

UTfA Newsletter

UNIVERSITY OF TORONTO *faculty* ASSOCIATION | No. 1 (2013–14) | APRIL 16, 2014

Annual General Meeting 2014

Wednesday, April 23, 2014

3:30 to 6:00 p.m.

Room KP108, Koffler House
569 Spadina Avenue, Toronto

AGENDA

1. Minutes of the Previous Meeting
2. Introduction of Phillipa Chong and Lucia Kwan as the Al Miller Memorial Award Recipients, and Christopher Avetikyan as the UTFA Undergraduate Tuition Award Recipient
3. Reports of the Officers*
4. Reports of the Chairs of Committees*
* The reports included here will not be read at the meeting. However, the President, Vice-Presidents, Treasurer, and Committee Chairs will answer any questions. The 2012–13 audited financial statements are attached.
5. Guest Speakers: Order of the Day, 4:00 to 5:00 p.m.
Professor Neil Guppy, Sociology, University of British Columbia, and Professor Sheila Slaughter, University of Georgia Institute of Higher Education
6. Special Joint Advisory Committee Report
7. Other Business and Questions from the Floor

Members are invited to a reception after the meeting in the Main Lounge of the Faculty Club, 41 Willcocks Street.

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Report of the President

I want to thank UTFA's membership for choosing to return me for a second term as President of the Association. I am humbled and honoured by your support. I also accept it as a vote of confidence in our entire leadership team, including the members of the UTFA Executive and Council and the members of our committees, for their important contributions to the Association and to the University. And thank you to the excellent staff in our office, who too often go unrecognized.

I am honoured to serve as the President of UTFA. This office is designed to represent all members. That is what I intend to continue to do.

As we move forward, our Association is in good shape. One indication is that about two-thirds of those hired prior to 1998 – for whom membership in UTFA involves an intentional “opt-in” – have indeed joined the Association. Our finances are in excellent shape thanks in large measure to our Treasurer Michael Meth and to our Business Officer Marta Horban. Once again, this year, we are firmly in the black. We are also about to enter another round of negotiations over salary, benefit, pension, and workload matters (if not more...see below) under the capable leadership of our VP and Chief Negotiator, Paul Downes.

At the same time, we are in the midst of an extended moment of change and renewal. What can we look for in the next two years? What is the mandate for this next term? The answers to these questions are tied to the fate of the ongoing Special Joint Advisory Committee (SJAC) process. The SJAC was established via a [mediated agreement](#) in April of 2012 and is composed of representatives of UTFA and the University administration. The process is of fundamental concern to all faculty and librarians at U of T. It engages with possible changes to appointments policies for faculty and librarians, as well as with how the parties should come at those issues now and in the future.

The SJAC is also grappling with the procedural dimensions of academic restructuring: when significant changes are

proposed in the configuration of academic units (e.g., opening, closing, amalgamation, relocation, etc.), what rights do we have as academic staff to participate in decisions that affect us? Faculty and librarians must take part meaningfully in such processes in order for academic freedom and excellence to thrive. Yet no policy exists laying out the minimum rights and responsibilities of academic staff in processes of academic restructuring and reorganization. For years, our outreach – including via focus groups and questionnaires – has told us that you want to see a policy negotiated by UTFA and the Governing Council to address this lacuna. As of this writing, our Administration has not agreed to negotiate a policy with UTFA. That is not acceptable. It is just that simple.

Most fundamentally, the SJAC process entails:

- i. a review of the strengths and weaknesses of the Memorandum of Agreement (MoA) prescribing UTFA's role in representing you; and
- ii. an attempt to modernize the relationship between UTFA and the Governing Council of U of T, one that has remained largely unchanged for over thirty years.

Currently, the MoA provides narrow and limited collective bargaining rights over minimum compensation issues, together with workload. All other issues, including academic policies that provide important context for what we do as academics, intellectuals, scholars, and professionals (e.g., academic freedom, procedures in academic restructuring, privacy provisions pertaining to academic records and correspondence, policies governing allegations of research misconduct, intellectual property, etc.) are not adequately addressed in the existing MoA. Specifically, the status quo means these policies are:

- i. subject only to meagre and largely ineffectual protections against unilateral change without any process for negotiating revisions; or
- ii. ignored altogether in the MoA and so left to unilateral determination, e.g., via imposed guidelines.

UTFA is one of a small handful of remaining faculty associations in Canada that are not certified as unions. Since the MoA was signed, one faculty association after another has unionized, propelled by academic staff seeking more accountability and transparency in the establishment of their working conditions. Moreover, U of T has no academic senate. We are unique in Canada in having neither of these forms of representation. This is our distinct and dangerous [collegiality gap](#).

To narrow this gap, UTFA has proposed to broaden the scope of the bargaining process we have used, successfully, since the early 1980s to establish minimum compensation terms. This process, Article 6 of the current MoA, features a prescribed, rigorous, and accountable approach to bringing representatives of UTFA and the Governing Council together to negotiate, and provides access to professional neutral arbitration when they cannot agree. Our outreach over the years indicates that most colleagues want to see UTFA's representation expanded to deal more effectively with monetary *and* non-monetary terms of employment. We could, of course, just certify as a union to achieve this end. But many colleagues are also concerned about union certification because of potentially adverse consequences of strikes on students. The alternative course, one of reforming the existing framework agreement, emerged from years of outreach work and has culminated in the SJAC process. It is our chance for a negotiated form of modernization.

Representatives of UTFA and the Administration are in the final stages of the process. We have had two days of facilitation working with the Honourable Mr. Frank Iacobucci. On March 17, UTFA's Council approved sending our negotiating team back for a third day, scheduled for April 12. But Council also expressed frustration with the slow pace of talks and with the Administration's intransigence on our core issues: the procedural aspects of academic restructuring and real change to the processes for negotiating academic policies. We were sent to the SJAC process to get a "new deal" on the relationship between UTFA and the Governing Council of U of T. As of this writing, the prospects for an agreement seem quite poor.

If the SJAC process fails, a potentially divisive debate will likely open between those content with the status quo and those who see union certification as the only option to secure change. If we need to have that debate, we will ensure it is based on extensive outreach and consultation, as has been our pattern in recent years. At any time, if you wish to arrange

a brown bag lunch with colleagues to discuss the future of UTFA and how you wish to be represented, please write to membership@utfa.org. We can also visit a department meeting to provide updates. I am always happy to come myself.

Let me step back for a moment from our current engagements with the Administration. Those engagements need context. For example, there has been much chatter of late about the call for more teaching from university professors, thanks to an [unfortunate intervention](#) by the Higher Education Quality Council of Ontario (HEQCO). Teaching and research are not and must not be an either/or proposition, and certainly not at U of T, not for our tenure stream faculty, and not for our teaching stream faculty. The HEQCO report sidesteps the *real* problems we are experiencing in the form of rising workloads (ironically, mostly in teaching) largely due to rapid increases in enrolment and the erosion of government funding. I know that colleagues are suffering under the weight of these pressures, even as our Administration implores us to further boost graduate enrolment for largely (entirely?) financial reasons. As teachers, researchers, and professionals, we know there are limits to expanding the volume of what we do while adhering to the standards of quality for which U of T is known.

The HEQCO report encourages cynical and opportunistic populists (hello Margaret Wente) to distract attention from the *real* problems in post-secondary education and research-intensive universities in North America. Spiralling student debt; chronic underfunding by multiple levels of government; rising enrolment and student:faculty ratios; the erosion of secure, continuing academic appointments; growing private-sector influence in decision-making, even in academic planning; expanding administrative authority within our universities; and fundamental shifts in scholarly publishing that often promise wider access but deliver more enclosure – all are issues having an immense impact on our professional lives.

Ironically, in so many ways a better, fairer future for public life – a fairer distribution of life chances, a planet that can support those chances – depends on the quality of the work we do now and will do in the future, in laboratories and in classrooms. That is why I refuse to be defensive about the role we all play, whether here at U of T or across Canada.

If there was ever a time when we needed a strong, collective, and independent advocate, it is now. UTFA is the only

form of such representation faculty and librarians can count on. Who else is there to speak for us on these matters? We need to build from our history, from our strengths and accomplishments, and move forward with confidence. In the current context of change, challenge, and opportunity, the SJAC process could still result in genuine, negotiated reform of UTFA's role in providing a voice for you.

But whatever happens with the SJAC process, we have learned a great deal. UTFA has more informed groups of committee members and Council members than we've ever had. Our membership is far more informed and engaged than ever before. Those alone are a great investment in the future.

We are committed to continuing the conversation with colleagues about our future. We will persist with our outreach, our organizing, and our experimentation with new communication vehicles and ways for you to be involved. We do so in the name of ensuring our voices, the voices of our colleagues, are heard when it comes to crucial decisions where our working conditions, student learning conditions, and the institutional foundations of excellence all intersect. We will be there. You have my word on that.

Thank you again for your support.

Scott Prudham
President

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

Bargaining

Our current three-year agreement expires on June 30, 2014. As per Article 6 of our Memorandum of Agreement (MoA), UTFA's President and I met the Administration in January to formally announce our intention to bargain a new settlement. We prefer to begin negotiations in May, although the provincial electoral calendar may complicate matters.

In the meantime, the Salary, Benefits and Pensions Committee is working on issues that might be addressed in bargaining. Our preparation will be aided by data from April's bargaining survey. The bargaining team approved by Council represents several of our constituencies, all three streams, and all three campuses. As in the past, UTFA is committed to serious, good-faith face-to-face negotiations, consistent with the principles of collegiality, and in line with the requirements of Article 6 of the MoA. We intend to work, as always, to ensure a fair monetary settlement for our members and to address demands for benefit improvements.

We go into this round aware of the uncertain pension landscape at U of T and in Ontario. The past poor performance and inadequate management of U of T's pension plan creates concern about the extent to which

UTFA members might be asked to bear the burden of past mistakes. The University of Toronto, like many others, has agreed to the terms of a provincial solvency relief plan that includes demands for increased employee contributions. UTFA agreed to such increases in the last round of negotiations and tried to secure offsetting improvements in other areas. In this round, we will keep in mind our responsibility to our members and our mutual concern for the financial well-being of the University.

PTR

Our last contract included an agreement to set up a joint UTFA-Administration committee on PTR, prompted by the large volume of member concerns. Victoria Skelton, Terezia Zoric, and our consultant Hugh Mackenzie are working with me to prepare UTFA's position on various aspects of the current PTR model.

LTD

A joint committee on LTD is looking into alternatives to our current plan. The Administration sent the plan out to tender in December and we are waiting for results. UTFA

hopes to offer our members the possibility of a more valuable and economical plan. I will keep members informed as this process unfolds.

Pensions

The province, COU, and OCUFA have all been considering reforms that might pool pension investments or create a sector-wide Jointly Sponsored Pension Plan (JSPP) for Ontario universities and colleges. Many questions remain about the relationship between such reforms and current plan deficits and about the specific virtues of a sector-wide plan for the University of Toronto. Professor Ettore Damiano of the Department of Economics, an UTFA Executive member and a member of the Governing Council's Pension Committee, will join me at upcoming OCUFA meetings to explore sector-wide alternatives to our current plans. We will report back before lending our support to any particular model of reform. UTFA has several well qualified people paying careful attention to changes in the pension landscape and to our own pension challenges. Nevertheless, our representatives on the Governing Council's Pension Committee remain disappointed by the lack of transparency and accountability associated with pension management at the University of Toronto.

Workload

The SPB Committee is gathering data on the various workload policies generated throughout the university over the last three years and documenting both successes

and disappointments. We have concerns about the role of Deans in crafting departmental policies; about tri-campus disparities; about teaching stream inequities; and about the difficulty of gathering appropriate data. We plan to address key workload policy issues in this round of bargaining.

The SJAC Subcommittee on Tenure and Promotions

My fellow subcommittee members – Ettore Damiano, Linda Kohn, Scott Prudham, and Helen Rodd – have put in long hours discussing important aspects of tenure and promotions policy at U of T. We believe we have taken important steps, and very much hope that substantial progress on the main SJAC committee will allow us to see these efforts bear fruit in the near future.

Thanks!

Finally, I want to thank the SBP Committee members for their commitment and their help and advice over the past year: Mounir AbouHaidar, Tom Alloway, Michael Attridge, Ettore Damiano, Lino Grima, Mary Alice Guttman, George Luste, Jody Macdonald, Cynthia Messenger, George Milbrandt, Andreas Motsch, Henri-Paul Sicsic, Tony Sinclair, Harriet Sonne de Torrens, Judith Taylor, Luc Tremblay, and Terezia Zoric have all been a pleasure to work with. And our friend the late John Munro will be missed.

Paul Downes
Vice-President, Salary, Benefits and Pensions

Report of the Vice-President, Grievances

Tenure Issues

The grievance portfolio is currently handling 17 tenure files, including files in which the tenure committee has issued a tentative negative recommendation. This is a higher number than we encountered last year at this time. We urge tenure and teaching stream candidates to contact UTFA if they see any negative language in the summary of evidence. The grievance portfolio gives confidential advice on the response to the summary of evidence and/or the tentative negative recommendation.

Over the past eighteen months, UTFA has successfully negotiated three second tenure committees. In all three cases, the candidates received positive recommendations from their second committees. Two were granted tenure and the third is pending. In one of these cases, President Naylor had declined the positive recommendation of the first committee. The candidate in that case went on to receive tenure from President Gertler on the recommendation of the second committee.

Tenure Workshop

Once again this year the grievance portfolio will sponsor a tenure workshop: May 14, from 2:00 to 3:30 p.m., at the Rotman School of Management, 105 St. George Street, Room 1065. This workshop will also cover the three-year review. All are welcome.

Statistics

Currently, UTFA is handling approximately 84 open files (both grievances and tenure files). At time of writing, UTFA had no statistics for tenure denials for 2013–14.

In 2012–13, all 9 of the teaching stream faculty who went up for promotion to senior lecturer were successfully promoted.

In 2012–13, 96 faculty went up for tenure, 94 were granted tenure, 1 was denied, and 1 decision is pending.

The Grievance Process

This year the grievance portfolio has made gains in human rights cases and in cases related to accommodation and long term disability. The grievance process continues to be a laborious one, however. Members who file grievances often complain that movement through the grievance steps is extremely slow. Scheduling grievance meetings and formal hearings is challenging because we are constrained by the very full calendars of busy administrators, legal counsel, and members of our tribunals. UTFA is therefore increasingly turning to mediation, where our external Grievance Review Panel chair, Mr. William Kaplan, serves as mediator. Mediation hearings are proving to be highly successful as a means of resolving disputes.

SJAC New Stream Negotiations

Over the past year, I have served as chair and chief negotiator for the SJAC New Stream Subcommittee, mandated by UTFA Council to work with the Administration on a new appointments policy for professional faculty and the current teaching stream. The negotiations between UTFA and the Administration have been complex and, frankly, dismaying. After calling for a category of appointment suitable for professional faculty as long ago as 2009, the Administration has failed to propose policy language that would govern such appointments, and we are unsure whether any new proposal related to professionals will emerge. UTFA and

the Administration continue to go back and forth on issues related to title, rank, and security for the teaching stream. It is worth bearing in mind that the SJAC New Stream negotiations are part of a wider set of talks that involve tenure policy, academic restructuring, and the Memorandum of Agreement.

The faculty of the teaching stream have made clear that they will no longer tolerate the many disadvantages of second class status. It may take a paradigm shift, however, to produce the conditions in which a fruitful policy negotiation may occur.

I wish to thank the passionate and committed members of the SJAC New Stream Subcommittee: Connie Guberman, Brock MacDonald, Jun Nogami, and Scott Prudham. We have been very ably assisted by UTFA General Counsel Alison Warrian. We are grateful to Steven Barrett, of Sack, Goldblatt, Mitchell, for vigorously arguing the case of teaching stream faculty in the SJAC facilitation process.

Grievance Committee

I would like to acknowledge the excellent service and sound advice of this year's Grievance Committee: Mounir AbouHaidar, Kathy Bickmore, Michael Bramah, Rea Devakos, Paul Downes, Claude Evans, Connie Guberman, Shashi Kant, Linda Kohn, Brock MacDonald, Jun Nogami and Scott Prudham.

Thanks

UTFA's lawyers, Reni Chang, Heather Diggle, and Alison Warrian, and Grievance Assistant Rucsandra Schmelzer are all part of the superb UTFA grievance team, and I am privileged to work with them. The grievance portfolio would be at a loss without Chris Penn, Marta Horban, and David Mackenzie to whom I extend my thanks for their creative solutions to the many problems I present. Many thanks go out to the lawyers and staff of Sack, Goldblatt, Mitchell, who serve our members so well. Finally, I would like to thank Scott Prudham for his excellent work on grievances and for his unflinching support of all of our members.

Cynthia Messenger
Vice-President, Grievances

Report of the Vice-President, University and External Affairs

Only one thing is impossible for God: To find any sense in any copyright law on the planet.

– Mark Twain

Copyright

In July 2012, Canada's Supreme Court rendered five decisions regarding copyright law. These decisions facilitate the use of copyrighted materials for education purposes and likely help explain why the University of Toronto administration recently ended our licence with Access Copyright. As a result, I personally encourage all members to stay abreast of developments related to the use of copyrighted materials and our ongoing effort to make the knowledge we create more accessible to all.

C. B. Macpherson Lecture

Please mark your calendars for November 21, 2014. The next Macpherson lecturer will be Martha Nussbaum, who is the Ernst Freund Distinguished Service Professor of Law and Ethics at the University of Chicago. Professor Nussbaum has made important contributions to many fields, and is a key figure behind the "capabilities approach" to human development. She is one of the world's foremost public intellectuals and we are delighted that she accepted UTFA's invitation.

CAUT and OCUFA

I continued my participation at the CAUT Council meetings and I continue to admire CAUT's commitment to the promotion of academic freedom. Regular contributions to the CAUT Academic Freedom fund seem like a trivial but important investment. In addition, I also continued to work with OCUFA, through their Board of Directors meetings. Thanks to all of our members who completed the OCUFA membership engagement survey. Also, I encourage everyone to consult the [WeTeachOntario.ca](http://www.weteachontario.ca) campaign website as well as the [AcademicMatters.ca](http://www.academicmatters.ca) journal (note: there are more articles in the online version of this journal).

Awards

The UTFA Undergraduate Tuition Award recipient is Christopher Avetikyan and the Al Miller Memorial Award recipients are Phillipa Chong and Lucia Kwan. These

students were among a long list of outstanding candidates and I wish we had many more awards available. It is also important to recognize our own outstanding colleagues. Please consult the awards pages of CAUT (<http://www.caut.ca/about-us/awards-scholarships>) and OCUFA (<http://ocufa.on.ca/ocufa-awards/>) and consider nominating one of your peers.

The U&EA Committee

Many thanks to Paul Hamel, Reid Locklin, Jody Macdonald, Victor Ostapchuk, Tony Sinclair, and Kent Weaver for their invaluable support and contributions. The committee made decisions on the student awards and significantly engaged in university governance processes. As chair, I deeply appreciate the members' participation and assistance.

The UTFA Office Staff

As always, Chris Penn, David Mackenzie, Marta Horban, and Rucsandra Schmelzer have been instrumental in helping me fulfill my duties and I am extremely thankful that they did so with smiles and kindness. Heather Diggie and Alison Warrian also provided crucial information that helped keep the University and External Affairs portfolio on the right track.

Stepping Down

It has been a true pleasure working with and on behalf of all UTFA members. From my first involvements on the Executive as a Member-at-Large all the way to very recent efforts in encouraging stellar community members to become Government Representatives on the Governing Council, the challenges were never insurmountable and always rewarding. I look forward to continuing to contribute to our members' well-being as a constituency representative on UTFA Council, promoting our core values.

It always seems impossible until it's done.

– Nelson Mandela

Luc Tremblay
Vice-President, University and External Affairs

Report of the Treasurer

It is once again my pleasure to report to you that the financial affairs of UTFA are in good health. The last fiscal year has seen us manage the operations of the Association to a surplus of \$634,277, while the investments in our reserve fund increased in value from \$2.4 million to \$2.6 million. As in previous years, we presented a balanced budget but due to a number of expenses not being realized, and the 2012–2013 year being a non-bargaining year, a surplus was achieved.

The Financial Advisory Committee is the body which oversees the UTFA reserve fund, and continues to rely on the sage advice of George Luste, Laurence Booth, and Louis Florence, and Syed Ahmed, who joined us this year. We continue to meet twice per year to review the investments of the fund and make recommendations regarding the composition of the portfolio. As per our investment mandate, we continue to be invested in GICs and ETFs.

Our investments have gained nearly 8% in fair market value in the 12 months concluded June 30, 2013.

I continue to rely extensively on Marta Horban and Rucsandra Schmelzer to handle the daily financial activities of the Association. Chris Penn and David Mackenzie are also frequent contributors. All of their combined support, advice, competence, and – possibly their most important shared attribute – good humour make my job seem easy. Thank you.

Attached to this AGM newsletter, you will find UTFA's audited statements for the fiscal year ending June 30, 2013. Thank you once again to our auditors at Cowperthwaite Mehta for their advice and work on our audit.

Michael Meth
Treasurer

Report of the Chair of the Appointments Committee

The Appointments Committee has thus far met three times this year. Its primary task has been to receive and offer comments and support on the work of the SJAC process. Many of the issues that SJAC now has before it were the result of work done by the Appointments Committee in previous years.

Membership on the Appointments Committee was broadened in the fall to include representation from all three campuses of the University and diversity in categories and ranks of appointment (Librarian, Teaching Stream, and Tenure Stream). More work will be done in the coming year to bring as many views to the committee as possible.

In addition to supporting SJAC, the Committee conferred on several matters: i) budgetary cross-appointments, especially how to determine PTR, workload, evaluation for tenure/promotion, etc.; ii) a study of the University's part-time policy, which has not been revised since 1973; iii) possibility for a second-level review at the time of tenure for the purpose of reviewing local committee processes; and iv) policy and practices surrounding the appointment

of academic administrators. The committee will proceed with a study of the University's "Policy on Appointment of Academic Administrators" (October 30, 2003). Concerns include the extent to which principles of collegial and shared governance are reflected in the Policy, and the adherence of the University's administration to the policy itself. The Appointments Committee has struck a subcommittee to study the policy and its work is under way.

In response to an emerging concern regarding "guideline creep" (see *SJAC Information Report #4*), a subcommittee was also struck to look at the disparity between the language of the University's current "Academic Administrative Procedures Manual" (2012) in regards to teaching stream appointments and the language of the "Policy and Procedures on Academic Appointments" (2003). The subcommittee, with the valuable assistance of UTFA staff, discovered new language and new processes for teaching stream appointments in the AAPM that do not appear in the PPAA and were not mutually agreed upon by UTFA and the Administration, as the MoA requires. It also discovered



UTFA Executive Committee 2013-2014

From left: Judith Taylor, Paul Downes, Linda Kohn, Michael Meth, Harriet Sonne de Torrens, Brock MacDonald, Terezia Zoric, Luc Tremblay, Cynthia Messenger, Michael Attridge, Ettore Damiano, Paul Hamel, Scott Prudham

a reversion to the earlier language of the PPAA despite that which is found in the later Workload Policy and Procedures document (2011). These concerns have been communicated in writing to the Administration.

Members of the Appointments Committee this year (with their constituencies) were: Mounir AbouHaidar (Cell and Systems Biology); David Bailey (Physics); Ettore Damiano (Economics); Peter Dungan (Rotman School of Management); Ronald Kluger (Chemistry); Kevin Komisaruk (Music); Linda Kohn (Biology – UTM); Hugh Laurence (Management

– UTSC); Kenneth MacDonald (Geography – UTSC); Cynthia Messenger (Writing and Rhetoric); Margaret Procter (Retired); Helen Rodd (Ecology and Evolutionary Biology); and Harriet Sonne de Torrens (Library – UTM).

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

Michael Attridge
Chair, Appointments Committee

Report of the Chair of the Equity Committee

UTFA's Equity Committee had its genesis as a status of women committee, traditionally focused on the needs and concerns of women faculty and librarians. These included issues of pay and employment equity, sexual harassment, and personal safety, among others.

In recent years, the Committee's duties have evolved and its mandate is to advise UTFA Council on all matters pertaining to equity and diversity – including gender, race, sexual orientation, ability, family status, and all the recognized human rights grounds – and to assist the Association in developing policy and approaches to pay equity, employment equity, sexual and other forms of harassment, personal safety, and accessibility.

The work of the Committee necessarily overlaps with the work of other UTFA committees, as every committee benefits from thinking through how it might be more inclusive in its own projects and sensitive to the equity implications of Administration initiatives. These overlapping concerns produce useful collaborations. Two particular areas of focus this year have overlapped with the work of the Vice-President, Grievances, Cynthia Messenger, on workload and disability.

Unit workload policies are a key result of UTFA's victory in winning the right to bargain over workload in 2010. But the subsequent evolution and application of the WLPP has generated equity concerns on all three campuses, many involving the role of Deans and Chairs in the establishment of unit workload policies. These concerns were expressed to us during extensive face-to-face outreach with members over the last few years. The Equity Committee is working closely with the VP, Grievances, and UTFA's legal staff to discern specific patterns of inequity in workload, and to generate and implement practical strategic responses.

The Committee's focus on disability questions is prompted by complaints and expressed confusion among our members about the application of the duty to accommodate on the basis of disability. I am confident that what we learn from our initiatives on both workload and disability will be of value in shaping proposals for the coming round of bargaining. More generally, we will be working closely with the Vice-President, Salary, Benefits and Pensions, Paul Downes, in drafting proposals that promote equity (for example, extending the child-care benefit and support for eldercare; revising procedures for the handling of harassment complaints, etc.).

Members of the Equity Committee are keenly interested in the current SJAC negotiations and firmly support the Association's ongoing efforts to broaden UTFA's capacity to help shape the terms and conditions of work for faculty and librarians. Expanded capacity can only be a good thing from the perspective of fighting against discrimination and inequality in all their forms – whether the issue is tri-campus salary inequity or the particular difficulties women members confront around work-life balance or an individual member's struggle with discriminatory treatment. If you have a concern related to equity or diversity or wish to become involved on the Committee, please contact me at zoric@utfa.org.

For their example, good ideas, inspiration, and participation, I want to thank several people: my predecessor as Equity Chair, Connie Guberman; the members of the Committee – Kathy Bickmore, Bonnie Burstow, Rea Devakos, Roy Gillis, Sanda Munjic, Katharine Rankin, John Ricco, Jenna Sunkenberg, and Judith Taylor; my Executive Committee colleagues; and all of the UTFA staff.

Terezia Zoric
Chair, Equity Committee

Report of the Chair of the Librarians Committee

Three major projects were undertaken by the Librarians Committee in 2013–2014. The first concerns the *Policies for Librarians* (written in 1978), which UTFA seeks to update. On January 17, 2013, a motion was passed by UTFA Council that supports the need for a new policy: “The Executive recognizes the serious flaws in the *Policies for Librarians* and strongly supports the development of a new appointments policy for academic librarians at the University of Toronto.” This followed earlier presentations, at the 2012 AGM as well as to the members of the Appointments Committee and to the UTFA Executive and legal counsel in the fall of 2012. A subcommittee was formed in 2014 to draft a new policy. This group is reviewing current policies at comparable institutions in Canada and examining the CAUT guidelines for academic librarians. The second project concerns the analysis of current inequities in salary and benefits for librarians in preparation for the next round of negotiations.

The third project concerns the work undertaken for the SJAC, on which the Chair of the Librarians Committee serves. The SJAC process began in 2012 with little progress for librarians until March 8, 2014, when the Administration conceded that librarians play an essential role in the academic mission of the University of Toronto and suggested that a joint working group be established to review the librarians’ policies. But what was not presented was an acceptable process by which the parties would reach a final agreement in a timely fashion. The U of T administration’s indifference to librarians’ concerns in the past decade and its attitude that academic librarianship is a non-academic profession have led to a growing skepticism about its genuine desire to reach a collegial solution.

The University of Toronto Faculty Association has benefited from the growing participation of academic librarians over the past year. Michael Meth, Librarian and Director of Information Resources and Services at OISE Library was UTFA Treasurer; Jeff Newman, College Librarian at New College was Speaker of UTFA Council; and Sarah Fedko is a member of the 2014 Nominating

Committee. Kent Weaver took on the role of Chief Returning Officer for the 2014 presidential election. Representing librarians at our three campuses on UTFA Council are Victoria Skelton, Sarah Fedko, and Shelley Hawrychuk. Librarian Emeritus Robin Healey represents retired librarians on the Council. Sarah Fedko, Shelley Hawrychuk, and Robin Healey represent the community on the Advisory Committee on the University of Toronto Library System – a long-standing arrangement that dates back to the existence of the Librarians Association of the University of Toronto (LAUT). Representatives on the Joint UTFA Librarian/Administration Committee are Rea Devakos, Patricia LaCivita, Harriet Sonne de Torrens, and Terezia Zoric, Chair of the UTFA Equity Committee.

The U of T Academic Librarians Blog continues to be active and has helped to promote greater awareness about current issues facing academic librarians in Canada, at <http://utlibrarians.wordpress.com/>. 580 posts have been published and more than 55,000 views of the website have been recorded. The top three topics of interest are academic freedom, academic librarianship, and academic governance.

Let me give a special thank you to all of the members of the Librarians Committee this past year: Michael Attridge (St. Michael’s College), Ana Patricia Ayala (Gerstein Library), Rea Devakos (Robarts Library), Sarah Fedko (UTSC Library), Robert Glushko (Robarts Library), Shelley Hawrychuk (UTM Library), Robin Healey (Librarian Emeritus), Sheril Hook (UTM Library), Patricia LaCivita (UTSC), Brock MacDonald (Teaching Stream, Woodsworth College), Noel McFerran (Kelley Library), Michael Meth (OISE Library), Fabiano Rocha (East Asian Library), Christina Santolin (Robarts Library), Suzanne Meyers Sawa (Music Library), Andrea Shier (Criminology Information Service Library), Victoria Skelton (Industrial Relations and Human Resources Library), and Michelle Spence (Engineering and Computer Science Library).

Harriet Sonne de Torrens
Chair, Librarians Committee

Report of the Chair of the Membership Committee

UTFA's Membership Committee was first formed in 2007 and became a standing committee two years later. Over the past seven years, Membership Committee members have been active in support of all of the Association's bargaining and strategic initiatives – from the workload campaign of 2008–2010 to our current duties backing up UTFA's positions in the Special Joint Advisory Committee (SJAC) negotiations with the Administration. As reported in last year's newsletter, outreach efforts have become routine to the everyday business of the Association, assuming a heightened significance since the beginning of the SJAC process.

A special emphasis on diversifying our communications has been a main feature of the past year's work. Indeed, we've been involved in a vigorous ongoing debate about the most effective communications vehicles for faculty and librarians who are routinely swamped with other claims on their attention. Some communication imperatives were uncontroversial. For example, I and other committee members have worked closely with the President and other Executive members on a general redesign and upgrading of [UTFA's website](#). While many improvements have been made, much work remains to be done, and I encourage UTFA members to send us ideas and suggestions.

Beyond the website, a fruitful exchange of views has centred around how UTFA mixes more in-depth articles and reports (e.g., *SJAC Information Report #4* "The Collegiality Gap") with briefer, punchier vehicles (e.g., postcards, posters, and pamphlets), while also making more use of video. It's a debate that's not likely to come to any fixed conclusion, so we have been experimenting with a little of everything, always testing our ideas first with UTFA Council. If you have feedback or suggestions, write to membership@utfa.org.

UTFA members will remember a sequence of humorous posters appearing on all three campuses earlier in the year, making use of pop culture references to send serious messages on three themes: the need to modernize our

relationship with the Administration; pushing back against corporatization; and encouraging members to visit UTFA's new website. The success of the posters created interest in trying to send comparable messages in the more compact vehicle of a postcard, two of which you should likely have received by the time this report goes out. Members of the Committee are currently working on ideas for short videos, most using humour to underscore the need for fundamental change in the role of UTFA in representing you.

Videos, posters, and postcards complement more traditional forms of communication, but none can ever displace the value of in-person dialogue. A series of six focus groups was held in January and February with UTFA members who had previously indicated a willingness to be engaged. We put the questions about communication to those groups, and the discussion confirmed our sense that we need a balance of approaches. Scott Prudham and I also visited the Rotman Faculty Council in February for a presentation and Q&A about the SJAC process. And several members of UTFA's Executive (including me) attended information sessions at UTM and UTSC this year, all of which were informative. Thanks to those who came out!

The Membership Committee met in late March to talk about possible actions and initiatives as UTFA heads into bargaining, and as the SJAC process comes to a close. I welcome all good ideas from readers, and for the coming months, I would particularly encourage you to explore the possibility of small-scale 'brown bag' lunch meetings, or focus groups, or inviting the UTFA President to a unit or department meeting. If you have specific recommendations on topics that merit focus group discussion, please pass those along too by writing to membership@utfa.org.

Let me thank everybody who was involved with our work over the past several months. First, a special thanks to my two predecessors as Chair, Scott Prudham and Katharine Rankin; to Vicki Skelton, Paul Hamel, and Harriet Sonne de Torrens for their help with the website; to Paul again for his help with poster design and his video creativity;

to Paul Downes for first suggesting the postcards; and to Terezia Zoric, John Valleau, Brock MacDonald and Cynthia Messenger for their input on content and themes. Thanks to all other committee members: Mounir AbouHaidar, Lauren Bialystok, Alison Chasteen, Kristie Dukewich, Tyler Evans-Tokaryk, Paul Gauvreau, Helen Grad, Lino Grima, Jennifer Jenkins, Reid Locklin, Ken MacDonald, Mike Meth, Vicki Skelton, Je Sook Song, Luc Tremblay, and Kent Weaver.

Thanks to several Council members from the professional faculties for assisting with successful meetings with the President of UTFA; and a final thanks to all of my Executive Committee and Council colleagues for their serious attention to our ongoing outreach activities.

Judith Taylor
Chair, Membership Committee

Report of the Chair of the Teaching Stream Committee

The major focus of the Committee's work this year – almost its exclusive focus, in fact – has been providing input to the ongoing SJAC process. Under the terms of the Special Joint Advisory Committee on the Memorandum of Agreement agreed to by the Administration and UTFA in our 2012 Salary, Benefits and Pensions settlement, a subcommittee was created to discuss the formation of a new stream, encompassing both the current teaching stream and professionals whose teaching is based on their expertise in practice. UTFA's New Stream Subcommittee members have been Cynthia Messenger (Chair), Connie Guberman, Jun Nogami, and me. The basic negotiating positions for the committee were approved at the March 20, 2013, UTFA Council meeting. Our first meeting with the Administration took place on April 1 last year, and meetings have continued at regular intervals, concluding earlier this term when the work of the SJAC subcommittees was folded into our main committee's set of proposals as the process entered its final stage, with Mr. Justice Frank Iacobucci acting as facilitator.

As well as providing proper, secure appointments for our professional faculty colleagues, our goal in this process has been to work toward substantial improvements for the existing teaching stream in several crucial areas: title; hiring, review, and promotion processes; support for research and scholarship; and job security. UTFA's detailed proposals on all these issues reflect many years of dedicated effort by the members of successive Teaching Stream Committees; special thanks are owed to Cynthia Messenger, who has been involved in this process from the start. Special thanks are also owed to many members of the stream who have not served on the Committee but have provided important input from the perspective of their respective units.

The Teaching Stream Committee's meetings this year were almost entirely devoted to discussion of the SJAC process, and were invaluable in gauging our members' priorities with respect to the various issues on the negotiating table. An outreach meeting with teaching stream colleagues at UTSC was also helpful (special thanks to Sherri Helwig for organizing that event), as were many conversations I had with individual members on all three campuses. The outcome of our efforts is not yet clear, but there is some cause for optimism. Whatever that outcome, thanks to the past few years' work we have a very solid, very clear set of proposals for improving the policies that govern the teaching stream; if it turns out we are unable to implement them via the SJAC process, then we will seek another way.

Promotion to Senior Lecturer Workshop

UTFA will be presenting a workshop to assist teaching stream faculty members preparing for the promotion process. It will be held on Wednesday, May 7, in Room 1065 at the Rotman School of Management, 105 St. George Street, from 9:30 a.m. to 2:00 p.m. All members of UTFA's teaching stream are welcome to attend.

Thanks!

In conclusion, I want to express my appreciation to all the members of the Teaching Stream Committee this year: Matthew Allen, Michael Attridge, Shadi Dalili, Alistair Dias, Connie Guberman, Kevin Komisaruk, Jody Macdonald, Cynthia Messenger, Judith Poë, Margaret Procter, and Terezia Zoric.

W. Brock MacDonald
Chair, Teaching Stream Committee

**UNIVERSITY OF TORONTO FACULTY
ASSOCIATION**

FINANCIAL STATEMENTS

JUNE 30, 2013 AND JUNE 30, 2012

Cowperthwaite Mehta

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

INDEPENDENT AUDITOR'S REPORT

To the Members,
University of Toronto Faculty Association:

Report on the Financial Statements

We have audited the accompanying financial statements of the University of Toronto Faculty Association, which comprise the balance sheet as at June 30, 2013, June 30, 2012 and July 1, 2011 and the statements of changes in fund balances, operations and cash flows for the years ended June 30, 2013 and June 30, 2012, 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 audits. We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audits 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 in our audits 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, assets and fund balances.

Qualified Opinion

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of membership fee revenue, the financial statements present fairly, in all material respects, the financial position of the University of Toronto Faculty Association as at June 30, 2013, June 30, 2012 and July 1, 2011 and its financial performance and its cash flows for the years ended June 30, 2013 and June 30, 2012 in accordance with Canadian accounting standards for not-for-profit organizations.

Cowperthwaite Mehta

Chartered Accountants
Licensed Public Accountants

October 7, 2013
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, 2013, JUNE 30, 2012 AND JULY 1, 2011

	JUNE 30 2013	JUNE 30 2012	JULY 1 2011
ASSETS			
Current assets			
Cash (note 4)	\$ 1,141,575	\$ 434,903	\$ 233,422
Marketable securities (note 5)	2,303,096	2,399,526	2,407,890
Accounts receivable	14,614	14,032	13,666
Prepaid expenses	<u>12,155</u>	<u>12,010</u>	<u>9,124</u>
	<u>3,471,440</u>	<u>2,860,471</u>	<u>2,664,102</u>
Capital assets (note 6)	<u>10,867</u>	<u>28,144</u>	<u>59,426</u>
	<u>\$ 3,482,307</u>	<u>\$ 2,888,615</u>	<u>\$ 2,723,528</u>
LIABILITIES AND FUND BALANCES			
Current liabilities			
Accounts payable and accrued liabilities	<u>\$ 109,491</u>	<u>\$ 150,076</u>	<u>\$ 249,066</u>
Fund balances			
Invested in capital assets	10,867	28,144	59,426
Contingency reserve (note 7)	750,000	750,000	750,000
Unrestricted	<u>2,611,949</u>	<u>1,960,395</u>	<u>1,665,036</u>
	<u>3,372,816</u>	<u>2,738,539</u>	<u>2,474,462</u>
	<u>\$ 3,482,307</u>	<u>\$ 2,888,615</u>	<u>\$ 2,723,528</u>

Approved on behalf of the UTFA Council:



see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION
STATEMENT OF CHANGES IN FUND BALANCES
FOR THE YEARS ENDED JUNE 30, 2013 AND JUNE 30, 2012

	<u>Unrestricted</u>	<u>Invested in capital assets</u>	<u>Contingency reserve (note 7)</u>	<u>Total</u>
Balance, July 1, 2011	\$ 1,665,036	\$ 59,426	\$ 750,000	\$ 2,474,462
Excess of revenue over expenses for the year ended June 30, 2012	264,077			264,077
Amortization	<u>31,282</u>	<u>(31,282)</u>		
Balance, June 30, 2012	<u>1,960,395</u>	<u>28,144</u>	<u>750,000</u>	<u>2,738,539</u>
Excess of revenue over expenses for the year ended June 30, 2013	634,277			634,277
Amortization	<u>17,277</u>	<u>(17,277)</u>		
Balance, June 30, 2013	<u>\$ 2,611,949</u>	<u>\$ 10,867</u>	<u>\$ 750,000</u>	<u>\$ 3,372,816</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

STATEMENT OF OPERATIONS

FOR THE YEARS ENDED JUNE 30, 2013 AND JUNE 30, 2012

	2013	2012
REVENUE		
Membership fees (note 8)	\$ 2,661,905	\$ 2,530,086
Operating subsidies (note 9)	95,323	95,258
Investment income (loss)	<u>185,041</u>	<u>(6,725)</u>
	<u>2,942,269</u>	<u>2,618,619</u>
EXPENSES		
Staffing and related	799,737	718,175
Canadian Association of University Teachers fees	378,700	372,975
Ontario Confederation of University Faculty Assoc. fees	355,217	320,944
Legal, audit and consulting	380,203	549,892
Stipends	100,447	87,080
Rent (note 9)	88,227	88,227
Meetings, conferences and training	58,448	33,037
Office and general	45,701	33,883
Committee expenses	19,865	11,488
Outreach	14,426	18,382
Office equipment	14,152	14,952
Advertising and communications	10,809	912
Insurance	8,696	8,710
Donations and contributions	7,541	55,200
Tuition scholarships	5,992	6,046
Library	2,554	3,357
Amortization	<u>17,277</u>	<u>31,282</u>
	<u>2,307,992</u>	<u>2,354,542</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	<u>\$ 634,277</u>	<u>\$ 264,077</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

STATEMENT OF CASH FLOWS

FOR THE YEARS ENDED JUNE 30, 2013 AND JUNE 30, 2012

	<u>2013</u>	<u>2012</u>
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 634,277	\$ 264,077
Non-cash items:		
Amortization	17,277	31,282
Net change in non-cash working capital items (below)	<u>(41,312)</u>	<u>(102,242)</u>
Cash provided from operations	<u>610,242</u>	<u>193,117</u>
INVESTING ACTIVITIES		
Decrease in marketable securities	<u>96,430</u>	<u>8,364</u>
NET CASH ACTIVITY FOR THE YEAR	706,672	201,481
CASH, BEGINNING OF YEAR	<u>434,903</u>	<u>233,422</u>
CASH, END OF YEAR	<u>\$ 1,141,575</u>	<u>\$ 434,903</u>
Net change in non-cash working capital items:		
Accounts receivable	\$ (582)	\$ (366)
Prepaid expenses	(145)	(2,886)
Accounts payable and accrued liabilities	<u>(40,585)</u>	<u>(98,990)</u>
	<u>\$ (41,312)</u>	<u>\$ (102,242)</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2013 AND JUNE 30, 2012

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. Gains and losses from dispositions and fluctuations in market value are recognized in the statement of operations in the period in which they arise.

Capital assets

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

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

In the year of acquisition, amortization is charged at one-half the normal rates.

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.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2013 AND JUNE 30, 2012

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.

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 is recorded at its contractual value (note 9).

Use of estimates

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

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

2. ADOPTION OF ACCOUNTING STANDARDS FOR NOT-FOR-PROFIT ORGANIZATIONS

Effective July 1, 2012, the Association elected to adopt the Canadian accounting standards for not-for-profit organizations. These are the first financial statements prepared in accordance with this new framework, which has been applied retrospectively.

Management reviewed the exemptions provided on transition to the Canadian accounting standards for not-for-profit organizations and has elected to designate all investments to be subsequently measured at fair value, which is consistent with the accounting policy in place at the time of the transition. The adoption of Canadian accounting standards for not-for-profit organizations had no impact on the previously reported assets, liabilities and net assets of the Association, and accordingly, there has been no restatement of previously reported amounts as at the date of the transition, being July 1, 2011. The presentation and disclosures in the financial statements reflect the requirements under the new accounting framework.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS****JUNE 30, 2013 AND JUNE 30, 2012**

3. 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 short-term investments are carried at market value, 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.

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 collectible of its accounts receivable and provides an allowance for doubtful accounts as appropriate. At June 30, 2013, the allowance for doubtful accounts was nil (nil in 2012).

Currency risk

Currency risk is the risk that the fair value or 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 or 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.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2013 AND JUNE 30, 2012

Other price risk

Other price risk is the risk that the fair value or 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.

4. CASH

Cash is composed of:

	June 30 <u>2013</u>	June 30 <u>2012</u>	July 1 <u>2011</u>
Cash in bank	\$ 859,942	\$ 433,568	\$ 232,492
TD Waterhouse cash balance	281,333	1,035	630
Petty cash	<u>300</u>	<u>300</u>	<u>300</u>
	<u>\$ 1,141,575</u>	<u>\$ 434,903</u>	<u>\$ 233,422</u>

5. MARKETABLE SECURITIES

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

	June 30 <u>2013</u>	June 30 <u>2012</u>	July 1 <u>2011</u>
Exchange traded funds	\$ 1,773,269	\$ 1,637,699	\$ 301,715
Money market mutual funds	529,827		1,356,175
Canadian short-term notes and equivalents	<u> </u>	<u>761,827</u>	<u>750,000</u>
	<u>\$ 2,303,096</u>	<u>\$ 2,399,526</u>	<u>\$ 2,407,890</u>

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2013 AND JUNE 30, 2012

6. CAPITAL ASSETS

Capital assets, recorded at cost, are as follows:

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>June 30 2013</u>	<u>June 30 2012</u>	<u>July 31 2011</u>
Furniture and equipment	\$ 43,827	\$ 37,052	\$ 6,775	\$ 14,514	\$ 24,699
Computer equipment	<u>31,090</u>	<u>26,998</u>	<u>4,092</u>	<u>13,365</u>	<u>23,728</u>
	<u>\$ 74,917</u>	<u>\$ 64,050</u>	10,867	27,879	48,427
Leasehold improvements			<u> </u>	<u>265</u>	<u>10,999</u>
			<u>\$ 10,867</u>	<u>\$ 28,144</u>	<u>\$ 59,426</u>

7. 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.

8. MEMBERSHIP FEES

Membership fees are from the following sources:

	<u>2013</u>	<u>2012</u>
University of Toronto	\$ 2,601,308	\$ 2,460,034
Retired members	23,548	35,797
University of Victoria College	20,262	18,603
University of St. Michael's College	11,851	10,993
University of Trinity College	<u>4,936</u>	<u>4,659</u>
	<u>\$ 2,661,905</u>	<u>\$ 2,530,086</u>

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2013 AND JUNE 30, 2012

9. OPERATING SUBSIDIES

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

In addition, the Association has an agreement with the University of Toronto for the university administration staff to provide for teaching release times equivalent to 3.000 full time employees ("FTE") (2.5 FTE in 2012). For the year ended June 30, 2013, the release times were allocated as follows:

	2013 <u>FTE</u>	2012 <u>FTE</u>
President	0.650	0.825
Vice President - Grievances	0.500	0.400
Vice President - Salary, Benefits and Pension	0.500	0.400
Vice President - University and External affairs	0.300	0.125
Treasurer	0.175	0.125
Chair - Appointments Committee	0.175	0.125
Chair - Equity Committee	0.175	0.125
Chair - Librarians Committee	0.175	0.125
Chair - Teaching Stream Committee	0.175	0.125
Chair - Membership	<u>0.175</u>	<u>0.125</u>
	<u>3.000</u>	<u>2.500</u>

In 2012, only 2.175 FTE release time was claimed by the Association. The remaining 0.325 FTE release time has been used in 2013.

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

UTFA Annual General Meeting 2013 | Minutes

Thursday, April 18, 2013, 3:30 to 6:00 p.m.
Tanz Neuroscience Building
Room 6, Imperial Oil Lecture Auditorium
6 Queen's Park Crescent West, Toronto

J. Newman called the meeting to order at 3:40 p.m. He invited members to help themselves to a coffee mug with the new UTFA logo.

1. Minutes of the Previous Meeting

It was duly moved and seconded that:

the minutes from the April 18, 2012 AGM be approved as distributed.

Carried.

2. Introduction of Mathilde Savard-Corbeil, Al Miller Memorial Award Recipient, and Johnny Huang, UTFA Undergraduate Tuition Award Recipient

L. Tremblay introduced M. Savard-Corbeil and J. Huang as UTFA's 2012-2013 Al Miller Memorial Award and Undergraduate Tuition Award recipients.

L. Tremblay said that the University and External Affairs Committee conducted extensive discussion for the Al Miller award. Mathilde Savard-Corbeil is a doctoral student in the French Department. She completed her BA and MA at the Université de Montréal and a research residence at the École des Hautes Études en Sciences Sociales de Paris. In addition to giving multiple conference presentations, she is also former editor-in-chief for the online research journal *Post-Scriptum.ORG*.

The Undergraduate Tuition Award was given to Johnny Huang. With a 3.99 GPA, J. Huang is well on his way to Medical School, while participating in many other activities. He is vice-president of the Physiology Student Association, and a member of the open division U of T Intramural Basketball team.

The members expressed their congratulations to both award winners through applause.

L. Tremblay expressed his hope that UTFA can multiply its student awards in the near future, considering the number of other students in need and the size of the association.

3. Reports of the Officers

J. Newman said that written reports were included in the *Newsletter* and asked for any questions for the Officers.

S. Prudham said this would be the time for general questions as time was scheduled later in the meeting for questions relating to SJAC and the future of UTFA.

Report of the President

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

Report of the Vice-President, Grievances

Report of the Vice-President, University and External Affairs

Report of the Treasurer

There were no questions for the Officers of the Association.

4. Reports of the Chairs of Committees

J. Newman asked for any questions for the Chairs of Committees.

Report of the Chair of the Equity Committee

Report of the Chair of the Librarians Committee

Report of the Chair of the Membership Committee

Report of the Chair of the Teaching Stream Committee

Report of a Member-at-Large

There were no questions for the Chairs of Committees.

5. Guest Speaker: Hugh Mackenzie, Economist,
Canadian Centre for Policy Alternatives

H. Mackenzie is a consulting economist and has advised UTFA for many years in negotiations on compensation. His topic was “Universities and their faculty – separating the real problems from the fake crises in a challenging environment.”

The overarching theme was the shift in boundaries between the public and private and its implications. Canadians believe that we have a more robust commitment to public services than people in other countries. But the impact of the neo-liberal revolution in Canadian politics over the last 15–20 years has meant a dramatic change in the anticipated role of government in our society, seen in everything from increased reliance on food banks and other private sources of charity as compared with social assistance.

Focusing on universities, in 1994 tuition and fees accounted for about 25% of university operating expenditures across the province but they now account for about 45% of all such expenses. If you took research expenses out, the number would be much higher.

The claim there is a fiscal crisis in Ontario lies in a report Don Drummond prepared for the government a few years ago. The report contrived to argue that a difficult fiscal situation was a crisis and cause for panic.

H. Mackenzie said that there are major differences between the real world and Drummond’s assumptions. Drummond says that the nominal rate of growth in the economy would be 3.9% over his forecast period, but assumes that revenue will grow at only 3.2%. Nothing in his report explains why and nowhere do Drummond’s observations talk about the benefit that Ontario would get from the eventual soaking up of the unused capacity.

It is important to identify the real fiscal problems. The cumulative annual revenue loss is from the tax cuts introduced in the Harris era, mitigated in the early part of the 2000s by the introduction of the health care tax in Ontario. The annual running total now is a little over \$16 billion in missing fiscal capacity, which is roughly the size of the elementary and secondary education system in the province and is bigger than the current deficit.

These accumulating deficits are part of a political strategy. There was a brief period in the late 1990s when we were recovering from a recession, corporate tax revenues were going up, and incomes were improving. Then in the late 1990s there was a rapid dip in taxation as a share of GDP and fiscal balances deteriorated rapidly. Growing concerns about deficits were used to fuel arguments to reduce public services. This is fake crisis number one.

Fake crisis number two has to do with pensions and the so-called unsustainability of public service pension plans. While these plans face problems, the real crisis in retirement income is in the private sector. There are pressures on the public sector pension system because the economic, demographic, and risk sharing foundation is different today than when those plans were created.

H. Mackenzie then discussed climate change, stressing how the differential between average temperatures in 1990 and anticipated average temperatures is accelerating; the dramatic shift in income inequality in Canada over a relatively short period of time; and one other big picture change – that we are in the early stages of a shift in the balance of economic power away from Europe and North America and toward Asia. His take-away from all of the issues is that a more capable, productive, effective public sector is required. Perversely, we are going in the opposite direction.

Canada’s intellectual leaders and university faculty in general have an obligation to engage in these debates and to call out the illogic in public discourse. The absence of a reasonable discussion on these issues is ultimately going to be painful for Canada because we are avoiding crises that are staring us in the face. Historian Tony Judt once observed that the things western society has done collectively through public services are an incredible achievement and worth defending. But dominant voices in public discourse are not talking about or defending public services.

J. Newman presided over a brief question and answer exchange.

The members showed their appreciation through applause.

6. Questions from the Floor

J. Newman asked for any questions that did not pertain to the reports.

There were no questions from the floor.

7. Special Joint Advisory Committee Update

S. Prudham said that the Special Joint Advisory Committee (SJAC) process, agreed to in April 2012, was the outcome of a protracted negotiation where we tried to effect change to deal with key issues like the procedural aspects of significant academic restructuring exercises. After the Provost's attempt to close the Faculty of Forestry and the controversy around the Faculty of Arts and Science plan of 2010, many members asked about their rights to be involved in significant changes proposed for their units. We tabled a draft policy in our 2011 negotiations but the Administration was reluctant to negotiate with us, in part because the Memorandum of Agreement does not recognize this as an issue for UTFA's involvement – clearly a major weakness of the MoA.

The SJAC was struck to continue the conversation. It has four core terms of reference. There are two subcommittees. One is dealing with a policy for a new faculty stream that includes the teaching stream and faculty working primarily in professional settings and integrating their professional expertise into teaching. The other concerns possible changes to tenure policies: for years UTFA has raised questions about some provisions within the tenure policy, which we seek to clarify and make more efficient, while the Administration and many academic units have called for an extension to the time to tenure. The main committee is dealing with two further issues: the role of faculty and librarians in academic restructuring, and modernizing and updating the MoA.

UTFA has proposed to make terms and conditions for faculty and librarians negotiable using the process we now use to negotiate compensation. We have therefore been proposing to make use of that process for a broad range of issues, rather than hive off the academic policy issues and deal with them separately.

S. Prudham reviewed some of the questions and significant results of a survey of our members conducted in February and early March, which was strongly criticized by President Naylor.

In crude terms the fundamental question is, what are members' expectations of collegial governance? Secondly, what role should the Faculty Association play in it? These questions are linked but at the same time different.

The survey was divided into three sections:

- the big picture and the MoA issues – the role of the Association, collegiality, and governance;
- possible changes to tenure policy;
- the new stream negotiations.

S. Prudham showed and commented on the results that were the most consequential in terms of UTFA's opening positions.

1. The opening question asked whether one's voice was sufficiently heard at U of T.

Of over 1,000 respondents, half or a little under half agreed that their voices were insufficiently heard. About 35% or fewer said that they disagreed or strongly disagreed with the sentiment that their voices are not heard; and about 20% said they were neutral.

2. The next question asked for opinions on academic planning with the statement:

I support UTFA and the Governing Council negotiating a policy dealing with the procedural (i.e., not substantive) aspects of significant academic planning initiatives.

1,030 members responded, with almost 65% either agreeing or strongly agreeing compared to just over 20% who said they disagreed or strongly disagreed and about 12% who said they were neutral.

This result indicates that faculty and librarians want action on this issue, even if the MoA currently provides no means by which to address it. Structurally the Memorandum deals with two sets of issues:

- frozen policies (listed in Article 2), which can't be changed without mutual consent of the Governing Council and UTFA, and certain issues such as academic freedom that are dealt with in other articles of the MoA;
- minimum compensation and workload, dealt with through a collective bargaining process (Article 6).

Anything not named in those two articles or elsewhere in the MoA is excluded from UTFA negotiations.

3. The third question stated:

I would like to see UTFA's role modernized and expanded in order to enhance the voice of faculty and librarians in decision-making and governance beyond compensation to include other non-monetary issues.

Just under 60% of respondents agreed or strongly agreed, about 30% disagreed or strongly disagreed and just over 10% had no opinion. The response indicates strong desire to see the role of UTFA change, be expanded and modernized, but that desired change is not tied to a particular form.

4. The next question explicitly linked change to expanding the scope of the issues that are dealt with in collective bargaining. It stated:

I support UTFA and the Governing Council of the U of T engaging in full scope collective bargaining to negotiate all terms and conditions of employment applicable to faculty and librarians.

1,025 members responded, of whom about 54% agreed or strongly agreed compared with 33% or 34% who disagreed or strongly disagreed, leaving about 14% claiming to be neutral. This question probes full scope collective bargaining but using mediation and arbitration to settle disputes. That approach to bargaining contrasts with conventional unions and certification, where strikes and lockouts are the default means to break deadlocks in bargaining.

The end of that section asked four questions about preferred options coming out of the current process, and while the answers indicate that a significant minority of our members desire union certification, the majority wants UTFA to continue to try to work within the existing framework of the MoA to expand UTFA's rights and capacity. That majority prefers to see mediation and arbitration used to break impasses. Members have consistently advised us that they want to see us exhaust all avenues of MoA reform before they are faced with other alternatives.

5. The section of the survey on tenure policy begins with the statement:

I support elimination of the current summary of evidence provision in the tenure procedure in favour

of chairs passing on review letters with all identifying information in those letters removed.

Some chairs already do this, essentially quoting from the letters in their summary of evidence but removing what might identify the external reviewer. The statement elicited close to 2 to 1 agreement over disagreement.

6. The next question stated:

I support a change in the part-time appointments policy to allow some or all faculty working part-time to be considered for tenure.

Right now anybody who is hired at 75% time or less cannot be considered for tenure. There are no part-time tenure stream appointments. But this could disadvantage someone who cannot take a full-time job due to family circumstances or ability. Human rights principles demand that we find a way of creating at least some part-time tenure stream appointments. Most members support this change, but there is also strong disagreement. 20% are neutral.

7. Members were asked whether they support an extension of the time to tenure.

More respondents support it than don't, but a third group is fine with extension if it doesn't mean a significant change in the denial rate.

8. Members were asked whether they agreed with introducing the language on "unreasonableness" earlier in the policy for purposes of clarity.

Very strong support again, but over 30% are neutral, perhaps because they don't understand the nature of the issue, which is not altogether obvious.

9. The question stated:

I support the proposal to make the chair of UTAC a legally trained person external to the University with experience and expertise in university matters, mutually agreeable to the University and the Association.

About 40% agree or strongly agree but there is also strong disagreement. Some of the latter is based on a fear that this

would open up tenure decisions to influence by someone who is not a colleague.

10. The question stated:

Efforts to improve job security language in the new stream appointments policy are a top priority.

The general goal is to come up with appointments language that would subsume the existing teaching stream, make some improvements in appointment language for teaching stream, then broaden that language to accommodate colleagues who are appointed primarily but not exclusively in professional faculties and who integrate their practical expertise with their teaching.

Improved language on job security for the teaching stream and in this new stream is needed to make sure U of T is upholding academic freedom in teaching as well as in research.

11. The question stated:

The new policy must enable evaluation of the contribution of the professionals who integrate their practical, professional, and/or creative expertise with their teaching.

This has very strong support in the survey.

12. The question asked:

How important is it to you that, in addition to teaching and service, “scholarship,” broadly defined, be recognized as a component of appointments in the new stream?

Since the creation of the teaching stream in 1999, the appointments language has not effectively recognized the three components of the appointment: scholarship, broadly defined; teaching; and service. UTFa has tried since 1999 to make the stream teaching-intensive rather than teaching-only. There is strong support for this approach.

A member asked how many people received the survey.

S. Prudham said that close to 3,000 people received the survey. The response rate was about 1/3 for the first section of the survey and then dropped, as respondents skipped sections that did not apply to them. The response rate in the

teaching stream section was about 50%. The responses were proportionally representative of different ranks, streams, and campuses, and across the humanities, social sciences, natural sciences, and professional schools.

We are doing better in our recent response rates than we did for our first two bargaining surveys.

T. Sinclair questioned the motivation and possible bias of the survey.

S. Prudham acknowledged the concern and responded that the survey is not a standard academic exercise; it is an educative exercise meant to engage members and give them something to consider. Our members are smart. They are highly educated and critical. And they were given clear options to disagree and to comment. Many did so.

A lengthy question and answer discussion followed on the information provided by the survey.

a. New Stream

b. Tenure Stream

These items were covered above.

8. Other Business

S. Prudham said that UTFa has a great staff and wanted to thank them. He introduced C. Penn, R. Schmelzer, M. Horban, D. Mackenzie and A. Warrian to the members.

The members showed their appreciation through applause.

S. Prudham introduced Steven Barrett from Sack Goldblatt Mitchell, UTFa's outside counsel.

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

the meeting adjourn.

Carried.

The meeting adjourned at 5:45 p.m.

Chris Penn
Administrative Assistant



UNIVERSITY OF TORONTO
faculty ASSOCIATION

PROMOTION TO SENIOR LECTURER WORKSHOP

Rotman School
of Management
105 St. George Street
Room 1065

Wednesday, May 7, 2014
9:30 a.m. to 2:00 p.m.

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

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

Members should register by email to faculty@utfa.org before April 30, 2014, with their name, department and/or faculty and rank (e.g., lecturer).

If you have any particular issues that you wish to discuss, please let us know in your email.

TENURE WORKSHOP

Rotman School
of Management
105 St. George Street
Room 1065

Wednesday, May 14, 2014
2:00 to 3:30 p.m.

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

This workshop is open to all members of the Association.

Members should register by email to faculty@utfa.org before May 7, 2014.

The workshop will focus on the following:

- The three-year review
- The tenure process