



Annual Report 2025-2026

April 20, 2026

Together, we are the University of Toronto Faculty Association

Who We Are and What We Do

UTFA is the only democratically accountable, collective body representative of faculty and librarians at the University of Toronto.

Elected leaders of our Association represent and advance members' interests and negotiate and enforce workplace standards on behalf of the membership via bargaining, grievances, and other forms of advocacy.

As a bargaining agent for faculty members and academic librarians, UTFA engages in extensive consultations, obtains a bargaining mandate at UTFA Council, and negotiates salary, benefits, workload, and policy improvements with the senior University Administration on your behalf. The efforts of elected Negotiating Teams meaningfully impact working conditions, compensation, pensions, and benefits.

UTFA's political leadership and staff also advise and assist individual members and groups with concerns about University policies and procedures, as well as with enforcing the rights or protections they may have under the [Memorandum of Agreement \(MoA\)](#), and prevailing legislation.

The Association also advocates for issues that affect members in the workplace, including academic freedom and collegial governance; human rights; fair and equitable workloads; job security; pay equity; academic integrity; procedural fairness; health and safety; appointments and promotions; compensation; workplace accommodation; and post-retirement benefits. This advocacy is evident throughout this Report.

Report of the President

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Welcome

This Annual Report (previously our AGM Newsletter) provides a welcome opportunity for the Association to celebrate our accomplishments of the previous 12 months and share plans and directions for UTFA's future work. This year, my last as your president, I wish to reflect more broadly on UTFA's last six years, the key challenges we have faced and overcome, and the lessons drawn from our collective work to defend and advance members' rights. I am proud to be a leader of an Association that has demonstrated resolve in the face of unprecedented challenges, achieved so much, and is well poised to continue growing stronger in the coming years.

Following my acclamation in 2020, my first term as President coincided with the early months of the COVID-19 pandemic and with draconian wage restraints imposed by the provincial government on our members. Despite these constraints, our Negotiating Team (co-led by Vice-President, Salary, Benefits, Pensions, and Workload Jun Nogami and me) achieved the most significant improvements to benefits in the Association's history, including the most expansive mental health coverage in the sector.

Two years later, I was honoured to be re-elected for a second term with very strong support from the membership. My second term coincided with a sharp rise in the cost of living and a national censure of the University. Undeterred, the Association secured the highest wage increases in the country, while reaffirming a core principle: UTFA faculty members and librarians are entitled to remain at the top of the Canadian university market. We also defended academic freedom against unjustified institutional intrusions.

In 2024, I was re-elected President for a third two-year term, securing an even stronger mandate than the previous election via a supermajority outcome. This term unfolded amid unprecedented attacks on academic freedom and on the right of faculty members and librarians to express themselves without intimidation. Regardless of viewpoint, we defended this most fundamental human right — firmly and consistently.

Election campaigns during this period were hard-fought, offering members a real choice and meaningful opportunities to shape the Association's direction. Record participation reflected a clear mandate: strengthen what works, fix what does not, and improve salaries, benefits, and workload at every opportunity.

In the context of a series of “once-in-a-generation” challenges, our achievements over the past six years, many of which are elaborated upon below, should not be understated.

We addressed the longstanding dysfunction in the [Memorandum of Agreement \(MoA\)](#), notably the grievance procedure, while strengthening our internal capacity and expertise to continue responding

effectively to the membership's needs. Moreover, investments in technology, staffing, and governance have ensured that more members are heard and better supported than ever before.

Through grievances and other mechanisms under the MoA, we have vigorously defended the right to academic freedom, which has been subject to sustained pressure from multiple sources, and advanced several milestone grievances that will have significant, systemic impacts on members' rights and progress at the University of Toronto and beyond.

A large portion of the Association's work has focused on improving members' compensation and working conditions through bargaining. Recent rounds of bargaining have reinforced a simple principle: our members should not fall behind or merely keep pace. They must get ahead and remain at the top of the Canadian university market.

Finally, we have increased membership engagement and work towards ensuring the Association becomes more democratic and capable of representing members' interests. This work must continue to expand and deepen.

Expanding and Sharpening UTFA's Tools to Achieve Better Outcomes for Members

To advance and protect UTFA members' rights to a safe and respectful workplace and working conditions that enable them to remain leaders in their disciplines, it has been essential to expand and strengthen our available strategies. Our work to these ends has included establishing a grievance procedure that addresses rights violations effectively and in a timely manner by a professional arbitrator; strengthening internal capacity; a widespread and consistent defence of academic freedom; the pursuit of strategic, equity-based, once-in-a-generation Association grievances; and a redoubling of salary, benefits, and workload bargaining efforts.

Modernizing the Grievance Procedure

In theory, the [MoA](#) envisioned a collegial mechanism through which the Association's leadership and membership could hold the Administration accountable. In practice, it became cumbersome, uncollegial, and too easily exploited for delay. As we reported in April 2023, [the grievance dispute resolution process in the MoA was broken](#).

Those delays had predictable consequences. Members were discouraged from advancing grievances, while the Administration had little incentive to resolve disputes when they arose. The result was a

process that entrenched the status quo. This was not incidental. Rather, it was a clear case of process driving outcomes.

The MoA can only be amended by mutual consent; it cannot be rewritten by an arbitrator. Change, therefore, required principled persistence and coordinated pressure, through grievances, member expression, and direct engagement by the UTFA President with the highest levels of the senior Administration. Over time, our sustained pressure led to a shared acknowledgment that the grievance procedure was not working. In turn, that acknowledgment allowed UTFA's Negotiating Team, in late January, 2025, to achieve [an historic breakthrough in the MoA's grievance and arbitration process](#) for our members, increasing efficiencies and ensuring members gain access to an enhanced process that is procedurally fair and legally sound.

In particular, the MoA now includes clear timelines and pre-scheduled arbitration dates with a pool of professional arbitrators, to ensure that grievances are addressed in a timely manner. We have agreed to 66 pre-scheduled arbitration dates dedicated to resolving the existing backlog, plus an additional 48 hearing days per year for new grievances. The Administration must now proceed with the understanding that its actions will be reviewed in the near term by an independent third party, i.e., by select labour arbitrators in Canada.

Our Team also enhanced procedural fairness by successfully proposing a requirement that the Administration provide written grievance decisions, including the reasons for them. Moreover, grievances can now be filed at the next step of the internal process or heard by an alternate decision-maker in cases involving allegations of harassment, violence, discrimination, bias, or conflict of interest by the decision-maker who would normally hear the grievance.

These process improvements represent a fundamental and necessary strengthening of workplace protections and a fairer and more equitable grievance process for all members. This much-improved process will drive better outcomes and strengthen members' trust in our Association.

Strengthening our Internal Capacity

In parallel with the amendments to the [MoA](#), UTFA's Office Staff Relations Committee, in collaboration with UTFA Executive Director Nellie De Lorenzi (who joined the Association in 2022), made deliberate changes to our internal processes, including with respect to member services and financial reporting. ([Please also see the section below on UTFA's Internal Governance and the Ongoing Quest for Democratic Renewal.](#)) These changes increased capacity, expertise, and insight into the work of the Association's political leadership and staff, enabling us to continue to respond effectively to the needs of the membership.

The Association moved into a new office that is safe, accessible, and modern, enabling more hybrid and in-person engagement with members. We also integrated technology into our operations to improve tracking, ensure timely follow-up, and match members with representatives who have the appropriate expertise and resources to address their concerns. Working in tandem with the President and Vice-Presidents, UTFA's Executive Director skillfully led UTFA staff and successfully implemented enhanced management of member matters and grievances, improved data and financial tracking and reporting metrics, increased internal capacity by hiring qualified staff, and introduced fiscally responsible processes. This enhanced internal reporting on member matters, grievances, and policy issues now allows the Association's political officers and senior staff to identify systemic issues and develop the data needed to advance them effectively through group or Association grievances and at the bargaining table.

We have very strong support from both our internal Legal & Advice team and our external legal counsel. As a result, political officers and the legal team are attending to more issues than ever before, with the average number of new matters being brought to us by members doubling over the last decade. We are also seeing a broader range and increased complexity of member concerns. Combined with the changes to the MoA, grievances are now being processed and resolved at an unprecedented pace. [Please see the Vice-President, Grievances' report for details.](#)

The UTFA President is responsible for monitoring the Association's financial health, and I am happy to report that these major improvements have been developed collaboratively and implemented responsibly, thereby enhancing both the Association's capacity and financial strength. [Please see the Treasurer's report for details on UTFA's strong financial position.](#)

Defending Academic Freedom

Defending academic freedom has at all times continued to be a core priority of the Association. As the [University's Statement of Institutional Purpose](#) affirms, freedom of speech is "(w)ithin the unique university context, the most crucial of all human rights." It is the right to "radical, critical teaching... with which the University has a duty above all to be concerned."

Together with academic freedom and freedom of research, freedom of speech is an essential component of what it means to be a university: "for there is no one else, no other institution and no other office, in our modern liberal democracy, which is the custodian of this most precious and vulnerable right of the liberated human spirit."

Under the [MoA](#), these principles are given concrete protection. UTFA members have the right to political expression and academic freedom, including the right to be free from institutional censorship and to "criticize the University of Toronto and society at large."

These rights cannot be taken for granted. Over the past six years, they have been subject to sustained pressure from multiple internal and external sources. Members have reported instances of intimidation and harassment for expressing their views. Regardless of the views expressed, such encroachments on fundamental rights are unacceptable and have not been tolerated.

Vigorously Challenging Attacks on Freedom of Expression and Academic Freedom

Our Association did not limit its advocacy to statements.

In 2020, UTFA successfully advanced an Association grievance addressing improper external influence in a hiring process at the Faculty of Law. In 2024, the Association secured confirmation from the Administration that new Codes of Conduct do not restrict or diminish faculty and librarian rights, including academic freedom and freedom of expression. In 2025, the Association grieved a pattern of deans calling members into urgent meetings regarding social media posts and reposts. We also published a “Know Your Rights” guide for [UTFA members who have been called to a meeting with a University Administrator to discuss a complaint or concern](#). Throughout, the Association continued to directly support members when the Administration infringed on their freedom to teach, freedom to research and publish, and freedoms of intra-mural and extra-mural expression. Most recently, when a government appointee on the University’s Governing Council broadcast information seeking to limit academic freedom and freedom of speech, making it appear they were speaking on behalf of the Governing Council or the University’s senior Administration, we successfully challenged this entirely inappropriate communication. UTFA obtained clear written confirmation from the Chair of the Governing Council that statements by individual members directing curriculum do not represent the Governing Council.

Reforming the Academic Continuity Policy

The 2012 Policy on Academic Continuity, to which UTFA never actively consented, significantly impacted members' rights, roles, and responsibilities in the event of an academic disruption, such as a strike or a global pandemic. Of particular concern was that the Policy removed academic judgment regarding the alteration of course procedures from the course instructor and gave it to the Administration, thereby violating members' academic freedom.

After more than eight years of (generally unproductive) collegial conversations with the Administration seeking to reach an agreement, UTFA had no choice but to engage more formal and adversarial processes provided for in the [MoA](#) in order to affect change. Through the facilitation mechanisms under the [MoA](#), the Association’s Team (led by former Executive member David Roberts) secured key protections for academic freedom in the event of an academic disruption.

Critically, the Policy now includes multiple references to the Administration’s commitment and obligation to uphold academic freedom pursuant to Article 5 of the MoA and reaffirms that course instructors have *primary responsibility and authority* to make changes to their courses. The Policy further limits the Administration’s ability to declare an academic disruption only to extraordinary circumstances, including by establishing a defined threshold and factors that must be considered in declaring an academic disruption (i.e., point in the term, duration of the expected disruption, impact of timing, and the sequence of evaluations). It also provides crucial protections for members from being required to do struck work (e.g., during a CUPE strike) and confirms that members are not subject to any discipline or reprisal as a result of refusing to carry out struck work.

Principles Over Partisan Positions

By grounding our approach to academic freedom in principle, the UTFA Executive has prioritized maintaining unity – to the extent possible – within a diverse community. We have elevated principles above partisan positions.

Strategic Advancement of Grievances and Facilitated Negotiations

Over the last several years, UTFA’s leadership has increasingly made good use of grievance and facilitation processes available to us within the [MoA](#) to advance Association, group, and individual grievances and to negotiate significant terms and conditions of employment. The Association has deployed our resources strategically to protect the rights of faculty members and librarians and to improve members’ terms and conditions of employment across the board.

A full list of current Association Grievances can be [accessed here](#).

Several of these grievances are major milestones in the advancement of members’ rights and progress at the University of Toronto. Summaries of selected grievances (and two key facilitation processes) are provided below. These examples represent only a small portion of the Association’s work, and many were brought prior to amendments to the grievance procedure under the MoA. Despite delays in adjudication, the Association is resolute in seeing them through. They go to the heart of our members’ terms and conditions of employment: health and safety, procedural fairness, equitable compensation, and non-discriminatory working conditions.

Student Evaluations of Teaching/Student Course Evaluations (SETs/SCEs)

The Association has long maintained that Student Evaluations of Teaching / Student Course Evaluations (SETs/SCEs) are arbitrary, unreliable measures of teaching effectiveness, and discriminatory within the

meaning of the *Human Rights Code*. UTFA's position is well-supported by expert research, legal jurisprudence, and the experiences of our members.

Where SETs/SCEs are relied upon in assessing teaching—whether for PTR increments, tenure, continuing status, continuing appointment, permanent status, or promotion—the research strongly supports the conclusion that they introduce arbitrariness, are unreliable measures of teaching effectiveness, and bring discrimination into the process. Since at least 2016 (and the beginning of my tenure as Vice-President, Grievances), UTFA has repeatedly raised its concerns with the Administration. Despite the significant and well-documented problems with relying on SETs/SCEs, the Administration has continued to insist on using them for important employment-related decisions. Indeed, the Administration has repeatedly refused to accept a [precedent-setting case](#), issued in June 2018, in which Arbitrator Kaplan ruled that student evaluations of teaching *are not* to be used to measure teaching effectiveness.

Rather, the Administration implausibly argues that the University of Toronto is different from other universities and claims that it mitigates the harm to instructors by informing evaluators of the inherent issues in using SETs/SCEs to measure teaching effectiveness. Our members' experience with SETs/SCEs over many years, along with extensive research, clearly demonstrates that using SETs/SCEs to measure teaching effectiveness negatively affects members.

The Administration's use of SETs/SCEs is being challenged through an active Association grievance. UTFA's legal case is well supported by the testimony of world-class experts; the Administration will not be calling any expert witnesses to support its case, presumably because its position is untenable and unsupported by credible research. At the time of publication, we have completed eight hearing days, with five more scheduled for the latter half of 2026.

Salary Discrimination

The Association is advancing a grievance addressing what our quantitative and qualitative expert research indicates is a significant, pervasive, systemic, and persistent pay gap affecting members on the basis of gender, race, Indigeneity, and other protected human rights grounds. This systemic salary discrimination affects members who identify as women and as non-male, as well as members of other equity-seeking communities. The discriminatory pay gap affects not only members' salaries but also their pension benefits. Although UTFA has consistently raised these concerns to the Administration, the Administration has refused to collect the necessary data to identify the pay gap and to remedy discrimination in pay at the University of Toronto.

This Association grievance seeks retroactive compensation for affected faculty and librarians, the establishment of a permanent fund to address ongoing disparities, and the creation of a joint Association–Administration committee to identify and eliminate discriminatory compensation practices.

UTFA filed the grievance in August 2019, and following the modernized grievance process that our Team negotiated, we have advanced to the next step and scheduled five hearing dates in 2027 to hear this complex and important grievance.

Pay Equity

For more than a decade, the Association has pressed the Administration to meet its obligations under the *Pay Equity Act*. The *Act* requires the Administration to assess all jobs and complete an unbiased analysis of the work performed in female-dominated job classes compared with the work in male-dominated job classes to ensure that women’s work is not undervalued. The Administration has resisted UTFA's advocacy for many years and has failed to comply with its obligations.

Our status as an uncertified faculty association makes it more difficult and time-consuming to move the Administration to comply with its obligations under the *Act*, which presumes that associations are unionized. Despite obstacles, through two grievances (one for faculty members and one for librarians), the Association is seeking orders requiring the Administration to maintain pay equity and to participate meaningfully in a joint process to ensure ongoing compliance. UTFA has been working towards a negotiated resolution with the Administration, and has upcoming dates to continue the mediation process this Spring.

Procedural Fairness

At least since 2018, UTFA has advocated for establishing baseline protections for procedurally fair workplace investigations. Procedural fairness requires that decisions made by the Administration be based on a fair, unbiased, timely, and transparent process. Members have the right to know the allegations against them and to be given a full opportunity to respond before the Administration makes its decision.

The process the Administration undertakes is critically important to the members involved. The process undertaken is even more significant in sexual misconduct cases because the Administration has adopted an overly expansive definition of what constitutes sexual misconduct, and because of provincial legislation ([*Strengthening Post-secondary Institutions and Students Act, 2022 \(“Bill 26”\)*](#)) that limits the legal recourse available to faculty members and librarians found to have committed acts of sexual misconduct. These investigations and any decision finding that a member engaged in sexual misconduct can be career-ending for an academic.

In November 2024, UTFA filed an Association grievance due to significant and repeated violations of our members' right to a procedurally fair process. The impetus for this grievance was also fuelled by the coming into force of Bill 26 in July 2023 and by the significant increase in the number of workplace investigations in 2023 and 2024. As a result, in January 2025, UTFA and the Administration agreed to a facilitation process to develop a Sexual Violence Letter of Understanding that amends Article 7 of the [MoA](#).

The objective is to implement an Investigation Protocol applicable to all workplace investigations involving UTFA members, ensuring stronger procedural protections. Over the years, I, other political officers, and the Legal & Advice team have witnessed many procedurally unfair investigation processes. To protect members' procedural fairness rights, the Administration must conduct impartial, confidential investigations, led by competent investigators with relevant expertise. The Administration must provide members with the information necessary to respond to the allegations and ensure the investigation is concluded in a timely manner. It must impose only reasonable interim measures that are not overly prejudicial to the members' ability to carry out their professional activities. It must introduce mechanisms to screen out vexatious complaints. Finally, where a complaint is found by an impartial investigation to be founded, the Administration must only impose sanctions that are reasonable and proportionate.

The facilitation process is being led by Arbitrator Eli Gedalof. The parties have had 6 facilitation dates and have additional dates scheduled in 2026. UTFA's goal is to reach an agreement on a procedurally fair workplace investigation protocol, and if no agreement is reached, to take the matter to fact-finding, which would culminate in a public report with recommendations.

Health and Safety

Since 2018, following an asbestos crisis at the Medical Sciences Building, the health and safety of our members has emerged as a significant issue and point of advocacy for the Association. UTFA's leadership and our members on the Central Health and Safety Committee (CHSC) have consistently upheld the unassailable position that no one should be unsafe at work and that the health and safety of all must be a priority for UTFA and the University.

Since 2020, the Association has worked through various channels to advocate for safe and healthy workplaces and study environments for faculty members, librarians, staff, students, and the broader U of T community. Indeed, my tenure as President began during the early stages of the COVID-19 pandemic. The rapid and dramatic changes to members' work led UTFA's Negotiating Team to negotiate a special [COVID Letter of Understanding and subsequent extension](#) in 2021 and to strenuously advocate for the

rights of members impacted by the pandemic, as well as for safer conditions for the return to in-person work.

Since the asbestos crisis and the establishment of the CHSC in 2020, the Association has used its role to advocate for safe and healthy workplaces through policy-making that we insist should be collegial, transparent, and evidence-based. UTFA has held the Administration accountable when policies and responses have fallen short. However, there are significant limits to the CHSC; it lacks the legislative authority to enforce compliance, and the Administration has steadfastly opposed UTFA's attempts to obtain the data necessary to address health and safety issues in a fully informed way. Despite these challenges and obstacles advanced by the Administration, UTFA has successfully advocated for meaningful improvements in the University's health and safety practices, including revised University policy requiring proof of vaccination; improved legionella/water safety procedures; ventilation upgrades/better air quality standards; and other protections.

Moving forward, UTFA will enforce our rights under the CHSC's Terms of Reference and will continue to insist that the CHSC has the right to provide direction to the Main Joint Health and Safety Committee and the Local Safety Committees. In other words, the Administration cannot exclude UTFA's expert advisory group of internationally recognized public health scientists from providing direction on important health and safety matters. Holding the Administration accountable in this context, where it has stalled our attempts to meaningfully engage on health and safety issues, has been deeply frustrating. I would like to extend my profound thanks to the [UTFA members of the CHSC](#), who continue to advocate for our right to a safe and healthy working environment, despite the Administration's obstructiveness.

UTFA has also continued to hold the Administration accountable with respect to asbestos removal and disposal. In 2018, we filed a grievance related to hazards that arose in large-scale asbestos abatement at the Faculty of Medicine. We settled the grievance in 2020. However, the Administration failed to comply with the terms of the settlement and, in 2023, we determined that we needed to return to the original mediator of the settlement. Eight years later, UTFA continues to press the Administration to ensure its asbestos removal and disposal practices do not endanger members of the University community, and adheres to established best practices, as is required by the [University's Health and Safety Policy](#).

Over the past year, the UTFA Executive grew concerned for the safety of members and the broader U of T community following a serious security breach involving repeated threats by a U of T student over an extended period. In the midst of the incident, individual members and UTFA's leadership raised pressing safety issues with the senior Administration, but the Administration failed to respond in a reasonable manner. The senior Administration repeatedly stated that they took a "graduated approach" in dealing with the security matter and that their decisions (or inaction) were appropriate given the information available at each step of the process. The Administration refused to provide information supporting its

position, while we gathered significant information to the contrary. While the details of the threats that can be shared are limited, given the ongoing risk to the members involved, the security breach was serious, and the Administration's response revealed significant gaps in how the senior Administration responds to the health and safety concerns of faculty members and others at the University.

In response to this matter, our Association filed a grievance in April 2026. UTFA is alleging violations of the MoA, the *Health and Safety Policy*, the *Occupational Health and Safety Act*, and the *Code of Student Conduct*. We are seeking a declaration that the Administration violated its obligations to keep members safe and to reasonably respond to credible health and safety threats, as well as an order requiring the Administration to engage with UTFA in a bilateral consultative process to address systemic safety gaps through a policy review that will issue binding recommendations.

A Major Overhaul of the Policies for Librarians (PfL)

After six years of protracted negotiations, the UTFA Team led by Kathleen Scheaffer was able to achieve [historic changes to the Pfl](#), effective January 1, 2024, as well as changes to the [MoA](#), through the MoA's Facilitation process.

The amendments to the Pfl introduced new language recognizing the integral role of librarians in the University, as well as enshrining equity, diversity, and inclusion as guiding principles for recruitment, hiring, appointment, and promotion. The amendments further introduced a section clearly defining the three areas of responsibility of librarians (i.e., professional practice, research and scholarly contributions and creative professional activities, and service), clarified the criteria and procedures for permanent status and promotion review, and strengthened the job security of librarians with permanent status, and librarians on CLTAs.

As part of these negotiations, librarians' right to research or study leave was also enshrined in the MoA. UTFA and the Administration further agreed to three key Letters of Understanding, which (1) increased the job security and rights for Scholars Portal librarians on CLTAs funded by the Ontario Council of University Libraries, (2) entitled Scholars Portal Recurring Term Appointment Librarians to research leave or study leave on a five-year pilot basis, and (3) for a five year period, introduced an enhanced commitment by University of Toronto Libraries (UTL) to provide permanent status stream librarians with opportunities for secondments. This is only a small sample of the significant achievements gained as part of this process.

In addition to the major overhaul of the Pfl, this year, under the leadership of the Chair of the Librarian Committee, UTFA resolved a number of systemic workplace issues involving librarians. We achieved a resolution addressing the Administration's violations of the performance assessment policies and procedures, under which the Administration will, in the upcoming academic year, provide clearer, more

transparent assessments. We also negotiated more flexible work arrangements for librarians that take into account their personal and family circumstances. Lastly, of great importance, at UTFA's insistence, the Administration confirmed in writing that librarians hold academic status (as clearly articulated in the [MoA](#)). Please see the [Report, Chair, Librarians Committee](#), for more details.

Redoubling Our Bargaining Efforts to Press for Gains for All Members

The past six years have posed extraordinary challenges for UTFA's collective bargaining. A world-wide pandemic affecting workload, staggering inflation, and wage-restraint legislation have significantly constrained bargaining. Despite these obstacles, UTFA's Salary, Benefits, and Workload Teams have achieved significant gains for members, ensuring that faculty and librarian salaries at the University of Toronto stay the highest in the country. During my time as Co-Chief Negotiator, UTFA's Negotiating Team achieved specific and targeted gains in compensation while facing these challenges. [See the Report of the Vice-President, Salary, Benefits, Pension, and Workload](#) for details on the current round of negotiations.

Wage Restraint Legislation – A Strategic Focus on Benefit Improvements

[Bill 124](#), government-imposed wage-restraint legislation passed in 2019, required the Association to pivot in the 2020-2023 round of bargaining by prioritizing improvements to benefits while successfully challenging the statute's constitutionality.

In each of the last several bargaining rounds, the Administration has tabled two-tier benefits proposals that would have reduced health coverage for retirees. The Association's Negotiating Teams strenuously resisted this effort to divide our membership. UTFA has been unwavering in our position that we must maintain equal access to health benefits for both active and retired members. A member is a member. Full stop. *UTFA will not engage in concession bargaining.*

As a result of our principled resolve, UTFA achieved historic gains in benefits, including for mental health, vision care, and paramedical services for all. Members' mental health maximum coverage more than doubled to \$7,000 per year and we achieved an expanded list of eligible service providers. Vision care coverage also increased by more than 50% to \$725 every 24 months. Paramedical coverage more than tripled to \$5000 per year.

We also successfully opposed the Administration's threat to deactivate automatic access to Microsoft 365 for retirees who remained active in research, teaching, or service. In a [Letter of Understanding](#) the UTFA Negotiating Team secured under the leadership of former Executive Member Raymond Kwong, the Administration [recognized the valuable contributions of retirees](#) and agreed to provide retirees who are actively engaged in various University activities continuing access to the full suite of Microsoft 365

licensed at the University. It further agreed to reimburse retiring members for the value of a one-time purchase of a personal Microsoft Office software package upon their retirement. (Please see the [Report of the Chair of the Retired Members Committee](#) for additional activities the Committee has undertaken to promote and advance the interests of retirees.)

These exceptional benefit improvements were not automatic. They were achieved, in significant part, by public campaigns that ensured that retired *and active* members' concerns about proposed changes to retiree benefits were clearly and forcefully expressed. And the benefits improvements for all could not have been won without our Negotiating Team's sustained refusal at the bargaining table to accept the Administration's costing projections (that were significantly inflated while it withheld key benefits data in its sole possession). Our solidarity and persistence were the key ingredients in this big win for our Association.

Getting Ahead, Not Just Getting By

During my tenure as President, the Association has emphasized a clear objective: our members must get ahead, not just get by, through wage increases that exceed inflation.

In every year free from wage restraint, your Negotiating Teams have achieved that objective, including an historic 8% increase in 2022. In issuing this momentous increase, Arbitrator Gedalof accepted that our members experienced substantial erosion of real wages through inflation and sub-normative across the board (ATB) increases under Bill 124, and the University of Toronto was in a strong financial position to absorb this increase.

That consistency has mattered. It has anchored the principle in bargaining and ensured its application by interest arbitrators moving forward.

Staying at the Top of the Market

The Association has drawn a firm line: University of Toronto faculty members and librarians belong at the top of the market. In the past three rounds of bargaining, our Negotiating Teams have further emphasized that principle, relying on the fact that faculty members and librarians at U of T are world-class and unsurpassed in the Canadian university sector. Our members' compensation must reflect their excellence, and the resulting workload and performance expectations that come from working at the highest-ranked Canadian university and one of the top-ranked public universities in the world.

The top-of-market principle was introduced by Arbitrator Burkett in his [1982 award](#) and has been considered and applied by arbitrators throughout the years. Most recently, the top-of-market principle was embedded in three awards issued by Arbitrator Gedalof over the past six years ([July 1, 2022 salary](#)

[increases, July 1, 2023 and July 1, 2024 salary increases](#), and [July 1, 2025 salary increases](#)), ensuring our increases exceed those at peer institutions and across the University of Toronto.

Our refusal to bargain below that standard continues to entrench the principle for the benefit of UTFA members in future rounds.

Progress Through the Ranks (PTR)

Another significant component of compensation, critical to ensuring members' salaries remain at the top of the market, is the annual PTR/merit adjustment. Our members have the right to receive PTR salary increases on or around July 1st of each year in recognition of their accomplishments in the previous academic year.

In 2020, UTFA had no choice but to pursue a lengthy and costly legal challenge to protect our members' rights and to fight the Administration's ongoing refusal to pay our 2019-2020 PTR. The Administration's abrupt refusal was a sharp departure from long-standing past practice. En masse, our members took action in support of UTFA's position through email and petition campaigns, resulting in [the Administration ultimately agreeing to pay our members' 2019-2020 PTR increases](#). Our members' decisive action proves that a highly engaged membership that understands and supports our bargaining positions gives our Association remarkable strength.

While the Administration has been paying our members their PTR every year thereafter, recent rounds of bargaining have raised concerns that the Administration views the PTR payment timelines as discretionary or subject to change, and has sought to weaken our rights with respect to PTR—even after it has been earned. Our Negotiating Teams have remained vigilant and unequivocal in our position: PTR payments are mandatory and must be made by the Administration every year on or around July 1st.

In addition, in recent rounds of bargaining we have been strongly advancing the position that the Administration must increase funding/re-invest into the PTR pool to address the erosion to PTR funding over time; to ensure that merit, career progress, and promotion are recognized through wage increases that reflect the full market value of UTFA faculty members and librarians; and to thus ensure that our salaries remain top of market.

Workload Improvements Remain Challenging

Although the [MoA](#) was amended in 2014 to permit workload matters to proceed to arbitration, that amendment and the [Workload Policy & Procedures for Faculty & Librarians \(WLPP\)](#) have produced too little meaningful change given the Administration's refusal to engage productively on the issue—or even to acknowledge that overwork is a significant problem for a significant number of our members.

Workload pressures on UTFA members have continued to intensify, and more is expected, with fewer resources, and no indication of relief.

Unfortunately, the senior Administration is actively undermining the WLPP processes designed to make workload problems transparent and fixable. For example, while the WLPP requires workload allocations to account for the full scope of activities and expectations for an UTFA member, including the 3 principal components of a librarian's or faculty member's appointment (e.g. teaching/research, scholarship, or creative professional activities/service), this often doesn't occur because at the bargaining table and at arbitration the Administration has fiercely resisted having to state the relative weight of each of those 3 components (e.g., 40/40/20). Moreover, under the WLPP, while Teaching Stream faculty are explicitly entitled to "reasonable time" to carry out pedagogical/professional development activities (PPD), this entitlement is rarely upheld, and the Administration refuses to provide meaningful, enforceable protections. (See the [Report of the Chair of the Teaching Stream Committee](#) for more details.)

Both Tenure and Teaching Stream faculty experience crushing teaching loads, and all UTFA streams raise serious concerns about regularly having insufficient time to devote to research, scholarship, or creative professional work. UTFA members are also increasingly being tasked with heavy administrative burdens, especially related to teaching, stemming from many sources, including the downloading of administrative tasks for accommodation processes and the monitoring of compliance with academic integrity standards amid the emergence of generative Artificial Intelligence (AI). (See both the [Report of the Chair of the Appointments Committee](#) and the [Report of the Interim Vice-President, University & External Affairs](#) to learn more about the increased pressure to adopt AI at the University and its impact on our members' terms and conditions of employment, including their workload and academic freedom.)

At interest arbitration, arbitrators have been reluctant to intervene. The Association has responded through grievances and has begun launching targeted campaigns. We are committed to ensuring that our members' experiences on workload committees are properly documented and understood by both the Administration and interest arbitrators.

The current system continues to fail our members. More work needs to be done on workload. We cannot, and will not, abandon this issue.

Enhancing the Rights of Part-time Members

Over the years, a top priority for UTFA has been to enhance the rights, protections, and job security of precarious part-time members.

As mentioned in the [Report of the Co-chair of the Ad Hoc Part-time and Contractually Limited Terms Appointment Committee](#), between 2004 and 2025, the number of part-time positions increased by 78% in the Teaching Stream and by 75% in the Non-Tenure Stream (a relatively small research-focused stream that is not tenure-track). Part-time members comprise a significant portion of our membership.

Even though the Administration has steadfastly opposed major improvements to the terms and conditions of employment for part-time members, UTFA has persevered and has made notable modest gains in recent years. This includes a meaningful increase in their annual Professional Expense Reimbursement Allowance (PERA) amount; an increase from two to three years in the allowable length of a part-timer's appointment contract; and improved appeal rights in cases where part-time members are not granted a continuing appointment. As of 2025, part-timers can appeal in cases where there is a significant irregularity in the procedure followed by their review committee; an unreasonable inconsistency in the application of the division's or department's current standards; or improper bias or motive on the part of a member of the review committee.

At this recent bargaining round, our Negotiating Team achieved a tentative agreement that part-time members will receive the same percentage of salary for their first research and study leave following a successful review for continuing appointment as Tenure Stream and Teaching Stream members receive in their analogous reviews, i.e. 90% salary. We also achieved corrected salaries for over 60 members, mainly part-time, who were underpaid during their research and study leaves (see the [Report of the Vice-President, Grievances](#), for details). These expansions of the rights of part-timers are noteworthy; however, UTFA will continue to fight to improve the job security and terms and conditions of employment of some of our most precarious members.

Fair Pay for All – Including Former and Future – Members

In the most recent round of bargaining, our Association vigorously challenged the Administration's unjust practice of limiting retroactive pay to current members and select retirees. So-called "across-the-board" increases were not, in fact, applied across the board, as offer letters for new hires expressly excluded these increases.

UTFA's Negotiating Team successfully challenged the limitation of retroactivity for former employees. The [arbitrator agreed](#) with UTFA that former members (who left UofT for any reason) are entitled to retroactive compensation for any increase awarded for the period of time they worked. This decision is precedent-setting – the Administration must provide retroactive compensation to all former members for future agreements/awards. This was a significant win for former members who worked during the term of the ATB increases but who left the University prior to the [July 3, 2025, and January 12, 2026 awards of Arbitrator Gedalof](#).

With respect to new hires, however, despite a [Fair Pay Petition signed by over 700 UTFA members](#), the Administration refused to concede, citing standard language in letters of offer stating that recent hires are excluded from ATB increases in their year of hire. The Arbitrator accepted the Administration's position, finding that the Administration can negotiate individual starting salaries that exclude the ATB, so long as the starting salary is above the minimum floors negotiated by UTFA.

This remains unacceptable. Our Association will continue to advocate for all members to receive ATB increases. New members should not be treated inequitably.

To address these issues, UTFA's Negotiating Team has advanced proposals targeting salary floors and has pressed for an expedited bargaining process in the current round ([see the Report of the Vice-President, Salary, Benefits, Pensions, and Workload for details](#)).

Our objective is to ensure that improvements to our members' terms and conditions of work are implemented proactively rather than retroactively, and to enable more meaningful engagement with the Administration, including on the issue of workload, toward a longer-term agreement.

Internal Governance and the Ongoing Quest for Democratic Renewal

Since before my tenure as President, I have strongly supported the idea that UTFA must be vibrant, equitable, democratic, and capable of representing members' collective interests with strength and clarity. Robust internal governance for the Association is critical to ensuring that faculty members and librarians can meaningfully shape their working conditions. This is a view shared by the vast majority of UTFA Executive members with whom I have worked as President.

Governance review and reform has long been supported by the Association's leadership and identified as a priority for UTFA's Executive Committee. The objective is straightforward: ensure that our internal governance structures align with best practices in our sector to support a more democratic, effective, and efficient Association.

In recent years, the Association's Executive has taken meaningful steps in that direction by broadening engagement and strengthening connections with members across the University's three campuses. The work of the Membership Committee in coordinating outreach and fostering dialogue has been central to this effort and remains ongoing. [See the Report of the Chair of the Membership Committee](#) for details on their current work.

Last spring, hundreds of [members organized a campaign](#) calling on UTFA representatives to advocate for the University Pension Plan (UPP) to divest from companies tied to serious violations of international law. This campaign led to the first member-initiated general meeting in UTFA's history,

drawing nearly 1,400 participants and reflecting sharply differing views. Through members' communications, we identified where our rules fell short, including the need to improve access to information and voting. Given the diversity of views, the Executive prioritized ensuring that the General Meeting was consistent with UTFA's Constitution and as accessible, transparent, and fair as possible within our rules-based Association. The debate was vigorous, respectful, and, at times, difficult—but it had a clear outcome: members scrutinized existing internal processes and advanced concrete proposals to strengthen them.

Following the General Meeting, members of UTFA's Executive pressed the UPP's senior leadership to meet, and we did so twice. UPP leaders have clearly stated their view that UTFA's motion is informational rather than directive. In these meetings, UTFA emphasized the need for greater transparency and meaningful joint governance. We have ensured that members are kept regularly updated on this work: see [here](#) and UTFA's updates to Council [here](#). See also the [Report from UTFA's Representative on the Employee Sponsor Committee of the UPP](#) for more details.

As a self-governing organization, our Association will continue to expand opportunities for member engagement. Over the past year, President-elect Jun Nogami and I have prioritized departmental visits, meeting directly with scores of members to address their questions about bargaining (including our current MoA framework vs. certification), members' priorities, and the Association's future. Increased member engagement through departmental and constituency visits, town halls, regular surveys, and targeted focus groups has provided valuable insights into the challenges facing faculty and librarians and helped inform our priorities.

Last March, working with the Association's leadership, UTFA's Equity Committee launched a survey of our members' experiences with and observations of ableism and/or disability discrimination in their workplaces. The survey was developed in consultation with librarians and faculty members who experience disability, and the responses provided us with robust information on the systemic issues the Administration needs to address to ensure that our members work in an inclusive, respectful, and discrimination-free work environment. (E.g., See the Association's grievance related to the Administration's failure to accommodate disabled members as noted in the [Report of the Vice-President, Grievances](#); more details can be found [here](#).) The survey results and UTFA's action plan are available [here](#). Please see the [Report of the Chair of the Equity Committee](#) for more details.

To further advance our goal of democratic renewal, our Executive engaged the Canadian Association of University Teachers (CAUT) to conduct an Organizational and Governance Review. This Review will examine all aspects of the Association's governance structure, including the roles and structure of the Executive, Council, and committees; election and campaign processes; term lengths; conflict-of-interest guidelines; and the division of responsibilities between elected leaders and staff. It will draw on interviews with current and former leaders and staff, a survey of the membership, as well as a review of

governing documents, including the constitution, by-laws, policies, and financial materials. [Comparative practices from other faculty associations](#) will also inform the analysis.

In parallel, we engaged legal and faculty-association experts to assess the strengths and limitations of our current uncertified labour framework under the [MoA](#). Initial findings directly shaped our bargaining priorities by targeting improvements to the MoA while safeguarding all existing rights, regardless of the structure governing our labour relations moving forward. The Association has always and will always maintain its commitment to improving the MoA while, at the same time, fighting to achieve top results for our members in keeping with their priorities. UTFA's leadership understands that the success of any legal framework adopted by our Association, including certification, rests overwhelmingly on the strength of an informed, engaged, and supportive membership.

These external reviews are important, evidence-based processes that will provide us with valuable information about our members' needs, wants, and priorities. However, in my view, one conclusion is already clear: the Association requires more democracy at every level.

At present, in sharp contrast to sectoral norms, only the UTFA President is elected by the full membership. This places an enormous responsibility on the president to represent the membership's interests in Association governance processes and constrains members' opportunities to meaningfully shape the Association's direction. Expanding democratic participation will strengthen accountability, legitimacy, and decision-making.

In my experience, when members are consulted and given a genuine opportunity to influence outcomes, the quality of decisions improves. It builds community and strengthens confidence in the result. Whether through formal votes or direct engagement, the principle is the same: more participation leads to better outcomes.

Acknowledgements

In preparing this Report, I have reflected broadly upon the last six years of my service as President of the Association. Together, we have achieved significant accomplishments and faced unprecedented challenges. We have advocated tirelessly for members' rights and fair compensation, but there is still much work to be done. It is critical to recognize that this work, and the work that must continue, would not be possible without the dedication and commitment of many excellent colleagues and staff.

To begin, both personally and on behalf of the Association, I extend hearty congratulations to Professor Jun Nogami, UTFA's Vice-President, Salary, Benefits, Pensions, and Workload, on being acclaimed the next UTFA President. Having worked closely with Jun in our capacities as Co-chief Negotiators in the current and previous rounds of bargaining, as well as on the Executive, I have great confidence in his

proven leadership. From responding to increasing austerity measures to defending academic freedom to continuing the review of our internal governance structure, Jun is very well-positioned to advance the Association's interests and defend members' rights as new challenges arise.

Many thanks to the members of the past and current [UTFA Executive](#) for their dedication to our shared work. Together we have constituted the most diverse and representative Executive Committees in UTFA's history. Despite our differing backgrounds and perspectives, we stand united in our shared commitment to the well-being of our members and the University community at large. Each member of the Executive invests their time, expertise, and passion to advocate for members' interests through dedicated service to the Association. I invite you to take the time to [read this year's Executive reports](#) and gain insight into their important work.

I wish to specifically acknowledge Professor Sherri Helwig (VP, Grievances) for her substantial contributions to the Association throughout her tenure. Sherri raised the bar across many dimensions of the Legal & Advice portfolio's work, and she will be missed. I encourage you to [read her Report](#).

My sincere appreciation to all the representatives who contributed their time and energy to [UTFA Council](#) and its various standing [committees](#) and teams. In particular, the dedication of the UTFA Negotiating Team, which I am honoured to co-lead with Jun Nogami in this 2026-2027 round of bargaining, has been exceptional. Their unwavering commitment to negotiating a more timely and favourable agreement for all our members is commendable.

Thank you to the outstanding UTFA staff for their diligent support of our political leaders and our members' interests. I would like to recognize Operations Director Claire Reyes, Administrative Assistant Marisa Mikroulis, and Information Technology Coordinator Gautam Jadhav for their remarkable contributions.

I am also grateful to our Legal & Advice team, including Emily McBain-Ashfield, Director, Legal and Advice Services; Sarah Millman, UTFA Counsel; and Staff Representatives Tal Isaacson and Sophie McGibbon. A special thank you to Sophie McGibbon for her assistance in editing this edition of our Annual Report.

Additionally, I hugely appreciate the unwavering support of my Executive Assistant, Jess Martin. Her unrivalled work ethic and prescience keep me and the Executive organized and our efforts aligned with the complex needs of our membership. Similarly, I commend Nellie De Lorenzi, UTFA's Executive Director, for her exemplary leadership and steadfast commitment to advancing our Association's mission. She has led the Association's efforts to cultivate an environment that inspires collaboration and innovation amongst the UTFA Executive and staff, and her exceptional guidance and expertise have played an outsized role in the Association's many recent accomplishments.

Finally, I would like to express my heartfelt gratitude to you, our members, for your support over the last six years I have served as UTFA President. I have found immense value in representing your interests, addressing workplace challenges, and furthering our common objectives. By remaining true to the fundamental values that unite us, while pursuing reforms to support a more democratic, effective, and procedurally fair Association, we did not merely endure the significant challenges over the past six years. We emerged stronger than ever.

Our members are our strength.

Terezia Zorić

President

Reports of the UTFA Vice-Presidents & Treasurer

Report of the Vice-President, Salary, Benefits, Pensions and Workload (VP, SBPW)

During the 2025-2026 year, in my role as VP, SBPW, I have served as Co-chief Negotiator for UTFA's Negotiating Team as we work to secure better working conditions for you and your colleagues. This year, our bargaining priorities were guided by two central goals: 1) develop a bargaining platform informed by member feedback to advance key issues, and 2) address the fact that the Administration has delayed negotiations to the extent that we were several years behind. To these ends, we finalized a round of bargaining for the three years from July 1, 2023, to June 30, 2026, and have begun bargaining for July 2026 to June 2027.

Bargaining for the 2023 - 2026 years

This past academic year involved finishing a round of bargaining for July 1, 2023, to June 30, 2026. Your Negotiation Team was guided by survey responses, town halls, and one-on-one discussions to develop proposals on three bargaining priorities: salary, benefits, and workload. Some of the resulting gains are highlighted below; a full overview of updates can be found [here](#), [here](#), and [here](#).

Salary

During salary negotiations, UTFA's Negotiating Team has put forward arguments relating to inflation, excellence, trends in the university sector, and U of T's financial position. The Administration put forward proposals that constitute real wage loss and has argued that U of T cannot afford to compensate UTFA members enough to keep up with inflation. At an impasse between these positions, salaries for the past three years have been decided through arbitration. In the past year, Arbitrator Eli Gedalof has issued [awards](#) which include Across-the-Board (ATB) salary adjustments for the period July 1, 2023, to June 30, 2026. These increases are as follows:

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

We did not receive the final award until January, 2026, and in that decision, there were several disappointments. We are disappointed that while Arbitrator Gedalof acknowledged the need for full inflationary catch-up as per arguments advanced by UTFA, he declined to close the gap between our wage increases and the long-term effects of inflation. This impact is compounded by the fact that the

benefits improvements he awarded were wholly inadequate, since they should have represented cumulative improvements over the entire three-year period.

Additionally, there had been a dispute about the implementation of ATB for the previous two years, with the Administration arguing that in any given year, retroactive ATB did not apply to newly hired faculty who had signed letters of offer stating that the salary offered was a firm offer and that any ATB negotiated with UTFA did not apply. In parallel to a [member-led initiative](#) to address this unfair and inequitable position, UTFA submitted legal arguments that the July 2025 award did not exclude any of our members. Unfortunately, the January 2026 award clarified this point, with the arbitrator saying that the retroactive ATB did not apply to anyone in their first year of hire. UTFA will continue to work on this issue.

Benefits and Workload

Despite the Administration's unwillingness to consider or agree to financial increases to benefits, and arbitration awards being inadequate to address members' benefits and workload needs, we have succeeded in gaining some improvements. The bargaining survey was clear: improvements to the Child Care Benefit were a top priority for members. Despite the Administration's refusal to consider financial improvements, we reached an agreement on a restructuring of the Child Care Benefit, implemented this year, which includes an increase in the age of an eligible child from 6 to 9 and changes to the application and reimbursement system, which reduce the need to submit expense details.

We also succeeded in gaining improvements to the Long-Term Disability (LTD) plan. Maximum earnings covered under the LTD plan have been increased to \$200,000 (effective September 1, 2025).

There were several other top priorities in benefits and workload, including the improvement of benefits for retirees and more equitable and transparent assignment of workload. Unfortunately, the Administration refused to engage, and Arbitrator Gedalof declined to award improvements in these areas. This work continues as the new round of bargaining has already started!

Current Round of Bargaining

In parallel with the finalization of the three-year award, preparation for the next round of bargaining started in December with the release of a bargaining survey that closed on January 9, 2026. Motivated by ensuring UTFA members receive timely wage increases and are not waiting months or years for retroactive payments, your UTFA Negotiating Team is insisting that the Admin adhere to an expedited process outlined in Article 6 of the [Memorandum of Agreement](#). The goal is either a bilateral agreement or a final and binding decision by an arbitrator on all bargaining items by no later than June 30, 2026, so members will receive timely ATB and PTR adjustments.

With this limited timeline in mind, UTFA's Negotiating Team tabled a streamlined set of proposals, including limited benefits improvements and relatively few policy changes. The bargaining priorities were approved by UTFA Council and developed through individual discussions, the January Bargaining Town Hall, and the bargaining survey. Guided by this feedback, UTFA has tabled proposals on the following:

Salary

- Catching up on inflation
- Obtaining ATB adjustments for new hires in their first year
- Raising salary floors for the lowest-paid members

Benefits

- Maintaining equal access to benefits for retirees
- Improving Child Care Benefit scope and coverage
- Improving housing (including housing loans) benefits
- Increasing coverage for vision, mental health, hearing aids, and dispensing fees
- Expanding the scope of prescription drug coverage, including medically necessary compounded medications
- Expanding the scope of paramedical services (e.g., kinesiology)
- Expanding the scope of coverage for overage dependents with complex health needs

Workload

- Guaranteeing adequate supports for all three components of workload in the face of the downloading of administrative functions to faculty and librarians
- Addressing workload issues associated with the increase in student accommodations
- Addressing workload issues associated with AI

Other

- Indexing PERA amounts and making tuition an eligible expense
- Allowing grievance rights for part-time members who have been terminated without cause
- Enhancing pay for the first Research and Study Leave for part-time members

Between January and March of this year, we have had five bilateral meetings with the Administration with agreement on some minor items, but we remain far apart on other issues, particularly with respect to compensation and workload. We are pleased that the parties have now agreed to work for the first time with Jasbir Parmar, an experienced mediator and arbitrator in the university sector. We are currently working out the process and timelines to ensure a bargaining round that results in meaningful and timely increases to members' compensation, and we will post updates as the bargaining round develops.

Acknowledgments

Thanks to the dedicated members of the SBPW Negotiating Teams for the current and previous bargaining rounds. I would also like to thank the members of the [SBPW Committee](#) for their work this year in achieving UTFA's goals.

I would also like to thank Terezia Zorić for her continued leadership and engagement, the crucial supports provided by Executive Director Nellie De Lorenzi, legal support from Emily McBain-Ashfield, Director, Legal & Advice Services, Counsel Sarah Millman, and logistical support from Jessica Martin.

It has also been a pleasure to work with our external counsel at Ravenlaw LLP led by Wassim Garzouzi.

Jun Nogami

*Vice-President, Salary, Benefits, Pensions and Workload
President-elect*

Report of UTFA's Representative on the Employee Sponsor Committee (ESC) of the University Pension Plan (UPP) and Chair of UTFA's Pension Committee

Over the past year, I have had the opportunity to continue my work as Chair of [UTFA's Pension Committee](#) and as the UTFA-appointed representative on the UPP ESC. As Chair of the Pension Committee, I have coordinated with members of the Committee to advise on pension-related issues, kept UTFA Council apprised of relevant UPP business, and consulted with the VP, SBPW as needed on pension-related issues. This work is closely related to my work on the ESC, where I serve with five additional representatives of faculty associations and labour unions that have members in the UPP. The ESC, together with the Employer Sponsor Committee (ERSC), constitutes the Joint Sponsor Committee, which is responsible for the determination of the Plan design and the terms and conditions of the UPP.

Members' Motion on Divestment

Pursuant to the [motion](#) adopted at the May 8, 2025, UTFA General Membership Meeting, as the UTFA-appointed ESC representative, I collaborated with UTFA's Executive Committee regarding engagement with UPP leadership on the topic of divestment. This resulted in two substantive meetings: a December 2025 discussion between me, UTFA Executive Committee members, and UPP's Responsible Investing team, and a February 2026 discussion between me, UTFA Executive Committee members, and UPP's CEO and UPP's Chair of the Board of Trustees.

These conversations provided valuable opportunities for UTFA Executive Committee members and me to convey and advocate for members' concerns and priorities, especially regarding responsible investing, plan governance, and transparency. [UTFA previously provided a summary of these meetings](#), which included a surprising statement from a UPP representative that they wondered why UTFA members thought the motion would have an impact, for which they later apologized. In direct response to the UTFA members' motion and the subsequent meetings, UPP has recently taken the following initial steps:

- Added a new page to their website: "[Understanding investment exclusions at UPP](#)"
- Improved the searchability of their [proxy voting record database](#)
- Shifted more investments from pooled funds to segregated funds, which allows UPP more voting rights and the ability to impose exclusions (related to this point, they also created a [new document](#) that explains the differences between pooled and segregated funds in terms of voting rights and exclusions)
- Promised to improve its communications with UTFA.

UTFA will provide further updates as this work, including engagement with other plan participants, continues.

Work of the Pension Committee

The Pension Committee met regularly throughout the year, offering deliberation and advice on matters before the ESC, such as UPP's funding policy, plan design, new plan entrants, and risk appetite, and discussing developments in UPP governance and responsible investing. The Committee's contributions remain essential to UTFA's ability to advance members' interests. A new member, Nora Pankratz, joined the Pension Committee effective January 1, 2026. She brings expertise in Climate Finance. Jan Mahrt-Smith's term ended on December 31, 2025, concluding his service on the committee.

Effective January 1, 2026, the UTFA-appointed Trustee to the UPP Board of Trustees, Hugh Mackenzie, was renewed for a third and final term, ensuring continuity of UTFA's representation and strengthening the Board's capacity in matters of investment oversight and governance.

Updates from the ESC

A recent undertaking of the Joint Sponsors was to revise the funding policy, effective January 1, 2026, to better suit a maturing pension plan. This was a multi-year project. In the coming year, the Joint Sponsors will continue work to define the plan's long-term risk appetite, which anticipates trade-offs between contributions and benefits as investment returns fluctuate over time. Preparations related to the next

actuarial valuation cycle will also begin, a process that informs long-term contribution stability and benefit security for members.

A milestone in UPP's growth is the addition of faculty, staff, and librarians at Wilfrid Laurier University as members of the plan, effective January 1, 2026. UPP is engaged in discussions with the administration and employee groups at the University of St. Michael's College, the University of Waterloo, and several other potential new joiners, reflecting strong interest across the sector in securing sustainable defined benefit pensions.

I am grateful to the [Pension Committee members](#), each of whom serves diligently. I am thankful for the support of UTFA staff members Nellie De Lorenzi, Emily McBain-Ashfield, Tal Isaacson, Gautam Jadhav, Sophie McGibbon, Jessica Martin, Sarah Millman, Marisa Mikroulis, and Claire Reyes. I also thank UTFA's Executive Committee and Council for their dedication.

Lisa Kramer

UTFA's Representative on the ESC, Chair of the Pension Committee

Report of the Vice-President, Grievances (VP-G)

The role of VP-G is varied and includes overseeing the Legal and Advice support offered to members on their individual workplace concerns, developing materials for member self-advocacy, and identifying and acting on trends in the issues faced by members that need systemic solutions. This year has been busy, with members experiencing more and more complex workplace issues and several meaningful equity-focused Association Grievances progressing to critical stages (for details on these Association grievances, see the [Report of the President](#)).

Responding to Members' Workplace Concerns

When UTFA members have questions about their working conditions or are experiencing a violation of their rights, they can reach out confidentially to UTFA's Legal and Advice team for assistance (advice@utfa.org). Our team of advisors has in-depth knowledge of the vast array of policies, guidelines, codes, frameworks, and practices at the University of Toronto and can assist faculty and librarians with an equally vast array of employment-related matters. When members reach out for assistance, they can expect to be informed of their relevant rights, the options available to address their concerns, and expert guidance on next steps. Assistance can range from things like answering a question about an email a member received from their Dean about a change to their workload to more formal approaches to protecting their right to a workplace free from discrimination.

The most common issues that members ask about are related to their appointment; academic reviews and promotion; sick leave; workload; investigations (harassment, discrimination, research misconduct, etc.); and merit pay / PTR (progress through the ranks) processes and awards. This year, our team saw a marked increase in questions and concerns related to tenure and continuing status reviews (and potential denials); medical accommodations; benefits audits; alternative work arrangements; and errors in payroll. If you or a colleague are experiencing any workplace concerns or difficulties or require advice, please contact advice@utfa.org.

Trends in Member Advice

Over the past few years, there has been an increase in the volume and complexity of the workplace issues for which UTFA members are seeking advice. To meet this challenge, UTFA has been significantly improving all of our internal information systems and processes (including the development of guidelines and best practices for grievance processes, meetings, settlement offers, etc.). As a result of time and technology investments the Legal and Advice team is now much more effectively and efficiently able to analyze the trends we are seeing. While accounting for different systems in the past, we conducted a high-level anonymized review of member matters. We learned that both the number and the complexity of matters that UTFA assists our members with have increased greatly over

the past decade: on average, the number of matters the UTFA Legal & Advice team manages overall has doubled, and there were more than eight times the number of complex, time and attention-intensive matters (such as workplace and research misconduct investigations) in 2025 as compared to previous years' averages.

Sometimes, the issues brought forward by the membership are so serious, systemic, or discriminatory that UTFA takes the issue to the senior Administration in Joint Committee meetings, and in some cases, files an [Association grievance](#). Some Association Grievances are ongoing, complex, and are taking a great length of time to resolve, such as those related to pay (in)equity, salary discrimination, and improper uses of Student Evaluations of Teaching (for more details see the [Report of the President](#)). Others have led to favourable outcomes for UTFA members through shorter periods of mediation and/or arbitration or are progressing at a faster pace. For example,

- **Advocating for members who experience inadequate support for disability and accommodations at the University:** UTFA observed a significant increase in members who are dissatisfied with their experiences and support with disability services and accommodations at the University. To address these concerns, in March 2025, UTFA circulated a [survey](#) to its members to gain insight into our members' experiences. Please see [here](#) and the [Chair, Equity Committee's report for details](#). Also, an Association Grievance related to discrimination and failures to accommodate disabled members was filed. UTFA grieved the Administration's systemic failures to provide reasonable and timely accommodations for disabled faculty members and librarians. These failures to accommodate have significantly affected our members' health (some members had no recourse but to take sick leave due to the inability to carry out their duties without accommodations) and affected workloads (as these members attempt to self-accommodate), all due to the absence of necessary support to which they are medically and legally entitled. The Administration's actions and processes fail to treat our members with dignity and respect and, UTFA alleges, constitute breaches of the [Ontario Human Rights Code](#) and the [Memorandum of Agreement](#).
- **UTFA filed an Association grievance to obtain increased protection of your medical privacy:** the University Administration's use of a Medical Report Form (by their Health & Well-being office) improperly encouraged the disclosure of private medical information beyond what the Administration had the right to request. UTFA asserted that the use of this form was discriminatory and infringed on our members' human rights. Over many months (and with the leverage afforded by the grievance), UTFA was able to negotiate significant changes to the form which have been implemented this year. These changes have resulted in increased protection of members' privacy and a reduction in the number and severity of barriers they have to face to access sick leave and [their right to workplace accommodations](#).
- **Corrected salaries for members who were underpaid during their research and study leaves (RSLs):** Over 60 UTFA members have been short-changed on RSL pay. UTFA achieved a

mediated agreement that will result in retroactive pay for these members and protections for members moving forward. This achievement is especially important as it returns funds unfairly withheld from some of our most precarious part-time members and those who were on temporarily reduced appointments for human rights-related reasons. The affected members will be hearing from UTFA representatives soon.

- **Teaching Stream faculty eligibility for academic leadership roles:** Teaching Stream faculty members want to be assessed on the basis of their merit, not excluded on the basis of their Teaching Stream status. U of T Administration has historically excluded Teaching Stream faculty from academic leadership roles such as Chairs of departments and Directors of centres and institutes. [UTFA secured a mediated settlement agreement](#) that should put an end to the Administration's practice of barring Teaching Stream faculty from being considered for administrative positions. The settlement confirmed that Teaching Stream faculty are eligible for appointments to positions covered by the [Policy on Appointment of Academic Administrators \(PAAA\)](#), which includes Chairs, Directors, Assistant Principals, Vice-Principals, Principals, Assistant Deans, Associate Deans, Vice-Deans, and Deans.
- **Research Misconduct Investigations:** Over the last year, UTFA has noticed a significant increase in the number of members who are undergoing preliminary inquiries or investigations involving research misconduct issues. We are currently representing eight members who are undergoing such a process. It is clear to UTFA that there are serious procedural flaws and no oversight from the appropriate administrative officials in carrying out the preliminary inquiry/investigation, resulting in our members being denied their rights to procedurally fair processes and suffering significant harm as a result of these deficiencies. The harms include lack of adequate notice of allegations and lack of opportunity to secure representation from UTFA; serious delays in investigation and inquiry processes; highly restrictive and severe interim measures; and inconsistent application of relevant policies. UTFA is alarmed that the Administration's approach to addressing allegations of research misconduct consistently results in members being denied fair process and suffering from punitive restrictions without any finding of wrongdoing. UTFA will continue to exercise our rights to ensure that the Administration takes accountability and action in addressing these serious concerns.
- **Workplace Investigation Protocol discussions:** Members brought to us concerns about their investigations processes, including egregious delays and failures to conduct impartial investigations, address vexatious complaints, provide necessary information, and protect members' confidentiality. After UTFA grieved serious problems in the conduct of workplace investigations at the University of Toronto – UTFA and the Administration entered into a confidential facilitated process. [Please see the Report of the President for details.](#)

Much of this work is ongoing, a list of active Association Grievances is available [here](#) with updates on the current status of each.

Resources for Self-Advocacy: “Know Your Rights”

Although the Legal and Advice team is available to answer questions and provide support to members, a number of resources and educational communications for self-advocacy are also now available. When themes are evident in the concerns members have regarding their workplaces, we want to create a context where members have the tools needed to navigate the issues and know when it's time to contact UTFA. The Grievance Committee is overseeing the development of outreach and educational materials for UTFA members, and a [“Know Your Rights” site](#) was launched this year. Additional materials of this kind, and others, including FAQs (frequently asked questions) and job security-related information are in development. The goal is to have this site continue to grow based on members’ priorities, and as a result, for faculty and librarians to have a much better understanding of their rights before (or even instead of) needing to reach out for support from the Legal & Advice team.

Acknowledgements

As my time in this position and as a member of the leadership of the Association draws to a close, I wanted to take a moment to reflect on the work and the people.

The work in the Legal & Advice portfolio is often challenging, as progress on big and important issues can be frustratingly incremental. At the same time, the building of necessary foundations for this progress and the development of positive momentum is meaningful work, and I am enormously grateful to have the opportunity to play a role in those efforts and to work closely with some incredible people:

Many thanks to our gifted in-house Legal & Advice team Sarah Millman, Sophie McGibbon, and Tal Isaacson (and Geoff Dunlop whose secondment was completed this year), and our extraordinary external counsel at RavenLaw LLP (coordinated by Julia Williams) and Goldblatt Partners LLP (coordinated by Emma Phillips). This work was skillfully guided this year by Executive Director Nellie De Lorenzi and, more recently, Director, Legal & Advice Services Emily McBain-Ashfield, and supported by Claire Reyes, Gautam Jadhav, and Marisa Mikroulis. Particular thanks to Terezia Zorić and Jun Nogami who played outsized and positive roles in the mediation/facilitation/arbitration outcomes of this work (on top of everything else they do as President and Vice-President, Salary, Benefits, Pensions, and Workload respectively), to Jess Martin for making the machinery of this complex organization hum (and more human), and to the [Grievance Committee members](#) who ensure that all of this work remains meaningfully connected to the collective needs of the membership. The University of Toronto is a much better place to work because of all of these good people and their unflagging and unflinching efforts on your behalf.

Sherri Helwig

Vice-President, Grievances

Report of the Interim Vice-President, University and External Affairs (VP, UEA)

In my role as VP-UEA, I have engaged with labour organizations such as the [Ontario Confederation of University Faculty Associations](#) (OCUFA) and the [Canadian Association of University Teachers](#) (CAUT), and have served as an UTFA representative on various committees. This work is often characterized by sectoral trends and emerging issues faced by Faculty Associations. This year, this has included CAUT and OCUFA meetings discussing post-secondary education funding, academic freedom and academic restructuring, efficiency surveys (in 2025 five Ontario Universities undertook these surveys), and discussions of the impact of AI use in universities, classrooms, libraries, and research. In addition, the UEA Committee selected three successful candidates for the UTFA Tuition and the Al Miller Memorial Awards, to be announced at the AGM.

University Post-Secondary Funding in Ontario

An ongoing and central conversation in the university sector is the underfunding of universities and colleges by the Ontario provincial government. Despite Ontario's universities playing a central role in educating the province's workforce, advancing research and innovation, and driving regional and provincial economic growth, Ontario's universities continue to have the lowest provincial funding in the country. The recent funding announcement of an increase of 6% is welcome, but does not address the long-standing underfunding of Ontario's post-secondary institutions. Without a clear, multi-year plan to reach the Canadian average, Ontario's universities will remain structurally underfunded and increasingly constrained in their ability to meet student demand and sustain the quality of education and research our communities rely upon.

Concerningly, these announcements came with announced increases to tuition and a shifting of OSAP funding from grants to loans. Note that seventy-five percent of support will now be in the form of payable loans with interest. These changes further increase systemic barriers to post-secondary education for low-income students in Ontario who already pay approximately \$1,100 more than the national average for this education. In response to underfunding, some Universities and Colleges have initiated hiring freezes, taken efforts to reduce academic staff including by not renewing contracts and offering early retirement packages, and engaged in academic restructuring efforts.

As VP-UEA, I have attended relevant conferences and reported to UTFA Council on these trends and the strategies being used by other Faculty Associations to push back. One such strategy is negotiating for more paths to permanency for precarious workers, but continued advocacy for public funding of post-secondary education remains at the forefront.

University of St. Michael's College Negotiating Team

University of St. Michael's College's faculty, librarians and archivists are unionized with UTFA as their representative. These negotiations occur every three years and I have previously been a member of the St. Michael's negotiating team (2019-2020, 2023) and have been nominated to continue this work as VP-UEA. This work will focus on improvements to the working conditions of union members at St. Michael's informed by member feedback on priorities. As this work continues, I will update UTFA Council on progress towards an agreement.

AI Developments at the University of Toronto

The University of Toronto is integrating AI at all levels of the institution. U of T received 42.5 million dollars from the Federal Government for AI compute infrastructure in November 2025 following the June 2025 release of the Provost's AI Task Force report, "[Toward an AI-Ready University](#)." UTFA is reviewing the impact of AI integration on faculty and librarians' terms of employment, academic freedom, professional autonomy, human expertise, workload and academic integrity. These concerns are not restricted to UTFA; many Faculty Associations have concerns regarding the use of AI and its potential impact on working conditions. Trent University recently negotiated the inclusion of high-level language regarding AI into their collective agreement, and a trend in the post-secondary sector is increased discussion of both proactive strategies to address the use of AI, and the need to use existing agreement language to protect workload, privacy, and intellectual property.

The U of T individual task force reports concerning AI are:

- [Teaching & Learning Working Group](#)
- [Research Working Group](#)
- [Student Services Working Group](#)
- [Operations & Planning Working Group](#)
- [People Strategy & Administration Working Group](#)
- [Technology, Data Governance & Digital Trust Working Group](#)
- [Graduate Education](#)
- [Libraries](#)

Many thanks and gratitude to the members of the [University & External Affairs Committee](#), Terezia Zorić, Jun Nogami, and members of the UTFA Executive, Nellie De Lorenzi, and UTFA staff for their hard work and support.

Harriet Sonne de Torrens

Interim Vice-President, University and External Affairs

Report of the Treasurer

It has been a pleasure to serve as UTFa's Treasurer over the 2025-2026 fiscal year, my second year in this position. I am happy to report that UTFa remains in a strong financial position, helping us to negotiate better working conditions, effectively represent our members, and weather any unexpected circumstances. Over this period, our most marked fiscal challenge has been a substantial increase in the demand for external legal and consulting services. The Legal & Advice team has effectively responded to this increase in demand and I am happy to report that the Association is rising to this challenge through a combination of broader fiscal prudence, new cost containment strategies, and the strong performance of our investment portfolio. Importantly, as of the current fiscal year, expenses now mirror budgetary targets. As such, the Association's political officers and staff continue to provide an increasing amount of support to members while demonstrating fiscal prudence and UTFa is on track to have a strong financial year.

2024-2025 Fiscal Year Ends with Modest Surplus

2024-2025 was another strong year for the Association. At the end of the 2024-2025 fiscal year, UTFa had \$5.8 million in assets, including over \$500,000 in current assets and just over \$5.72 million in our investment accounts. After running a large surplus in 2023-2024, the association ran a balanced budget in 2024-2025 with a modest surplus of just over \$500. As indicated above, nearly this entire shift in our fiscal picture was driven by a surge in demand for external legal and consulting services, and the reactivation of legacy [Association grievances](#) that were waiting to be scheduled for a considerable number of years. For members interested in reviewing our fiscal position, our audited financial statements for the fiscal year ended June 30, 2025, may be viewed [here](#).

2025-2026 On Track for Strong Financial Year

So far in the 2025-2026 fiscal year, UTFa remains in a strong fiscal position. Both operating expenses and revenues are generally in line with budget expectations. Additionally, we have seen particularly strong performance from our investment portfolio (including over the recent market decline related to the war in the Middle East), with a small share of these funds being used to strengthen the cash position of the organization. While we had entered the fiscal year with the possibility of facing a modest structural deficit (the majority of the Association's anticipated surplus was a result of one-time retroactive payments related to ATB negotiations), we now appear back on track to remain in a position of structural surplus. Perhaps most importantly from a budgetary perspective, efforts to address increased demand by members for services from the Legal & Advice team, while containing growth in the associated external legal and consulting line, have proven successful, and expenses in the area are just slightly above expectations in the budget. As of the end of April 14, 2026, our investment accounts stood at just under \$5 million, even after the reallocation of \$800,000 to the Association's operations.

Acknowledgments

I would like to thank [members of the Financial Advisory Committee](#) for their advice and assistance throughout the year, the UTFA staff who support UTFA in meeting its financial obligations and goals, and Durante Colasanti LLP for their advice and the timely completion of the [2024-2025 Financial Audit](#).

Rob Gillezeau

Treasurer

Reports from UTFA's Standing Committees

Report of the Chair of the Appointments Committee

The Appointments Committee advises Council and Executive on all matters related to the University's policies on appointments (Part-Time, Contractually Limited Term ("CLTA"), Teaching Stream, Tenure Stream, and Librarian Stream).

Our work includes procedures for hiring, promotion, reviews (tenure, continuing status, continuing appointment, permanent status), and termination. We also consult and collaborate with the [Teaching Stream Committee](#) and the [ad hoc Part-Time and CLTA Appointment Committee](#).

Another one of our main objectives during the 2025-26 academic year has been to finalize and distribute a member survey concerning "Institutional Barriers to Research." The Barriers to Research survey is now complete — thanks to a tremendous amount of work done by numerous colleagues — and will be sent to Tenure Stream, Teaching Stream, and Librarian members this Spring. The goal of the survey is to ascertain the various institutional barriers to conducting academic research that exist for faculty and librarians at one of the top research universities in the world. The ultimate goal of this survey is to help UTFA to better understand working conditions at the University and to advocate on behalf of our members.

Educational workshops

One of the principal responsibilities of the Appointments Committee is facilitating an annual workshop on Tenure and Promotion. We will be conducting this workshop on May 4, 2026 - [register now!](#) This workshop will involve presentations from outside legal counsel, UTFA leadership, and colleagues. In addition to communicating the specific rights and obligations of our members, we hope this workshop can be an opportunity to build community and collectively envision a more equitable University. Based on feedback from current and previous members of the Appointments Committee, we are also developing a separate workshop on promotion to Full Professor in both the Tenure and Teaching Stream — colleagues have reported a lack of clarity in this area due to significant variation among divisions and departments — and potentially creating a database of successful tenure files that can provide a model for pre-tenure colleagues. It is important to remember that the University of Toronto expects that most continuing faculty members will secure promotion over the course of their careers. UTFA can play a significant role in ensuring that this is a transparent and equitable process. Members can [seek confidential, individual advice](#) regarding their review and promotion processes through the Legal and Advice Services Portfolio ([see the Report of the Vice-President, Grievances](#)).

Impact of sector changes on appointments

Our committee is also currently discussing the adoption of Artificial Intelligence (AI) at nearly all levels of the University and across the University Sector ([see the Report of the Interim Vice President, University and External Affairs](#)). We will be discussing this at our [Annual General Meeting](#) and hope to convene a working group over the next couple of months that can guide UTFA policy on this important matter. Last, but not least, our committee continues to critically evaluate the disturbing expansion of precarious, part-time employment at the University of Toronto. The ad hoc Part-Time and CLTA Appointment Committee continues to be a space for these workers to discuss their workplace concerns and identify trends in their working conditions ([see the Report of the Chair of the Part-Time and Contractually Limited Term Appointments Ad hoc Committee](#)). We hope to work together in the upcoming year to better understand the conditions of work for these UTFA members and the long-term effect this phenomenon may have on the conditions of work for all UTFA members. One specific concern raised in these ongoing conversations was the lack of academic freedom for part-time employees. Ultimately, it is important that all UTFA members stand together if we hope to secure improved working conditions and to ensure faculty have a meaningful say in how the University is governed.

Acknowledgements

Many thanks to the members of the [Appointments Committee](#), the [Ad Hoc Committee](#), Terezia Zorić, UTFA President, and the rest of the [UTFA Executive](#), Nellie De Lorenzi, and UTFA staff for their hard work and support.

Max Mishler

Chair, Appointments Committee

Report of the Chair of the Equity Committee

This Committee provides advice to the Executive and Council on all matters pertaining to equity, diversity, and inclusion. It assists UTFA in developing strategies to oppose systemic discrimination, encourage inclusivity, and to hold the University's Administration accountable for substantive, binding commitments to foster diversity, equity and inclusion.

Many thanks to Judith Taylor who served as interim Chair, Equity from July 1st to December 31st, 2025. She contributed significantly to the work of the Committee and to this report. This year we have focused on key projects: outreach to Indigenous faculty and librarians, the UTFA disability survey, tracking

OCUFA and CAUT reports on anti-EDI initiatives in Canadian government and universities and their implications for U of T, and thinking about how the new graduate funding model may have considerable adverse effects for vulnerable faculty and the departments where they are concentrated. In addition, we participated in consultations on the U of T Indigenous Substantiation Framework and the U of T [Muslim, Arab, and Palestinian Discrimination Working Group \(MAP DWG\)](#).

Equity-Focused Surveys

The Disability Survey could not have been accomplished without the impetus and direction of the UTFA Disability working group members. One of the survey's most significant findings is that faculty and librarians feel a disjuncture between student accommodation, which appears robust, and faculty and librarian accommodation, characterized by inattention, suspicion, and refusal. The survey has been an incredible tool for raising issues with the Administration and will inform bargaining with the Administration. UTFA is taking direction from OCUFA and CAUT in its research about how faculty associations can be responsive to Indigenous members. We have been thinking about the implications of the University's Indigenous Substantiation policy for UTFA members and we will be setting up an Indigenous advisory group to advise the Executive on the priorities, suggestions, and concerns of Indigenous faculty and librarians.

The disability survey summary can be found [here](#), and the results from our survey about the new graduate funding model will be studied. We continue to watch for and share concerns from our members around increasingly important issues surrounding academic freedom and the adverse impacts that AI and the new graduate funding model may have on academic units and on faculty and librarian workloads.

Acknowledgements

We would like to thank the [members of the Equity Committee](#), Nellie De Lorenzi, Jess Martin, the whole of the UTFA staff, the UTFA Executive, and Terezia Zorić, UTFA President for their leadership, good works, and patience with us, and thanks to Arjumand Siddiqi, former Equity Chair, from whom we continue to learn a great deal.

Girish Daswani

Chair, Equity Committee

Report of the Chair of the Librarians Committee

This Committee provides advice on all matters related to the concerns of academic librarians and the profession at U of T.

Over the past year, the Librarians Committee has advanced several key issues of importance to our members, encouraged participation in UTFA's governance, and created a place of community for members to share and troubleshoot workplace concerns.

Significant Wins Protecting Librarian Working Conditions

This year, the Librarians Committee provided support and feedback for several bargaining and related developments. Some of these are: an increase in librarian research days secured through negotiations; an agreement with the Administration to resolve violations of performance assessment policies and procedures for 2025 to 2026, leading to providing appropriate notice regarding changes in performance criteria and associated rating scheme and clearer and more transparent assessments; negotiating the ability for Librarians to have flexible work arrangements; and the protection of librarians' academic status. This work continues as we work with UTFA staff and the Legal and Advice Portfolio to push for consistent librarian titles across U of T.

Participation Within UTFA and with Member Organizing

Additionally, the Librarian Committee has successfully encouraged librarian members to engage with the [CAUT Organizational and Governance Review](#) benchmarking exercise. We also encouraged librarians to show solidarity by participating in the Fair Pay Petition initiated by several junior faculty in response to the unfair exclusion of many new hires in recent ATB awards ([see the Report of the Chair of the Membership Committee](#)). These conversations have reflected a strong commitment among librarian members to our broader community and the importance and mandate of UTFA.

This year has been particularly active, with many librarians actively engaged in UTFA's teams, committees, and Council. Harriet Sonne de Torrens and I represented librarians and faculty on UTFA's bargaining committee, negotiating with the University Administration on workload, benefits, and salary. Harriet also serves as UTFA's [Interim Vice-President, University and External Affairs](#), and Kyla Everall serves as a Member-at-Large on the Executive. Whitney Kemble, Kyla Everall, and Kathleen Scheaffer represent librarians on UTFA Council.

Librarians have also contributed to several UTFA committees. Harriet Sonne de Torrens, Kyla Everall, and myself serve on the [University and External Affairs Committee](#). Whitney Kemble and Kathleen Scheaffer sit on the [Equity Committee](#). Graeme Slaght serves on the [Nominating Committee](#) and Kent Weaver and Suzanne Meyers Sawa serve on the [Retired Members Committee](#). I serve on the [Pension Committee](#).

Thank you to all [members of the Librarians Committee](#) for their time, engagement, and ongoing contributions.

James Mason

Chair, Librarians Committee

Report of the Chair of the Membership Committee

This Committee provides advice on all matters related to promoting membership engagement with and participation in UTFA.

Alongside its annual business, the [Membership Committee](#) has been busy on three main concerns this year: Fair Pay for Newly Hired Colleagues, the New Member Luncheon, and Mobilization and Organization.

Fair Pay for Newly Hired Colleagues

As discussed in the [report of Jun Nogami, UTFA's Vice President, Salary, Benefits, Pension, and Workload](#), recent salary awards unfairly excluded many newly hired members. Several junior faculty members initiated a [Fair Pay Petition](#) to call on the Administration to reverse its position. UTFA's leadership team pursued legal avenues, while the Membership Committee supported the mobilization efforts. The Membership Committee assisted in the call for signatures on the petition as well as the organization and recruitment for an UTFA membership town hall. We conducted door knocking sessions as well as one-on-ones to gather support. Though the Administration did not see fit to be fair to the newly hired colleagues, the Membership Committee, in conjunction with the petition organizers, continues to build a larger network of support around this and associated issues.

New Member Luncheon

In addition to mobilization and member initiative support, the Membership Committee has discussed the need to create a space for connection-building and to welcome junior members to the U of T community

and to UTFA. To these ends, the Membership Committee has planned two social gatherings for "new" (anyone hired in the previous 5 years) faculty and librarians. These sessions will be held at the UTFA office in early October of the upcoming academic year. Though primarily planned to be a social first connection with UTFA, we also plan to highlight some resources and information relevant to newer members of the association.

Mobilization and Organization

Within the Membership Committee, a sub-committee has taken on more directly the task of organizing and mobilizing the membership around a range of unfair decisions and actions by the Administration including: the Administration's increasingly unwillingness to provide fair compensation and benefits; the increasingly unilateral way decisions that affect our working conditions are imposed without consultation or care (e.g., the graduate funding changes, the new budget model in FAS, downloading of work associated with changes to accommodations for students); lack of support around immigration for hired faculty and librarians; the rapid growth of administrators and consultants across the upper administration. The subcommittee is actively recruiting faculty with interest in any of these (or other) specific issues or interest in how the association can use the power of members to resist encroaching administrative reach and authoritarianism. Please contact the UTFA membership chair if you would like to participate: dancer@utfa.org.

I would like to thank the [members of the Membership Committee](#) for their work this year towards increasing participation and engagement at UTFA.

Thom Dancer

Chair, Membership Committee

Report of the Chair of the Retired Members Committee

This Committee provides advice on all matters related to the concerns of retired faculty and academic librarians.

Our committee's goal is to promote the views and interests of retirees, a status that most UTFA members expect to hold some day. The Retired Members Committee (RMC), together with Terezia Zorić, UTFA President, and Jun Nogami, UTFA VP-SBPW, met during the Fall and Winter terms. Topics of discussion included the University Pension Plan divestment motion; negotiated ATB for recently retired faculty and librarian members; and the creation of two ad hoc committees within the RMC.

Transparency in Retiree Rights

The RMC endorses an idea, advanced by several members, that it would be desirable to consolidate (and slightly enhance) what a variety of somewhat scattered U of T documents say about the university's commitments to its retirees. We created an ad hoc committee led by Judith Poë (with Ed Barbeau and Rena Helms-Park as contributors) to review a twenty year old U of T document titled "[Statement of Commitment to Retired Faculty & Librarians](#)". Various revisions were suggested, including rewording previous items to reflect current realities. This remains a work in progress. The committee also agreed that it would be desirable to have an Information page for retirees on the UTFA website with the goal of providing short descriptions of some of the resources available to retirees (e.g., CURAC, AROHE; Senior College; and dedicated spaces for retirees on the three campuses). The Information page will be created in the upcoming year.

Annual Reception Speaker Nomination

A second ad hoc committee was struck to nominate a speaker for the annual retiree reception. Joe Carens, Rena Helms-Park, Raymond Kwong, Angela Miles, and Kent Weaver met in January and March 2026 to generate topics that were considered potentially relevant to retirees. [Jason Stanley](#) has agreed to speak at our 2026 Fall Reception about his decision last year to leave Yale and come to the University of Toronto. Details will follow.

We also plan to poll retirees to determine how we could participate in the University's bicentennial celebrations in conjunction with UTFA.

Many thanks to the [members of the RMC](#) whose generous contribution of ideas during meetings and email discussions keeps this committee active and up to date.

In Memoriam

The Retired Members Committee has learned, since the 2025 Annual General Meeting, of the passing of the following retirees: Cornelia Baines, Jon Cohen, Paulette Collet, Robert A. Greene, Irwin Guttman, Edna Hajnal, Ian Lancashire, Donald W. Lewis, Marla Miller, Harvey Moldofsky, and Olga Louise Pugliese. We also note the passing of Joe Repka prior to retirement.

Rena Helms-Park

Chair, Retired Members Committee

Report of the Chair of the Teaching Stream Committee

This Committee advises the Council and Executive Committee on all matters of particular importance to faculty in the Teaching Stream, including workload, time for research and scholarship, and related equity issues.

This year, we have had a particular focus on the role of the Teaching Stream in governance at U of T, and the continued protection of our pedagogical and professional development work. Only a small sample of issues and concerns are outlined below; however, you can become more informed about Teaching Stream issues by joining our [Teaching Stream Committee](#). Note that much of the work described was done in collaboration with UTFA Vice-President, Grievances, Sherri Helwig.

Success! Teaching Stream Faculty Eligibility for Academic Leadership Positions

Teaching Stream faculty want to be assessed on their merit, not excluded, on the basis of being Teaching Stream, from governance opportunities at U of T. UTFA's Leadership secured an agreement with the University Administration that recognizes that Teaching Stream faculty are eligible for appointments to academic administrator positions, including (but not limited to) Chairs of departments and the Directors of academic centres and institutes. This win means that Teaching Stream faculty members' qualifications will be assessed alongside those of other eligible candidates. Please [contact UTFA](#) if you have any questions or concerns.

Consultation Process Regarding Collaborator Statement Inclusion on Continuing Status Review for Teaching Stream Faculty

The University Administration asked UTFA to consult with Teaching Stream faculty regarding collaborator statement inclusion on continuing status reviews. Since UTFA has been successful in having both discipline and pedagogical research recognized for Teaching Stream faculty, an equal process here too is important and we are moving forward with this process.

Restrictive Eligibility Criteria for Teaching Stream

We are aware that some research and teaching opportunities at the University are open only to Tenure Stream faculty and we are actively investigating if these should include faculty in the Teaching Stream too.

We value your participation!

Thank you to all the [Committee members](#) for their dedication throughout the year. Six member meetings were scheduled in 2025-2026, with four of these open to all Teaching Stream faculty. You are encouraged to attend these open meetings to hear updates, share your concerns and, if you are interested, develop our checklist for Workload committees for Teaching Stream faculty, which has been a primary focus. Please be in touch – we look forward to your engagement on all the issues.

The annual [Promotion and Continuing Status Review Workshop for Teaching Stream Faculty](#) will be held on May 28, 2026, from 1:30 – 3:30 p.m. and all interested are encouraged to attend.

Special thanks also to Terezia Zorić, Sherri Helwig, Kim MacKinnon and the amazing UTFA staff – Nellie De Lorenzi, Jessica Martin, Marisa Mikroulis, Gautam Jadhav and Claire Reyes – for all their support and guidance this year!

Susan J. Wagner

Chair, Teaching Stream Committee

Report of the Co-Chair of the Ad-hoc Part-Time & Contractually Limited Term Appointments (PT-CLTA) Ad Hoc Committee

This ad-hoc committee is dedicated to fostering a sense of community among contractually limited term and part-time faculty, while also promoting awareness of the impact of existing appointment policies on the terms and conditions of their employment, including their academic freedom.

In 2024-25, an ad hoc committee for Part-Time (PT) and Contractually Limited Term Appointments (CLTA) was formed within UTFA. This committee is dedicated to fostering a sense of community among CLTA and PT faculty, while also promoting awareness of the impact of existing appointment policies on the terms and conditions of their employment, including their academic freedom.

PT and CLTA Membership is Growing

At U of T, between 2004 and 2025, the number of PT positions increased 78% in the Teaching Stream and 75% in the Non-Tenure Stream (research-focused stream that is not tenure track). By comparison, FT positions have increased 54% in the Teaching Stream and 15% in the Tenure Stream over the same period. As of December 2025, PT and CLTA positions now represent 25% of the total UTFA faculty complement at U of T. This trend is consistent with what we see across the university sector, where full-time faculty appointments are consistently being replaced in favour of more precarious contract

faculty positions, and often despite the clear need and desire for full-time positions ([Kistofferson, 2026](#)). An essential part of the work of the PT-CLTA committee over the past year has been to meet regularly, creating a community space and an opportunity for discussions on the role of PT and CLTA appointments at U of T and how these sector-wide shifts impact working conditions for precarious members.

Advocacy for Contract Members

As the shift in work moves from full-time positions to contract, precarious positions, it is important to push to protect workers' rights and prevent further erosion of secure work. To these ends, the PT-CLTA Committee is working on developing a better understanding of the PT and CLTA working conditions and patterns within U of T over time that impact their work. The PT-CLTA Committee is currently, with support from UTFA Staff, analyzing data related to the contracts of PT and CLTA members to better understand how UTFA can best represent them. Additionally, in the upcoming academic year we will be launching a PT and CLTA survey to gain insight into the priorities and experiences of current members.

UTFA values meeting regularly and reaching out to PT and CLTA members so the diversity of working experiences is represented, and there continues to be a space to discuss and troubleshoot workplace issues. For example, some members enter PT and CLTA positions as a viable (and preferred) career option. Others may need pathways to full-time continuing stream appointments in contexts where the Administration is consistently creating more precarious contract positions despite the clear need for more full-time continuing appointments.

In the year ahead, our PT-CLTA committee looks forward to continuing to grow our network of PT and CLTA Members across our three campuses, as well as partnerships with our full-time colleagues who recognize the collective need for action to improve working conditions across all appointment categories. *Faculty precarity is not just a PT and CLTA issue. It's an UTFA-wide issue.*

I want to thank the [members of our PT-CLTA committee](#) for the work they have done this year, and for their steadfast commitment to addressing the needs of our many PT and CLTA colleagues across the university. I would especially like to thank Susan Wagner for serving as our UTFA Executive Co-Chair of the committee.

Lastly, we encourage PT and CLTA members to [register](#) for our upcoming online workshop on Understanding PT and CLTA Appointment Policies and the Review Process for Continuing Appointments on June 5, 2026, from 1:30-3:30pm.

Kim MacKinnon

Co-Chair, PT-CLTA Ad Hoc Committee

Upcoming Events

Tenure Stream Promotion Workshop | May 4, 2026

UTFA Host: Max Mishler, Chair, Appointments Committee
Co-presented by UTFA and Emma Phillips, Partner at Goldblatt Partners LLP

Open to all Tenure Stream members of the Association.

Invitations will be sent out via email, and additional information will be posted on the UTFA website.
[Register for this Workshop](#)

Promotion/Continuing Status Review Workshop for Teaching Stream Faculty | May 28, 2026

UTFA Hosts: Susan J. Wagner, Chair, Teaching Stream Committee, and Co-Chair, Part-Time & Contractually Limited Term Appointments (PT-CLTA) Ad Hoc Committee, and Kim MacKinnon, Co-Chair, PT-CLTA Ad Hoc Committee

Co-presented by UTFA, Professor Karen McCrindle, Associate Dean, Teaching and Learning and Director, Centre for Teaching and Learning, and Danielle Sandhu, Counsel at Goldblatt Partners LLP

Open to all Teaching Stream members of the Association.

Invitations will be sent out via email, and additional information will be posted on the UTFA website.
[Register for this Workshop](#)

Information Session for Faculty with Part-Time & CLTA Appointments | June 5, 2026

UTFA Hosts: Kim MacKinnon, Co-Chair, Part-Time & Contractually Limited Term Appointments (PT-CLTA) Ad Hoc Committee, and Susan J. Wagner, Co-Chair, PT-CLTA Ad Hoc Committee, and Chair, Teaching Stream Committee

Open to all Part-Time and CLTA faculty members of the Association.

Invitations will be sent out via email, and additional information will be posted on the UTFA website.
[Register for this Workshop](#)

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