	<u>93,308</u>
	<u>\$ 4,012,551</u>	<u>\$ 4,099,317</u>

5. CAPITAL ASSETS

Capital assets, recorded at cost, are as follows:

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2018</u>	<u>2017</u>
Furniture and equipment	\$ 170,161	\$ 97,213	\$ 72,948	\$ 80,030
Computer equipment	56,315	45,743	10,572	10,493
Leasehold improvements	<u>329,185</u>	<u>164,592</u>	<u>164,593</u>	<u>246,889</u>
	<u>\$ 555,661</u>	<u>\$ 307,548</u>	<u>\$ 248,113</u>	<u>\$ 337,412</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, 2018

7. MEMBERSHIP FEES

Membership fees are from the following sources:

	<u>2018</u>	<u>2017</u>
University of Toronto	\$ 3,251,575	\$ 3,080,717
University of Victoria College	23,044	26,185
University of St. Michael's College	20,696	16,659
Retired members	17,750	21,677
University of Trinity College	<u>5,405</u>	<u>5,142</u>
	<u>\$ 3,318,470</u>	<u>\$ 3,150,380</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 suite, subsidized rent for two additional office suites, 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 2018, the University of Toronto also contributed \$637,000 towards professional and communication advice on the proposed Jointly Sponsored Pension Plan (\$50,000 in 2017).

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 2017). For the year ended June 30, 2018, the release times were allocated as follows:

	<u>2018</u> <u>FTE</u>	<u>2017</u> <u>FTE</u>
President	0.800	0.800
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)	<u>0.339</u>	<u>0.339</u>
	<u>3.489</u>	<u>3.489</u>

In fiscal 2018, only 3.489 release time was claimed by the Association (3.489 FTE in fiscal 2017). 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, 2018

9. INVESTMENT INCOME

Investment income is composed of:

	<u>2018</u>	<u>2017</u>
Realized and unrealized investment gains	\$ 101,433	\$ 192,433
Exchange traded fund distributions	94,067	67,576
Interest	<u>12,413</u>	<u>26,786</u>
	<u>\$ 207,913</u>	<u>\$ 286,795</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, in 2018, the Association committed to reimburse the University of Toronto for half the cost of a third office suite and for the entire cost of a fourth office suite. The estimated cost to the Association of these three office suites over the remaining term of the lease is as follows:

2019	\$ 118,031
2020	118,031
2021	123,524
2022	123,524
2023	<u>123,524</u>
	<u>\$ 606,634</u>

MINUTES OF THE 2018 ANNUAL GENERAL MEETING

Wednesday, April 11, 2018

3:30 – 6:00 p.m.

Innis Town Hall, 2 Sussex Avenue

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

1. Welcome and Acknowledgement of Traditional Land

J. Newman welcomed members to the Annual General Meeting of 2018 and read the Statement of Acknowledgement of Traditional Land.

C. Evans, seconded by, A. Taleghani, moved that:

the AGM agenda be approved as distributed.

Carried.

2. Minutes of the Previous Meeting

The minutes of the 2017 AGM were approved as distributed.

3. President's Remarks

C. Messenger welcomed the members to the 2018 AGM.

C. Messenger said that she was pleased to be re-elected as UTFA President and announced that this would be her last term. She noted that during the campaign she enjoyed reaching out to UTFA members and was reminded of what a diverse group they are. C. Messenger said that she is grateful for the membership and for the democratic process.

C. Messenger discussed some of her priorities over the next two years, including initiating constitutional reform, and in particular looking to move to an elected Executive. She hopes to work on this with a diverse group. She said that she also wants to reform the UofT defined benefit pension plan.

UTFA has been working on a jointly sponsored DB pension model since around 2014. C. Messenger reminded the retired members that their pensions will not be affected by a new pension plan. She outlined why she is supporting pension changes and believes that if there are no changes then future bargaining teams will be forced to agree to high premiums and cuts in future pension benefits, while still having no say in plan governance. She outlined the benefits of UTFA's changing to the new jointly sponsored pension plan (JSPP).

C. Messenger reported that she has successfully negotiated an agreement on the composition of the labour side of the board

that will govern the JSPP. She secured for UTFA a permanent seat on that board. The other two seats will be filled initially by a member each from the Guelph and Queens faculty associations and will be revolving seats.

C. Messenger said that members should bear in mind that no pension change proposal can take effect unless a majority of our members vote in favour of it. UTFA will hold a ratification vote of its faculty and librarians but the date for that vote has yet to be determined. She asked members to review the information on the consent process on the University Pension Plan Ontario (UPP) pension website, which can be accessed from the UTFA home page.

UTFA will feature its own pension web page on which we will publish information relevant to our members. We will also publish the anonymized questions that our members send us along with our answers. All questions will be addressed.

C. Messenger said that town hall meetings on pensions will take place between now and the consent vote. She will also visit departments to discuss the proposed plan as well as having webinars.

C. Messenger reported that UTFA has filed a draft grievance on the gender salary gap at U of T, which is most pronounced in the tenure stream. Because U of T is decentralized and diverse in terms of salary, this is a highly complex enterprise. UTFA has not undertaken this kind of exercise since the early 2000's and not in such a comprehensive way.

C. Messenger said that there are many kinds of equity at play in the various policy proposals that UTFA has put forward. Equity concerns are operating both explicitly and at the level of subtext in the librarians' policy proposals. Equity is also central to the ways in which UTFA is attempting to redress precarious employment through its proposed policy change for part-time faculty.

C. Messenger said that, looking forward, she would like to see UTFA play more of a leadership role in the implementation of the Truth and Reconciliation recommendations. We need to encourage campus-wide discussion on how to think about and live academic freedom. And we need to examine how we engage in outreach.

C. Messenger said that we seem to be coming to the end of a round of salaries/benefits negotiations, but we still have many tough negotiations ahead of us.

4. Announcement of UTFA Student Award Recipients: Myrto Koumarios 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

M. Tavakoli-Targhi said that UTFA gives out four student bursary awards each year. Two awards in the amount of \$5,000 each go to the Al Miller Memorial Award recipients and two undergraduate students receive awards in the amount of \$6,590 each.

M. Tavakoli-Targhi said that none of the award recipients were able to attend this year's AGM. He read from their statements.

5. Order of the Day, 4:00 – 4:30 p.m.: Canadian Universities and the TRC Calls to Action

R. Gillis said that was a pleasure and an honour to introduce Professor Jeffrey Ansloos, who is a colleague and a friend and works in the same department at OISE as he.

Jeffrey Ansloos is an Assistant Professor of Indigenous Mental Health and Social Policy at OISE/UT. 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 people's mental health and education. 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.

Dr. Ansloos presented a very informative, thought-provoking, critical, and personalized discussion of the impact of European colonization and the Canadian government's failure to live up to treaty obligations to Indigenous peoples in Canada. As Dr. Ansloos and other Indigenous scholars, elders, and leaders have noted, "Truth comes before reconciliation." He provided several suggestions for next steps to take, including having a central space on campus for Indigenous students as well as having all faculty look at courses for Indigenous students.

Dr. Ansloos said that UofT cannot just acknowledge land. He believes that UofT needs to reimagine university governance and share it with Indigenous people. "Without truth, justice, and healing, there can be no genuine reconciliation. Reconciliation is not about closing a sad chapter of Canada's past, but about opening new healing pathways of reconciliation that are

forged in truth and justice." – TRC volume 6: Reconciliation, page 7.

Dr. Ansloos asked that all UTFA members read the original report of the calls to action from the Truth and Reconciliation Commission *Truth and Reconciliation Commission of Canada: Calls to Action* (http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf), to reference these materials in their teaching and scholarship, and to disseminate this report to their networks. He also suggested that members read the *Final Report of the Steering Committee for the U of T Response to the Truth and Reconciliation Commission of Canada* (<https://www.provost.utoronto.ca/wp-content/uploads/sites/155/2018/05/Final-Report-TRC.pdf>)

Dr. Ansloos answered questions from the members.

R. Gillis presented Dr. Ansloos with an UTFA pen in appreciation of his address to the AGM.

The members showed their appreciation through applause.

6. 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 invited questions about the reports. There were none.

7. Update on Negotiations

(i) Salary, Benefits, Pensions and Workload

K. MacDonald provided an update on Salary, Benefits, Pensions and Workload negotiations. He said that negotiations continue, and that arbitration is set for late May. He anticipated that an agreement should be reached before the end of the academic year.

K. MacDonald outlined the benefits UTFA was negotiating on behalf of its members and how UTFA has had to challenge the Administration's assertion that UofT faculty are the best paid in Canada. He noted that we have an analysis that shows that is not the case.

K. MacDonald said that this is the first round of negotiations where UTFA can bring forward policy issues under the SJAC process. If we do not reach agreement through facilitation, then we can go to the fact-finding process. Some of the policy issues being discussed at side tables are the Part-time Policy,

sexual violence policy letter of understanding, and modernization of the Policies for Librarians, which have not been amended since 1978.

The members showed their appreciation through applause.

(ii) Part-time Appointments Policy

C. Messenger provided an update on negotiations on the Policy and Procedures on Employment Conditions of Part-time Academic Staff.

C. Messenger said that this policy has not been changed in a substantial way since 1970. About 200 part-time members are in the teaching stream and about 130 are in what the Administration calls non-tenure part-time positions. In theory, those part-time faculty have positions analogous to those in the tenure stream.

C. Messenger said that one of the outcomes of a survey and interviews of members in this group was that they all said that they are overworked. We need to do more work for and address the precarity of the people in this category.

C. Messenger said that another part of these negotiations is to establish criteria on how to drop from full- to part-time.

(iii) PTR

C. Messenger reported on the PTR negotiations.

C. Messenger said that the current merit pay instructions sent out from the Provost's office are often not followed and tend to be unclear and unfair. UTFA has only suggested improvements to the instructions and is not suggesting revamping the PTR process. The improvements would help contract and other faculty.

(iv) Sexual Violence Policy

T. Zoric reported that UTFA is in talks with the Administration about the UofT Policy on Sexual Violence and Sexual Harassment. We are working on a letter of understanding on the policy which will be applicable to UTFA faculty alone. UTFA is strongly committed to the eradication of sexual violence and harassment and deeply committed to transforming social relations in this area. We are negotiating this letter of understanding through the expanded bargaining process.

T. Zoric reviewed some of the features that UTFA is proposing.

(v) Workload Policy

T. Zoric reported on the progress of the workload policy negotiations. She said that UTFA is seeking to strengthen the Workload Policy and Procedures (WLPP) to assist units and members in managing and balancing workloads.

T. Zoric said that much time has been spent in consultations, which included a survey on this issue. She said that 90% of those who responded found the Workload Policy and Procedures to be ineffectual. T. Zoric said that the first iteration of the WLPP was negotiated in the 2009–2011 round of bargaining and most units created their first unit-level workload policies in 2012 and their second in 2015. Since then some of the basic original features negotiated by UTFA have not translated into practice in many units, in particular concerning collegiality and transparency.

T. Zoric reviewed the improvements to the WLPP that UTFA is trying to negotiate. She said that we may need to survey our members again.

(vi) Librarians Policy

K. Scheaffer reported on the progress of negotiations on the Policies for Librarians. She noted that UTFA is now able to negotiate this policy because it became unfrozen under the SJAC process.

K. Scheaffer said that the Policies have remained unsigned for 40 years.

H. Sonne de Torrens said that the document was never signed because the Governing Council and Academic Board wanted to put in an indigency clause. She said that it also contains many contradictions and references to positions that no longer exist.

K. Scheaffer said that we are seeking substantive changes and outlined some of those that are being negotiated. She noted that she is the chief negotiator. She called the members' attention to the information in the Newsletter that shows the journey of these negotiations from the beginning to the present.

The members showed their appreciation through applause.

8. University Pension Plan Update

C. Messenger said that she has been UTFA's chief negotiator for changes to the pension plan since January 2017. She introduced H. Mackenzie (Hugh Mackenzie and Associates) and

C. Godkewitsch (Goldblatt Partners).

H. Mackenzie and C. Godkewitsch updated the members on the history of why these pension negotiations are taking place, where we are now, and where we anticipate we will be in the future.

H. Mackenzie said that we hope to have a ratification vote within the year and that every member affected will be given a vote on whether to change the pension plan.

H. Mackenzie call the members' attention to the materials provided and reviewed the features of the JSPP. He explained why UTFA needs to change to a JSPP and what the risks are in making this change, gave a progress report on UPP development and governance, and spoke to the transitional financial issue.

C. Godkewitsch gave a presentation about the difficulties we have encountered in giving information to the government and talked about the process that needs to take place between now and implementation. She summarized the major terms of the proposed plan and outlined the timeline to implement it.

H. Mackenzie and C. Godkewitsch answered the members' questions.

9. 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. He thanked all those members who participate on UTFA committees and work so hard for UTFA's members,

The members showed their appreciation through applause.

L. Florence, seconded by K. Bickmore, moved that:

the meeting adjourn.

Carried

The meeting adjourned at 5:45 p.m.

Chris Penn
Administrative Assistant

Staff Directory

Name	Title	Phone	Email
Dave Campanella (on leave)	Research Analyst	416 978-6661	campanella@utfa.org
Reni Chang	Counsel	416 978-4729	chang@utfa.org
Heather Diggle	Counsel	416 978-3192	diggle@utfa.org
Marta Horban	Business Officer	416 978-4616	horban@utfa.org
Aylwin Lo (on leave)	Communications Officer	416 978-4676	lo@utfa.org
Helen Nowak	General Counsel	416 978-3015	nowak@utfa.org
Samantha Olexson	Counsel	416 978-3015	olexson@utfa.org
Chris Penn	Administrative Assistant	416 978-4976	faculty@utfa.org , penn@utfa.org
Rucsandra Schmelzer	Grievance Assistant	416 978-4996	grievanceassistant@utfa.org

Panelist Biographies

Simon Archer

Simon Archer is a lawyer practising with Goldblatt Partners LLP, and is a co-director of the Comparative Research in Law and Political Economy Forum at Osgoode Hall Law School.

In 2016, Simon was appointed by Ontario's Minister of Finance to represent the interests of workers and unions in a review of the regulations that apply to Ontario pension funds. He also served as lead researcher for the Ontario Expert Commission on Pensions before joining another union-side labour firm where he represented trade unions and retiree groups in a wide variety of pension, benefits and trust law matters.

Simon does public speaking and teaches courses on transnational corporate accountability, pensions and social security and labour law issues. A prolific writer, Simon has published extensively on labour law reform, insolvency reform and pension and benefit issues. He recently co-edited a book of essays written in honour of Harry Arthurs, a leading labour law figure and one of Simon's mentors, and edited a volume on the contradictions of pension fund capitalism.

Hugh Mackenzie

Hugh Mackenzie provides economic consulting services to governments, unions and other organizations in the non-profit sector on budgetary policy; public and private sector cost analysis; public finance; and economic policy; and to unions and employee associations in collective bargaining and interest arbitration. His research interests include provincial and federal budgets and budgetary policy; local government finance; retirement income policy; and education finance.

Mr. Mackenzie has worked for more than 40 years in a variety of different public policy capacities, at all three levels of government as well as in the non-profit sector. From 1991 to 1994, he was Executive Director of the Ontario Fair Tax Commission.

He has worked with UTFA in support of salaries and benefits bargaining and interest arbitration for many years, and most recently has advised and supported UTFA in its work on the University Pension Plan project.

He is a frequent contributor to the current public debate over retirement income policy through a series of reports and presentations dating back more than a decade.

Hugh Mackenzie is a member of the board of the newly-formed Investment Management Corporation of Ontario (IMCO). He is a former member of the boards of the Ontario Teachers' Pension Plan (OTPP), the Ontario Public Service Pension Plan (OPB) and the Canada-Wide Industrial Pension Plan (CWIPP). He is a member of the Investment Advisory Committee of the Canada Post Pension Plan and chairs the Investment Committee of the Atkinson Charitable Foundation. He was a founding board member of the Actuarial Standards Oversight Council of the Canadian Institute of Actuaries. He is a Research Associate of the Canadian Centre for Policy Alternatives.

He holds an Honours BA in Economics from the University of Western Ontario and an MA in Economics (Public Finance) from the University of Wisconsin (Madison). He has received the ICD.D designation through the Directors Education Program of the Rotman School of Business at the University of Toronto.

Katharine Preston

Katharine Preston is Director of Responsible Investing at OPTrust, one of Canada's leading defined benefit pension plans with assets of over \$20 billion, and offices in London, Sydney and Toronto.

In this role, Katharine leads OPTrust's responsible investing (RI) program reflecting the Plan's fiduciary duty to act in the long-term, best interests of its members in alignment with the PRI (Principles for Responsible Investment). Katharine reports directly to the Chief Investment Officer, and develops OPTrust RI policy, oversees environmental, social and governance (ESG) integration activities, engagement and proxy voting. During Katharine's tenure, OPTrust's RI program has received global recognition and multiple nominations for Best RI Report for medium and small funds.

Katharine serves as a board member of the Pension Investment Association of Canada (PIAC), the pre-eminent voice on pension investment issues that supports a strong and secure retirement income system in Canada.

She holds an MBA from Schulich School of Business and a B.Eng. in Civil and Environmental Engineering from McGill University.

Kevin Thomas

Kevin Thomas is the Executive Director of SHARE. Kevin joined SHARE in 2013 as a Senior Analyst on social issues and became Executive Director in 2018. Prior to working with SHARE Kevin was the Director of Advocacy for the Maquila Solidarity Network, a labour and women's rights organization, where he advised companies, governments, and public institutions on the development and implementation of policies and practices to improve respect for worker rights in global supply chains.

From 1998 to 2009 Kevin served as a political advisor to the Chief and Governing Council of the Lubicon Lake First Nation in Alberta, Canada, and as Chief Negotiator for treaty negotiations with the Federal and Provincial governments. He also negotiated land use, environmental protection and economic benefit agreements with oil, gas and forestry corporations.

Kevin holds an LLM in international business law (with a focus on securities law, corporate governance, taxation, trade, and arbitration) and an Honours BA in Environment and Resource Management from the University of Toronto.

UTfA Workshops

Promotion Workshop for the Teaching Stream

Faculty Club
Upper Dining Room
41 Willcocks Street

Thursday, April 25, 2019

3:00 – 5:00 p.m.

The workshop assists faculty members in the Teaching Stream to prepare for promotion consideration. It covers the interim review, and promotion to Associate Professor and Full Professor, Teaching Stream. It is designed to help demystify the promotion procedure.

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

- valuable pointers from colleagues' recent promotion experiences
- useful tips from teaching dossier experts
- advice from UTFA's counsel
- a forum to share and exchange strategies towards compiling a successful file

The 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 in the Faculty Club Primrose Room.

Tenure Workshop

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

Wednesday, May 15, 2019

10:00 – Noon

UTFA presents a workshop on the interim review and the tenure review. This workshop is open to all members of the Association and includes the following.

- an overview of all relevant university review procedures
- useful tips on compiling a successful dossier
- advice from UTFA's counsel

This workshop is open to all members of the Association.

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

Lunch will follow in the same location.