



UTFA Newsletter

University of Toronto Faculty Association
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Annual General Meeting 2009

Tuesday, April 14, 2009, 3:30 – 5:00 p.m.

Faculty Club
Main Dining Room, 41 Willcocks Street

AGENDA

1. Minutes of the Previous Meeting *
2. Reports of the Officers *
3. Reports of the Chairs of Committees *

(* The included reports will not be read at the meeting. However, the President, Vice-Presidents, Treasurer and Committee Chairs will answer any questions)
4. Special Topics
 - i. University finances – including pension issues
Professor George Luste, UTFA President
 - ii. Workload and the Memorandum of Agreement
Ms. Cathy Lace, Counsel, Sack, Goldblatt, Mitchell LLP
5. Other Business

***Members are invited to stay after the meeting for cocktails and reception.*

**Minutes of the 2008
Annual General Meeting
Tuesday, April 15, 2008**

W. Nelson called the meeting to order at 3:40 p.m. as quorum had been reached.

1. Minutes of the Previous Meeting

J. Rosenthal, seconded by E. Barbeau, moved that:

the minutes be approved as distributed.

Carried.

2. Reports of the Officers

W. Nelson said that written reports were included in the Newsletter and asked the members if they had any questions of the Officers or Chairs.

Report of the President

There were no questions.

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

There were no questions.

Report of the Vice-President, Grievances

There were no questions.

Report of the Vice-President, University and External Affairs

There were no questions.

Report of the Treasurer

There were no questions.

3. Reports of the Chairs of Committees and Working Groups

Report of the Chair of the Appointments Committee

There were no questions.

Report of the Chair of the Librarians Committee

There were no questions.

Report of the Chair, Teaching Stream Committee

There were no questions.

Report of the Chair of the Membership Committee

There were no questions.

Report of the Joint Working Group on Pension Plan Governance and Funding

There were no questions.

Report of the Joint Working Group on Benefits

There were no questions.

Report of the Joint Working Group on Salaries for Professors Outside the Tenure Stream and Salary Floors and Maximums

There were no questions.

Report of the Joint Working Group on Workload and Work/Life Balance

There were no questions.

4. Special Topics

i. Tenure Turnbacks – Update on Association Grievance

C. Messenger spoke about a decision of the Grievance Review Panel (GRP) that was in UTFA's favor. She said that a hearing was held in March, and a decision was received in April, on the Association Grievance. This decision had nothing to do with the President's turnback of tenure but involved the right of a faculty member who had resigned from the University to appeal a negative tenure decision to the University's Tenure Appeal

Committee and to have the right to a second tenure review. The faculty member who had been denied tenure accepted a position elsewhere but wanted to continue the tenure appeal. The GRP decision granted the right of a member to continue an appeal even after terminating employment with the University. This is an important win for UTFA and its members.

The GRP will be hearing the Association Grievance on April 25 about the Presidential denial of tenure to four faculty members. These four members were denied tenure by the President after receiving positive recommendations from their committees. The U of T Administration agreed to settle with these four members. In three of the four cases, second committees were granted and no UTAC hearings were held. The one who was not granted a second committee resigned. The other three are now waiting for a second committee to be formed. If they do not obtain tenure after the second review, the decision of the second tenure committee cannot be appealed.

C. Messenger reported that this year the President has not overturned any positive decisions by a tenure committee. UTFA will not receive the statistics for 2007–08 for some months yet and won't know until then how many people received or were denied tenure at the committee level.

The members discussed what the implications would be if UTFA won the Association grievance on the Presidential denials. C. Messenger said that an appeal can take two or more years. Some departmental disruption is inevitable.

C. Messenger noted that the Association Grievance does not have anything to do with any member's individual grievance.

G. Luste said that UTFA feels strongly that there is something wrong with the tenure review process when the President, an Administrator, can trump and reverse a decision by the Tenure Review Committee, a peer review decision. G. Luste said that when the tenure policy was put in place the framers probably did not envisage or anticipate that the President might overturn positive recommendations.

ii. Pension Governance – Update on Discussions

G. Luste said that it is unfortunate that most people don't think about their pension until they are nearing retirement. By that time it is often too late to reverse accumulated problems. As part of the last round of Salary, Benefits and Pensions negotiations UTFA and the U of T agreed to form four joint working groups, one of which was the Joint Working Group on Pension Plan Governance and Funding. Martin Teplitsky, the mediator/arbitrator, remains seized only on this issue. If the two parties fail to reach unanimous agreement he will mediate/arbitrate on the pension governance issue (not the funding issue). The working group has one year to reach a unanimous agreement.

The working group had several meetings and general principles were agreed upon. UTFA's general principles are that:

- The cornerstone of a pension governance process is that it must recognize, reflect and facilitate the discharge of fiduciary duty. This requires that plan members and their interests be brought to bear on key decisions and thus be part of the decision-making process.
- Pension plans must represent the beneficiaries and no one else.
- They must be free from any suspicion of conflict of interest.
- They have to be autonomous institutions.
- They must be accountable.
- They must be able to communicate with their constituents – the people for whom they are trustees.

At these meetings the working group discussed how the employer has its own financial issues as the governor of the pension plan and how it was left up to the Business Board to make decisions

about the money in the pension plan along with their other responsibilities.

UTFA's representatives on this committee are George Luste (co-chair), Laurence Booth and Jun Nogami. The representatives for the U of T are Vice-President Angela Hildyard (co-chair), Catherine Riggall and Sheila Brown. Both sides have also brought in pension lawyers and actuaries to assist.

Initial and specific proposals made by UTFA at the Working Group are:

- That the pension plan assets for faculty and librarians be separated from the current plan. Faculty and librarians represent a well-defined interest group that negotiates its own terms separately from the 20 or so unions that are also in the current plan. And while faculty and librarians represent about 65% of the dollars, or current pension assets and liabilities, they only represent about 35% of the members of the current plan. At other major universities, like UBC, the faculty and librarians have their own plan and governance.
- That a new and distinct 'Faculty Pension Plan Board' be created with oversight for investments, administration and communication. This Board would have the sole fiduciary duty to represent the best interests of the pension plan members.
- That at least two and preferably three of the members of this Board be faculty and librarians appointed by UTFA. The preferred size of the Board would be seven members and thus the majority of the Board appointments would still come via the Business Board and Governing Council. Given the legacy liabilities in the current plan this is appropriate.
- That initially, to minimize any transition difficulties, UTAM be retained as investment manager and U of T HR and Hewitt as plan administrators.

At this time the Business Board decides on policy and procedures, UTAM carries out the investments, and Human Resources looks after the administration by sending out statements, etc. The members of the pension plan have little or no say in the governance of their pension assets. UTFA's proposal of having a new and distinct Faculty Pension Plan Board would allow UTFA to have pension plan members, both active faculty and retired faculty, sit on the independent board. The pension plan has legacy problems as a result of unilateral past decisions by the Administration and UTFA should not have to shoulder these legacy problems. The Administration should be responsible for what took place in the past and UTFA believes that UTFA's new proposed changes would be on a go-forward basis. The present representation on Business Board does include a few faculty but the vast majority of members are not faculty and do not represent our interests.

G. Luste said that whatever is mediated by Teplitsky has to be approved by UTFA Council. Not so if it is arbitrated. G. Luste said that the objectives are simple and obvious and he could not see why the pension plan is not being governed by both the plan sponsor and the beneficiaries of the plan.

The members discussed what would happen if unanimous agreement could not be reached with the U of T. G. Luste said that he believed that if both sides thought it constructive to extend the time limit they could agree to do so.

A member said that he heard that the U of T has a policy that states that someone who reaches retirement age and withdraws their pension cannot be employed by the U of T under contract or any other arrangement, and wondered if that was true. G. Luste said that if you continue employment with the U of T past the age of 65 and put money into the pension plan, you cannot take that money out, and you have to keep contributing to age 71. If you retired at 65 and a year later you are hired back, they can pay you and you can receive a pension. However, from age 65 to 71 if you have continuous employment you cannot get both a salary and your pension.

A member commented on how the Administration and the faculty view the pension plan differently. Faculty and librarians view it as an earned right and the Administration views it as part of its financial budget.

G. Luste said that all of the pension money at the U of T is in one pool. When we negotiated the new retirement package, we agreed that if people want to work past 65 they will take a slight actuarial hit and if they retire early they will have a slight actuarial benefit. This is only possible because we have a common pool of money.

A member asked about the community of interest and why UTFA felt that it was to our disadvantage to be in a larger group for the pension plan. When it comes to health benefits there is usually an advantage if there is a larger group of people in the pool. Why would it be a disadvantage to continue to be in the same pool of money for the pension plan with the other members of the University?

G. Luste said that UTFA can only speak for its members. It cannot dictate to other groups, like USW. Different groups have different priorities as to what they want from the pension plan. UTFA's number one priority is that people who receive pensions not lose to inflation. Other groups do not seem to have that concern. Staff wants to increase the lower deck benefit. Faculty members often want to work beyond 65.

The members discussed the pros and cons of keeping UTFA's members' money in the same pension plan as the rest of the University. It was suggested that reducing the amount of money in the one plan would not benefit UTFA members and moving in that direction may not be the best way to proceed.

G. Luste said that UTFA is recommending that UTFA have between two and seven members on the new board. UTAM's Board of Directors has ten or eleven people and most are financiers and friends of the University. He does not believe that they represent the members of the plan. UTAM has put millions into hedge funds and a lot of those funds are doing poorly and we want to be present for the debate when decisions are being made.

G. Luste invited members to visit him at UTFA if they would like to discuss the pension plan further.

iii. Discussion of Possible Changes to Salaries, Benefits and Pension Agreement Ratification Protocol

S. Prudham said that he is co-chair of the Joint Working Group on Workload and Work/Life Balance. He said that a suggestion was made that changes should be made to the salary, benefits and pensions agreement ratification protocol and, after a brief overview, he would like to open the floor for discussion.

S. Prudham said that the SBP Negotiating Team met for a debriefing after the last round of negotiations and most had a common dissatisfaction about bargaining relations and about the ability we have to present our members. On page 11 of the AGM Newsletter, Tom Alloway wrote:

What we need is a new Memorandum of Agreement that requires both sides to engage in good-faith negotiation of all issues that pertain to the working conditions of faculty members and librarians. Obtaining a new agreement which will create a new relationship with the Administration is a task that UTFA needs to address as quickly and forcefully as we can. To achieve that, we need to do a better job of educating our members about how our relationship with the U of T Administration compares to the more effective relationships that Faculty Associations at other Canadian universities have with their administrations and about the changes that need to be made in order for us to negotiate more effectively about the full range of issues that affect the professional lives of all our members. During the next year, UTFA plans to undertake an outreach programme to explain the issues to our members more effectively and more thoroughly than we have in recent years and to seek broadly based support for our efforts to negotiate a new Memorandum of Agreement with the Administration.

S. Prudham said that it would be a lot of work to move forward with this initiative but it was felt that the issue of bargaining and making changes to the Memorandum of Agreement are connected. The members of the 2007 Negotiating Team suggested that a different method than what UTFa now has in place to ratify an agreement should be discussed. At present if there is a negotiated or mediated agreement it only has to be ratified by UTFa Council. This is not the case if an arbitrated decision is imposed. The proposed change is that a special general meeting would be called to get full ratification. Some pros to this change would be that it would directly engage our members in the bargaining process and would help to encourage the administration to talk about the subjects we want to discuss. The cons would be the logistics in getting people together to achieve quorum and get approval. S. Prudham opened the floor for discussion.

Several members commented on the pros and cons of the proposal. Some concerns were raised about ensuring adequate turnout to such a meeting in order to make the meeting representative of the membership. Also some concerns were raised about constraining the bargaining team. Others expressed support as a way to engage members more directly in bargaining and in UTFa. Also, members spoke in favour of this as a way to convey sentiment and commitment from members to the administration. It was also pointed out to the members present that, prior to the age of the Memorandum, this was in fact how UTFa operated.

No decision was sought or reached on this issue.

iv. Input for Next Round of Salary, Benefits and Pensions Negotiations

T. Alloway said that at a debriefing meeting the Negotiating Team discussed what they thought should be proposed at the next round of SBP negotiations. He said that concerns have been raised about the restrictive character of Article 6 and the Memorandum of Agreement more generally. Discussion from the floor identified workload and some appointments concerns as among the most pressing issues going into the next round of negotiations.

5. Other Business

M. A. Guttman thanked the UTFa President, Executive and staff for all of their hard work over the past year. The members joined in her sentiments by applauding.

T. Alloway, seconded by J. Estes, moved that:

the meeting adjourn.

Carried.

The meeting adjourned at 5:00 p.m.

Chris Penn
Administrative Assistant

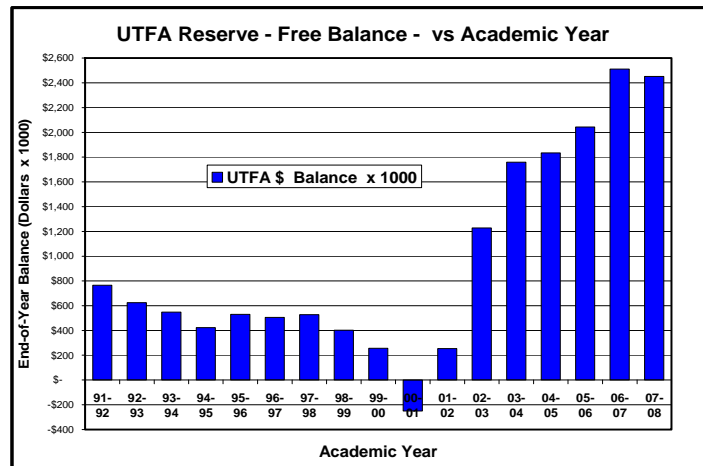
Reports of the Officers and Chairs of Committees

Report of the President

UTFA finances. An update from the last AGM.

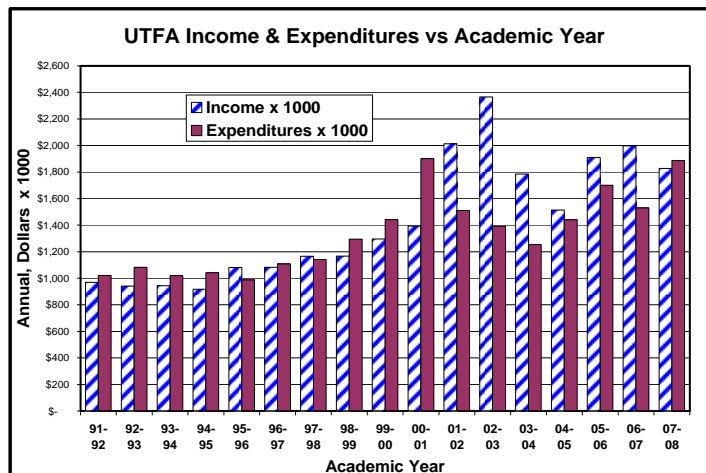
The continuing positive news is that as of June 30, 2008, the Faculty Association had a healthy *positive* net worth of almost \$2,500,000. While the surplus is welcome and important, I must again repeat my message from prior years that having a large reserve is not the purpose of the Association. It does, however, provide UTFA the means by which it can serve its members more effectively. The reserve gives us the ability to handle

emergencies and unanticipated expenses and allows UTFA to initiative new projects that were not in the budget at the start of the year. The important point is that the Association must never compromise its representation and negotiations with the Administration, on behalf of our membership, for lack of adequate financial reserves. This includes salary and benefit negotiations and association and individual grievances with the Administration as well as policy changes.



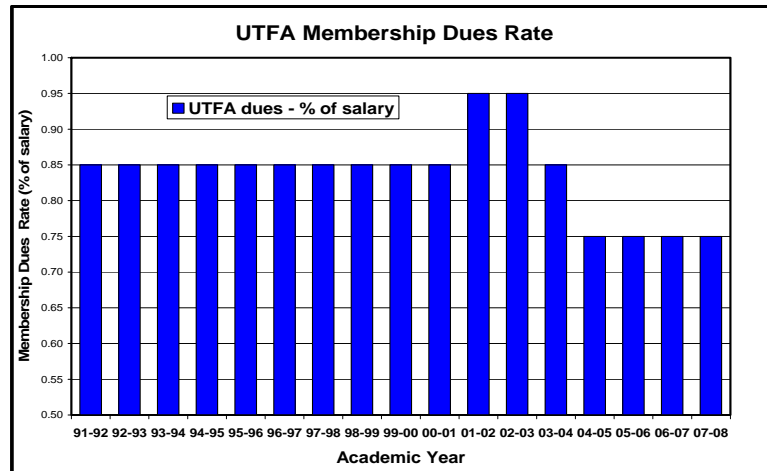
During 2007–08 our regular membership dues income was reduced by about \$350,000 as a result of two months of dues holidays. At the same time our expenses increased by about \$300,000 due to the legal and consulting costs associated with the two-year salary settlement plus increased costs for office staff. The somewhat bumpy nature of our

past income-expenditure profile has been discussed in previous AGM reports and I shall not repeat it here. Members should also keep in mind that about \$500,000 of your dues is passed on to CAUT and OCUFA, our national and provincial associations, to cover their operating costs.



In 2007–08 and in 2008–09 the dues mil rate remains at 7.5 (0.75% of salary). The chart below shows our dues profile since 1991–92. If our reserves should increase by any significant amount in the future, UTFA Council will again be asked to

consider further dues holidays. At the same time I affirm my commitment to having UTFA continue to live within its financial means and to be as cost-effective as possible.



UTFA Membership. There are currently about 2,870 faculty and librarians employed at the University of Toronto who could be dues-paying members of UTFA. Approximately 2,490, or 87%, are paying dues. Another 374 are not and of these only 12 are redirecting their dues to a charity. The other 362 are voluntary non-members who pay no dues to anyone because they were grandfathered when the dues were made compulsory in the 1998 settlement. The number of grandfathered non-members is slowly decreasing each year as retirees are replaced by new hires who must contribute to an ongoing cost that benefits everyone. UTFA also has about 450 retired faculty and librarian members who pay an annual membership fee of \$50.

Staff Changes at UTFA. Since the last AGM we have experienced a number of office changes. Eric Comartin, our previous General Counsel and Chief Administrative Officer left and Marta Horban has joined UTFA as our new Business Officer and Office Manager. Heather Diggle is replacing Alison Warrian as UTFA counsel for grievances, while Alison is on a year’s maternity leave. Reni Chang, who has a law degree, has joined us and is on contract to assist in pension and salary negotiations. Cheryl Zimmerman has left. In addition we have the support of a number of specialists who are on temporary contracts to

UTFA, in areas such as computer systems, web design, office systems, membership support, etc.

UTFA web Site. Our new website is at www.utfa.org. As time and resources allow we will be adding more content to make it more robust and informative.

Pension Plan Governance. This effort is a carry-forward from the last agreement and thus Mr. Martin Teplitsky remains seized on it. The issue has consumed considerable time and resources this past year. UTFA failed to reach any agreement on a new pension governance structure with the Administration in the Working Group meetings. Thus we are now in Mr. Teplitsky’s hands and both the Administration and UTFA have submitted briefs as well as a reply brief to him. (Stacked together, the briefs measure about seven vertical inches.) UTFA is represented and advised in this endeavour by Jeffrey Sack, our long serving senior counsel, as well as by Mark Zigler, our pension counsel, and Steve Eadie, our pension actuary. UTFA Council approved a pension governance negotiating committee consisting of George Luste, Scott Prudham, Mary Pugh, Laurence Booth, Ron Smyth, Peter Russell, Helen Rosenthal, and Jeff Newman. The initial hearing took place on Thursday, February 19, 2009. Nothing of substance

was decided as the two sides are quite far apart. Details of the mediation/arbitration process are confidential and so I must not discuss the process itself but I do plan to discuss the pension governance issues in general at the AGM. We discussed this topic at last year's AGM and a number of UTFA Newsletters have been written and distributed since then.

Current negotiations on salaries benefits and pensions. UTFA and the Administration are in the process of negotiating a new agreement for 2009–10, that would, in part, determine salary increases, pension adjustments and any other benefit changes for July 1, 2009. Given the financial status of the university, this may well be a difficult and challenging exercise. The report of Scott Prudham, UTFA's Vice-President, Salary, Benefits and Pensions, provides further information.

Budgetary Issues and Workload. In addition to the ongoing budget cuts, or *expense containments* as the Administration calls them, within each academic division, the university is budgeting for a deficit of \$45 million for the 2009–10 budget year. On top of this is the pre-existing accumulated deficit of \$43.9 million. Coping with this will translate into any number of consequences, such as hiring freezes, pressure to forgo salary increases, and increasing the student enrolment to generate BIU income, take in more students and thereby once again teach more students with fewer resources. Workloads have to increase. This is already evident in Arts and Science on St George where the planned decrease in undergraduate enrolment will not be implemented. In addition the proposed restructuring of the registration fee will probably result in a course load increase for the average student. More workload issues. This topic will be discussed further at the AGM.

Tenure Issues and Association Grievance. Last year we discussed the issue of the President

rejecting the positive recommendation of a tenure committee. This action represents a serious breach of the peer review process and UTFA initiated an Association Grievance, which resulted in a hearing at the Grievance Review Panel (GRP). The May 6, 2008, decision of the GRP was to not hear the merits of the case. This six-page decision is posted on the UTFA website and will be distributed at the AGM.

General Policy Issues. There is growing evidence and concern that our Memorandum of Agreement is not serving us as well as it should. Most other universities in Ontario have far better agreements between the faculty and the administration. Our MofA is over thirty years old now and has only seen minor adjustments since it was written. We are told that Professor Jean Smith, the principal author of the MofA, recently commented that he never envisaged that the document would stay frozen as it has. It needs a serious review and update.

UTFA Council A few Council constituencies are vacant, and a number of terms will be coming due on July 1. We must have a strong Council that can fulfill UTFA's mandate, "*to promote the welfare of the current and retired faculty, librarians, and research associates [...] and generally to advance the interest of teachers, researchers and librarians in Canadian universities*". I urge you, please consider becoming a Council member, or please join one of our standing committees.

I must thank and acknowledge the support of the many colleagues on Executive, on Council, and at RALUT. I am also grateful to the UTFA office staff for their hard work. Thank you to all for contributing to our success this past year.

George Luste
President
luste@utfa.org

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

Bargaining 2009: Real Negotiations, Real Change

As this newsletter goes to press, formal bargaining is under way between UTFA's bargaining team and the Administration. Our current agreement expires on June 30 of this year.

It is no exaggeration to say that this is an unprecedented round of negotiations. Two reasons stand out. First, we find ourselves in the midst of a widespread economic crisis. The implications of this crisis for the university are compounded by problems in past management of the endowment and pension funds and by spiralling salaries among top administrators. It is already clear we are being confronted by these issues in bargaining. Second, and more immediately, UTFA has approached these negotiations in a very different manner than in previous rounds.

Specifically on this latter point, our pattern in recent rounds has been to exchange broad outlines of proposals and then head straight into the mediation-arbitration process prescribed by Article 6 of our Memorandum of Agreement. However, in recent months, we have consistently advocated for genuine face-to-face negotiations with the Administration. Drawing on extensive consultations with our members, we have indicated clearly and unambiguously that one reason for face-to-face discussions is that we wish to be able to discuss key concerns directly, unimpeded by our unwieldy and out-of-date Memorandum. These concerns include our relatively anemic grievance procedure and tenure appeals process, and most prominently, the complex issue of escalating and unregulated workloads among tenure- and teaching-stream faculty and among librarians.

In our bargaining update for members of [March 11, 2009](#), we provided some detail on our approach to the workload issue, articulating a set of principles that we argue should guide workload assignment and management. In particular, we are advocating for language that ensures workload will be subject to ongoing negotiations in years to come (since the

problem is far too complex to solve all at once), that workload shall be assigned in a *fair, reasonable, equitable, and timely* manner, and that workload management shall be guided by principles including *transparency, good governance, flexibility, enforceability, and proportionality*. We seek a solution that reflects and is responsive to the diversity of scholarly cultures across our three campuses and various constituencies.

We deeply appreciate the overwhelming support our approach has received from the UTFA membership to date. From last fall's detailed workload survey to the many consultation meetings held on all three campuses, the UTFA bargaining team is well-armed with detailed workload information for all three streams, from all three campuses. We also appreciate the voluminous input from members on economic and other bargaining aims gathered at the bargaining consultation meetings held in January and February of this year, and received in the responses to the bargaining survey distributed in December of 2008. Many useful ideas continue to arrive via email (and by the way, keep them coming to bargaining@utfa.org).

Our overall bargaining list of positions and general priorities was strongly endorsed by the UTFA Council at its meeting of March 19.

To date, we have met three times with the Administration. We are bound by mutual agreement to respect the confidentiality of detailed discussions and proposals from the other side. However, we can say that to this point, to no one's surprise, the administration's emphasis has been on the fiscal situation, and by extension, their desire to engage us in a dialogue about restraint vis-à-vis our priorities, including salary increases. We take seriously the current economic situation, and the serious pressures on the institution's finances that stem – in part – from this situation. Our members are deeply committed to this institution and to upholding the quality of teaching and research that make the University of Toronto unique. Thus, any threat to the institution is a threat to all of us. Precisely because of our commitment, UTFA has argued for years that there are systemic problems at the University of Toronto. Specifically, there is a growing gap between top-level salaries (many

those of administrators) and the more entry-level salaries of faculty and librarians. Moreover, it is clear that the losses in the endowment and pension funds are tied to poor decision-making and inappropriate investment practices.

These are not only financial issues; they are governance issues. UTFA plays no role in policy deliberations over the investment of pension monies, yet this money belongs to our members. The indifference if not hostility with which our input has been greeted over the years is one more indication of the fundamental shortcomings of our relationship with the Administration of this university, not least as reflected in the Memorandum of Agreement. For now, our priorities are clear. *Any* attempt to draw us into shouldering responsibility for fiscal restraint *must* be attended by: (i) measures to protect those who are the least well paid; and (ii) a commitment by the administration to negotiate effectively and to ensure meaningful change vis-à-vis our non-monetary priorities (e.g. excessive workloads and workload governance, dispute resolution mechanisms, pension governance, etc.). Otherwise, we have no basis for agreement.

Obviously we have challenging work ahead of us. For now, I want to take the opportunity as chair of the bargaining team to express my thanks for the support from the UTFA Executive and Council that has enabled the bargaining team to pursue different priorities and processes during the current round. I have benefitted particularly from the experience, wisdom, solidarity and friendship of our President, George Luste, as well as from our VP Grievances, Cynthia Messenger. As in the past, UTFA continues to receive assistance of the highest professional quality from our legal counsel, Jeffrey Sack and Steven Barrett of Sack, Goldblatt, Mitchell, and from our economic consultant, Hugh Mackenzie. We are also ably assisted by our staff counsel, Allison Warrian and Heather Diggle, and researcher Reni Chang. Chris Penn has been, as ever, invaluable. Our new business officer, Marta Horban, has been a breath of fresh air and is always supportive. We are backed by a great team.

Your bargaining committee is excited and motivated to make substantial progress on your behalf. We will not waver or stray from the path

upon which we have embarked. And as we said in the March 11 Bargaining Report, “our success depends on much more than just the willingness of the administration to bargain in good faith. It depends first and last on the support of the members of UTFA.” We look forward to your continuing support.

Scott Prudham,
Vice-President, Salary, Benefits and Pensions
prudham@utfa.org , bargaining@utfa.org

on behalf of the 2009 Bargaining Team (approved by UTFA council on February 12, 2009):

George Luste, UTFA President
Jeff Newman, Chair, UTFA Librarians Committee
Peter Russell, Emeritus University Professor of Political Science
Peter Sawchuk, UTFA VP, University and External Affairs
Judith Tiechman, Professor of Political Science, UTSC
Terezia Zoric, Chair, UTFA Teaching Stream Committee

Report of the Vice-President, Grievances

The grievance portfolio is currently working to resolve approximately 50 open files, down from last year’s 75. Salary grievances, tenure matters, and LTD/accommodation issues dominate. Tenure reviews are still under way for 2008–09, and therefore no figures on denials are yet available. Last year, 2007–08, saw a drop in tenure denials, with 3 denials in a pool of 102 candidates. All three were denied tenure by their tenure review committees. President Naylor confirmed each denial, and appeals have been filed in each case. In, 2006–07, 120 tenure files were considered, and 7 were denied, all by the tenure committees.

In the teaching stream, 3 out of 19 lecturers were denied promotion to the continuing rank of senior lecturer in 2007–08. One of these three was then granted promotion upon being reviewed by a second committee. This second committee was struck by the Provost before the grievance reached

Step 4, the Grievance Review Panel (GRP). (Policy note: While the Policy and Procedures on Academic Appointments, the PPAA, does not allow an appeal of the decision of a second tenure committee, no such limitation was included in the teaching stream policy when it was created in 1999. Appeals in the teaching stream are conducted as grievances, with the end point the GRP and not the Tenure Appeal Committee (UTAC).)

On May 26, 2008, the GRP issued a report refusing, on what it claimed were jurisdictional grounds, to hear UTFa's Association Grievance on issues related to the four Presidential tenure denials of 2005–06. The GRP stated that the grievance should have been brought before UTAC. This decision surprised UTFa because UTAC hears only individual tenure appeals and not Association Grievances. UTFa was, of course, disappointed with the result in this important case. Even though the GRP would not hear UTFa's case, it nevertheless produced a six-page report, in it urging the University and UTFa to "work together to revise the Appointments Policy to deal with some of the gaps and inconsistencies in the Policy relating to the issue that is the subject of this Grievance."

Because the GRP would not hear the case, it could not weigh evidence on the question of the manner in which the U of T President might exercise his authority in tenure decisions. The GRP nevertheless offered detailed advice, some of it curious and contradictory: "So, like the 1995 Grievance Review Panel, we support the role of the President in reviewing both positive and negative tenure recommendations. The policy as a whole should, however, be reexamined by the University and UTFa. Perhaps the President should not, for example, be able to overturn a decision of an unanimous committee." The GRP report closes with a further suggestion that would seem to limit the President's powers: "Another issue that needs clarification is the remedy that can be granted by the Tenure Appeal Committee. It seems to us that to order a new tenure hearing in a case where the Tenure Appeal Committee disagrees with the President's reversal of a positive recommendation by the tenure committee is unfair to the candidate. The Tenure Appeal Committee, we believe, should be permitted to direct the President to award tenure

to the candidate." On the one hand, the May 2008 GRP report seems to endorse the 1995 GRP report. On the other hand, the May 2008 report expresses the wish that the President's powers might be substantially limited. Bear in mind, however, that the GRP had declined to hear UTFa's case and therefore could not actually render a decision about Presidential powers. Written, it would appear, largely in code, the May 2008 report of the GRP will doubtless assist UTFa and the University Administration in future policy negotiations, but it will first have to be deciphered.

At the time of writing, five second tenure review committees were in the process of reviewing tenure candidates, three of whom had positive tenure recommendations overturned by President Naylor in 2005–06. All of these second committees were granted by the President's office as the result of negotiated settlements between UTFa and the University Administration. None of the second committees was the result of a successful appeal at the University's Tenure Appeal Committee. (To remind readers: UTAC does not (yet) grant tenure; it may grant only a second tenure review committee. This second committee is selected by the President.) The PPAA has relatively little to say about the formation of second tenure committees. The negotiation process between UTFa and the University Administration is therefore protracted and complex in almost every case. In addition, it is often difficult for smaller units to produce the faculty members for completely new tenure committees. Current policy asks that each second tenure committee include one member who is external to the University. Finding suitable externals is not necessarily straightforward.

The PPAA should be revised to provide a fair and transparent process for the second tenure review. The basic architecture and goals of the second review should be set out in our "frozen" policy (PPAA), and finer details that might be occasionally updated could be expressed through accompanying guidelines negotiated with UTFa. A carefully considered second tenure review process should protect both the rights of the tenure candidate and the integrity of peer review, and might help ensure that the process is rational and collegial.

Extensive revision is also required in teaching stream promotion policies and guidelines. The files of those lecturers denied promotion last year reveal that some departmental committees do not yet understand how to assess teaching stream dossiers. In one case, the committee quoted the guidelines for the *tenure stream* in its statement of reasons. Professional/pedagogical development, the teaching stream catch-all term that stands in for “research,” has been inadequately defined and is not well understood, even among faculty in the teaching stream. I believe that this term should be replaced because it fails to reflect the central activity of teaching: the creation of knowledge.

Grievances brought by librarians are almost always the result of policy weaknesses in that stream. A subcurrent of anxiety related to autonomy over workload and the stability of job descriptions runs through these grievances. Where policy and guidelines are unclear or weak, UTFA has been able to rely on the force of past practice, one of the great legacies of a university with U of T’s long history. Absent a collective agreement, past practice is one of the means by which UTFA is able to protect its more vulnerable members.

I announced in December that I would not seek another term as Vice-President, Grievances. I would like to turn my attention to policy matters. I am indebted to the UTFA staff and legal counsel who have worked with me over the last two years. I must also acknowledge the hard work of the lawyers at Sack, Goldblatt, Mitchell who handle many of UTFA’s files. Finally, I would like to thank the Grievance Committee: Mounir AbouHaidar, Sandford Borins, Penny Kinnear and Ron Smyth.

Cynthia Messenger
Vice-President, Grievances

Report of the Vice-President, University and External Affairs

Background

The University and External Affairs Committee is one of three permanent standing committees named

in the UTFA constitution. The work of the VP-University and External Affairs (VP-UEA) and the University and External Affairs (UEA) Committee involves advising UTFA Council on issues that impact the University of Toronto community.

A key element of the work of the UEA Committee is building relationships with elected members of the provincial and federal governments, particularly ministers and opposition critics whose portfolios involve university concerns. The UEA committee also liaises with other Canadian university faculty organizations and unions directly and through the Canadian Association of University Teachers (CAUT) and the Ontario Confederation of University Faculty Associations (OCUFA).

Activities

The main activities that were carried out within this portfolio for 2008-09 included the following:

- a) The University and External Affairs Committee administered the UTFA Undergraduate Tuition Award and the Al Miller Graduate Tuition Award.
- b) The VP-UEA and President George Luste participated in the University of Toronto Remembrance Day ceremonies, laying a newly purchased wreath in honour of our community’s fallen heroes.
- c) The VP-UEA represented UTFA at meetings of the University of Toronto Employee Association and Union (UTEAU) where important information for our 2009 negotiations was gathered.
- d) Throughout the summer and fall VP-UEA was responsible for reporting on details regarding striking faculty associations in Canada, generating a motion for Council that successfully passed regarding how UTFA should respond to requests for support from university faculty associations in labour disputes.
- e) The VP-UEA arranged a special presentation by the CAUT Executive Director on research and the CAUT almanac resource during the December 2008 Council meeting.
- f) Director’s Reports were submitted to the fall and spring OCUFA board meetings by the VP-UEA

- g) The VP-UEA and the President of UTFa participated in the OCUFA Quality Matters meeting with provincial MPPs .
- h) The VP-UEA represented UTFa at the fall and spring CAUT national conventions, successfully introducing and seeing passed several motions including one during the fall convention securing additional support from CAUT in defence of academic freedom for Dr. Nancy Oliveri.
- i) UTFa's representation at CAUT national conventions directly contributed to the development of a national survey by CAUT on workload. Once completed this survey will provide comparative research on workload across Canadian universities.
- j) The Committee advertised for and recruited UTFa members to attend various OCUFA and CAUT special conferences including the OCUFA Accountability conference, the CAUT Women's conference, and the CAUT Equity conference.
- k) The VP-UEA in collaboration with UTFa's Membership chair and committee created the 2008 UTFa workload survey, analyzed results and produced survey reports, providing much needed information to support on-going discussions with the University administration.

University and External Affairs Committee Members

Helen Grad, Lino Grima, Mary Alice Guttman, George Luste, Jody Macdonald, Victor Ostapchuk, Peter Sawchuk, and Kent Weaver.

Peter Sawchuk
Vice President, University and External Affairs

Report of the Treasurer

The Association continues to be in good financial health and to live within its means with a projected modest surplus this fiscal year and an accumulated reserve fund in excess of \$2,000,000. As prescribed by the UTFa investment policy, the reserve fund is divided into thirds: cash, liquid bonds, and liquid equities. In spite of the volatility in the marketplace, the UTFa reserve fund was down

only 6.2% over the 2008 calendar year. The Financial Advisory Committee met in October and again in March to review our investments. The members of the committee, including myself, are George Luste, Sandford Borins, Laurence Booth, and Mary Pugh. I wish to thank them for their time and for the engaging discussions.

Since October 2008, Marta Horban has been our Business Officer / Office Manager. She has been invaluable in assisting me as Treasurer, reorganizing our office, reviewing our accounting procedures, and providing advice and support for the preparation of our annual audit.

As of the writing of this report I have a draft version of the audited financial statements by Schwartz Levitsky Feldman for the fiscal year ending June 30, 2008. The final version will be available at the AGM and posted on the UTFa website at www.utfa.org .

Dennis Patrick
Treasurer

Report of the Chair of the Appointments Committee

The Committee began the year with new membership and a new chair. Its first task was to familiarize itself with the state of the issues within its competence. Its past chair, with generous foresight, had left us a thoughtful memorandum summarizing those issues and offering his own reflections on the direction which the Committee might wish to take in the future. In the course of its meetings, the Committee has attended to this inheritance gratefully, if not always uncritically.

Our activities for the year began under the shadow of the publication of the Grievance Review Panel's decision regarding presidential denials of tenure. In that decision, the Panel declined jurisdiction over the matter; nevertheless, in its reasons, it made clear that it did not object to presidential denials in principle, but expressed the wish that the Administration and UTFa work out the issue by consultation. Since it had found itself not to have jurisdiction, this pious advice constitutes *obiter*

dicta and leaves the question open for future action, perhaps by another grievance through the Tenure Appeal process.

Without reaching definitive conclusions, the Committee, in its deliberations, has broached the possibility of approaching the issue of presidential denials from a somewhat different perspective and as part of a larger criticism of the way in which the appointments process has evolved at the University of Toronto over the last several decades. Despite the fact that the appointments policy is one of the “frozen policies” which are not to be changed without the concurrence of both UTFA and the Administration, it is evident to all that appointments practices have changed greatly in the course of the last many years. Little attention appears to have been paid to the fact that the changes worked to the detriment of collegiality while defining an ever larger role for administrators in the process. At the beginning of this long evolution, peers made judgments of substance in the appointments and tenure process, while the administrators assured themselves that procedural requirements had been met. By now, this division of functions seems to have been largely reversed, with administrators defining and enforcing quality criteria while colleagues are limited to ticking off boxes. In tenure judgments, the colleagues’ role is often limited to participation in the final meeting where they are expected to vote in accordance with the decanal, provostial, or presidential understanding of our expectations, at the peril of seeing their decision overturned. This is a far cry from the sacrosanct practice of peer judgment which was supposed to have been enshrined by the Memorandum regulating relations between UTFA and the Administration.

If this description of the current state of things is as accurate as the membership of the Committee believes it to be, there is the prospect of a long effort to stop this trend and reclaim lost ground in order to re-assert the primacy of the judgment of peers in both appointments and tenure decisions. The Committee would very much like to know the sentiments of the members of our Association regarding these important issues, whether or not they concur with the reading of the situation outlined above.

The tenure issue has been raised in the course of the year by the Committee taking up the long-standing complaint of members in certain units of the University, such as Rotman and Economics, who do not believe that they are well served by the current policy on time to tenure. The Committee agreed with these members and proposed the introduction of some flexibility in the length of the time to tenure at the discretion of individual candidates who, because of the practices within their discipline or for other relevant reasons, tend to have less time to develop and publish their research than do most members. The UTFA Executive and Council endorsed the proposal for change and authorized discussion of the issue with the Administration. After an initially favourable response from the Provost, the Administration seems to have put the issue on hold with the intention of making it part of the current bargaining process. It is the Committee’s opinion that this is an unfortunate development; in our view, the issue of time to tenure, like most issues regarding appointment and tenure, is one which ought to be addressed and resolved collegially rather than adversarially because there is no discordance of interests in principle between UTFA and the Administration. Only if collegial efforts fail should recourse to adversarial processes be considered. In the course of the coming year, these issues will likely continue to be of concern to our Committee. We hope to pursue their discussion and resolution in a less piecemeal fashion and with a view to reversing the long process of erosion of collegiality. It is our earnest invitation to the members of the Association to consider this broader phenomenon and suggest to the Committee ways and means by which it may serve them.

Giulio Silano
Chair, Appointments Committee

Report of the Chair of the Equity Committee

Rea Devakos, Chair of the Equity Committee, regrets that, at the time this newsletter was produced, she was unable to prepare a report due to an accident.

Report of the Chair of the Librarians Committee

During the 2008–09 academic year the Librarians Committee focused on outreach to our members. The committee, with special help from Harriet Sonne de Torrens, Sarah Fedko and Anna-Rae Fishman, ran Workload/Work-life Balance focus groups on all three campuses. These focus groups were very well received and greatly appreciated, especially by members at the University of Toronto at Mississauga and University of Toronto at Scarborough, and reinforced how important it is to remain engaged with members on all three of the campuses.

Librarianship, as a profession and as a career within the University of Toronto, is undergoing radical changes. Many librarians are dealing with sharp increases in workload or radical redefinition of their duties, responsibilities and opportunities. It is critical that UTFA remain on top of how our members are being affected by radical organizational change, whether it is brought on by changes in technology, by changes in administrative structures or by budgetary pressures. The committee also worked with the Salary, Benefits and Pensions Committee and the outreach group to prepare librarian-specific content for the workload survey and the bargaining survey that were administered in the autumn of 2008. These surveys also revealed sharp increases in the amount and varieties of work that librarians are performing at the University of Toronto. Working to improve workload/worklife balance issues has, in turn, become one of the centrepieces of UTFA's 2008–09 activities.

Other activities included preparing a submission for the external review of the University of Toronto Libraries, meeting with the Joint Librarian/Library Administration committee and working to clarify the interpretation of the phased retirement agreement for librarians. The committee would like to thank Cynthia Messenger and Rea Devakos for their support of librarians issues on the Appointments Committee, and George Luste, Scott Prudham and Cynthia Messenger for their work in helping librarians in the phased retirement program. I would like to express my thanks for the

hard work of the members of the Librarians Committee: Kathryn FitzGerald, Noel McFerran, Suzanne Meyers Sawa, Cristina Sewerin, Victoria Skelton, Harriet Sonne de Torrens, Kent Weaver, Rea Devakos and Mary-Jo Stevenson.

Jeff Newman
Chair, Librarians Committee

Report of the Chair of the Membership Committee

It has been another busy year for UTFA's Membership Committee. Dating to early 2007, the Membership Committee has been active in reaching out to our membership to encourage better engagement and communication, and to enhance opportunities for membership input and active participation in the association. In the past, our activities have included active (and successful!) turnout efforts for the AGM in 2007 and 2008 as well as a focus on welcome and support for new faculty and librarians through the *Lunch with New Hires* program.

Over the last eight months, we have been extremely fortunate to have Anna-Rae Fishman and David Mackenzie working with us in a consulting capacity on the *Outreach and Communications Project*, approved by UTFA Council in the spring of 2008. Through this project we have continued to build on and complement our membership initiatives.

We began the project in August of 2008 by affirming our primary purpose, namely to increase the effectiveness of UTFA in representing faculty and librarians via improved engagement and communication with the membership. In order to support this goal, we identified several objectives:

- raising awareness and the profile of UTFA with members and the campus community in general;
- recruiting and developing leadership for UTFA Council and UTFA committees;
- informing and involving UTFA members in dialogue regarding bargaining priorities and the bargaining process prescribed in

our Memorandum (including tensions between the two);

- informing and involving UTFA members with respect to policy priorities more generally, including, for example, tenure appeals and the grievance procedure; and
- evaluating through dialogue with UTFA members the limits to our existing relationship with the University administration (i.e. the limited scope of bargaining, frozen appointments policies, and inadequate grievance and tenure appeal processes) and developing options for transforming this relationship in order to make UTFA more effective.

Our implementation plan for 2008–09 featured a series of events, programs and communications deadlines aimed at using UTFA’s resources (financial, but also people power!) in an efficient, sustainable and productive manner. True to the character of the Membership Committee, many of these initiatives served to support other UTFA committees and duties.

New Hire Lunches

We continued and scaled up our lunches with newly hired faculty and librarians between October and January. Members of the UTFA Executive and the Membership Committee participated actively, providing information about UTFA and the University community and a warm welcome to approximately 30 faculty members and librarians.

Workload Consultations and Survey

Workload consultations, which began in early 2008, continued throughout the fall and winter on all three campuses. Over 200 UTFA members from all three streams and all three campuses participated in these focus groups, providing UTFA with invaluable qualitative information about workload concerns and existing “best practices” for managing workload issues within departments and units.

We also helped develop a workload survey (with invaluable input from Peter Sawchuk, Anil Verma, Cynthia Messenger, Rea Devakos, and George Luste), and distributed this to all UTFA members

in late October. The results of this survey, together with the workload focus group consultations, have been essential to informing the approach UTFA has taken to addressing workload at the Joint Working Group on Workload and Work/Life Balance. The input we received from our members has also proven invaluable in developing proposals for managing workload that we intend to table in bargaining with the University Administration (for more information on these issues, see UTFA’s [Bargaining Report #2](#), released March 11, 2009).

Bargaining

In support of the bargaining process, the Membership Committee scheduled a number of bargaining consultation meetings on all three campuses and assisted in the production and distribution of the Bargaining Survey to faculty members, librarians and retirees. Although turnout at the consultation meetings was less than we would have liked (and this should be a focus of our organizing in years to come), the dialogue was both informative and informed. Clear priority given to face-to-face negotiations both in the survey and in the in-person consultations is one of the main reasons we have been successful to date in holding direct talks with the administration. We expect these talks to continue over the next few months, and the Membership Committee will remain available to support bargaining initiatives, including via the development and implementation of timely communication to keep membership informed about the bargaining process.

Pension Governance Reform

With active and ongoing input from the Membership Committee, President George Luste has produced a series of articles dealing with the history and origins of financial problems in the pension and endowment funds. These articles clearly articulate the ways in which these financial problems are linked in significant measure to governance problems (not least our complete exclusion from policy deliberations over the investment of our own money!). If you have not yet read these bulletins, they can be accessed through UTFA’s website at www.utfa.org.

Wine and Cheese Reception

The Membership Committee organized a wine and cheese reception at the UTFA office in October. The purpose of this meeting was to put members in contact with UTFA leadership in a relaxed and congenial setting. The event was a major success, with over 150 people in attendance. We also hosted a similar event at UTSC on April 1 which, though smaller, was also highly successful and drew in a number of committed and concerned members from the Scarborough campus. We will host an event at UTM in the near future.

Newsletter

The Membership Committee also oversees the design, writing, production and distribution of the UTFA newsletter and information bulletins, ably assisted by Marta Horban. Maggie Redekop was also active on the newsletter front this year, and put in considerable time on our first full newsletter of the year. We welcome any suggestions that would make the UTFA newsletter more accessible and user friendly.

Members of the Committee

I would like to sincerely thank the members of the committee for their commitment and hard work over the last year. Thank you to Rea Devakos, Helen Grad, Limo Grima, George Luste, Brock MacDonald, Maggie Redekop, Peter Sawchuk, Kent Weaver, and Terezia Zoric.

I know I speak for all of these people and the entire Executive in looking forward to more of the same, building on our outreach, in the months and years to come. All of our efforts rely on the participation, enthusiasm, and commitment of our members in making UTFA strong and effective as an advocate for faculty and librarians at the University of Toronto.

With active member support, UTFA can be an advocate for and an essential aspect of ensuring that the future of the institution is characterized by the highest standards of quality in teaching and research. This university works because we do.

Scott Prudham
Chair, Membership Committee

Report of the Chair of the Teaching Stream Committee

Workload

Workload continues to be a central issue of concern for the teaching stream at U of T, consistent with escalating and unregulated workloads in the tenure and librarian streams as well. Whereas last year UTFA reported that teaching stream dissatisfaction with unfair workloads could not specifically be disaggregated from the official results released from the University's *Speaking Up Employee Experience Survey*, we are now in an excellent position to document the depth and breadth of our workload problem. Extensive research and outreach conducted by UTFA confirms the existence of a crisis of excessive, escalating, and inequitable workloads for all faculty and librarians, but also points to some specific and acute problems in the teaching stream.

UTFA Teaching Stream Committee members supported this important work in numerous ways, including by helping to organize and participate in teaching stream focus groups on workload across all three campuses (an initiative led by UTFA VP, Salary, Benefits, and Pensions, Scott Prudham), and by contributing specific questions included in UTFA's comprehensive workload survey (crafted and coordinated by UTFA VP, University and External Affairs, Peter Sawchuk) conducted in November 2008. And in an arena shared with the University administration, UTFA VP, Grievances, Cynthia Messenger also advocated for critical policy changes designed to ensure equitable treatment of the teaching stream when she served on the Joint Working Group on Workload and Work/Life Balance.

Highlighted findings from UTFA's research on workload have been shared with members through Bargaining Report #2 for 2009–2010 (available on our web site at www.utfa.org). The Report identifies how increasing enrolments and inadequate resources devoted to teaching are causing workloads to escalate and pose significant threats to both "the student experience" and "academic freedom in teaching". Our teaching stream members have told us about their painful

familiarity with a range of unacceptable practices: excessive teaching-related workloads that make scholarship and/or service contributions nearly impossible; arbitrary increases in teaching assignments for lecturers; the assignment of substantial teaching and administrative duties that never get counted in workload totals; absent or inadequate TA support; plus other problems. Among surveyed faculty and librarians, teaching stream members were *most* likely to express concern that “the quality of education at the University of Toronto is affected by workload issues”. These are some of the reasons that teaching stream faculty are strongly supportive of UTFA’s efforts to negotiate new language to manage workloads. We are well represented on the 2009 UTFA bargaining team by myself (Terezia Zoric), as chair of our Committee, and by a previous Teaching Stream Chair (Cynthia Messenger), who is also acting in an advisory capacity to the bargaining team on workload related issues.

Appointments

I am pleased to note a modest increase at U of T in the practice of initial three-year appointments for lecturers, followed by review and two-year extension contracts. If this is a trend, it is a welcome sign of the growing recognition within the University of the teaching stream as full and equal members of the faculty, deserving of secure contracts on the road to permanent status as Senior Lecturers. However, the absence of clear policy language and well-established norms guiding the “three-year review” process, and the resulting use of widely varying, *ad hoc* (often less than ideal) contractual and review practices across departments and units, still constitutes a major problem and calls for substantive revisions to the University’s outdated Policy and Procedures on Academic Appointments (PPAA).

Ongoing and Future Directions

In addition to the ongoing need to address workload and PPAA issues, the Committee continues to press job security for the stream as a priority issue. Other future goals of the committee include: revising our titles, reviewing and reforming divisional Teaching Effectiveness Guidelines, and lobbying OCUFA and CAUT to

represent the teaching stream in a more supportive and strategic manner. (Along with UTFA VP Peter Sawchuk, I will be meeting with CAUT executive members in late April 2009 to advance this latter goal.)

Upcoming Teaching Stream Events

Promotion to Senior Lecturer Workshop. UTFA is presenting a workshop to assist faculty members in the teaching stream in preparing for promotion consideration. It will be held at OISE, 252 Bloor Street West, in the Boardroom – 12th Floor – Room 12-199, and is open to all teaching stream members of UTFA. Members should register by email to faculty@utfa.org before May 7, 2009, with their name, department and/or faculty, and rank (e.g., lecturer). Participants will receive information packages.

Let’s celebrate! UTFA is organizing a celebration to mark the 10-year anniversary of the formation of the teaching stream. This event will feature presentations, panels, and a few speeches. It will take place on Thursday, September 24, 2009, from 12:00 to 5:00 p.m. Lunch will be served. The event is free and all are encouraged to attend. For more information, contact organizer Cynthia Messenger at cynthia.messenger@utoronto.ca .

Appreciations

Finally, many thanks to the members of UTFA’s Teaching Stream Committee, 2008–09: Don Boyes, Nancy Johnston, George Luste, Brock MacDonald, Jody Macdonald, Hazel McBride, Cynthia Messenger, Suzanne Meyers Sawa, Judith Poë, Janet Potter, Margaret Procter, and Tyler Tokaryk. Many thanks also to Chris Penn and all the other staff at UTFA for their thoughtful support.

Terezia Zoric,
Chair, Teaching Stream Committee

Tenure and Promotion Workshop

University College, 15 King's College Circle
UC 179

Friday, May 1, 2009

2:00 – 3:30 p.m.

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

Some issues to be discussed are:

- Preparation for the third-year review
- Discussion of the tenure process

The workshop is open to all members of the Faculty Association

Members should register by email to faculty@utfa.org
April 27, 2009 with their name,
department and/or faculty, and rank.

Promotion to Senior Lecturer Workshop

OISE/UT, 252 Bloor Street West
Boardroom – 12th Floor – Room 12-199

Tuesday, May 12, 2009

1:00 – 3:30 p.m.

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

Members should register by email to faculty@utfa.org before May 7, 2009 with their name, department and / or faculty, and rank (e.g., lecturer). Participants will receive information packages.

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



Wheelchair Accessible

Teaching Stream 10th Anniversary Celebration

Faculty Club, 41 Willcocks Street

Thursday, September 24, 2009

12:00 to 5:00 p.m.

In the fall, the University of Toronto Faculty Association will celebrate the tenth anniversary of the formation of the teaching stream. This celebration will feature presentations, panels, and a few speeches. All are welcome. The event is free, but please register by emailing Chris Penn at faculty@utfa.org. Lunch will be served and a reception will follow.

Registration deadline is September 15, 2009

For more information, contact organizer Cynthia Messenger at cynthia.messenger@utoronto.ca

Please plan to join us!

Get Involved!

Do you value our university community and want to make it even better?

Would you like to be better informed about UTFA's discussions with the administration?

Would you like your colleagues to be better informed?

We invite you to become a member of the UTFA council and give your input on many of the important issues facing our University.

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

If you are interested please call 416-978-4976