



UTFA Newsletter

University of Toronto Faculty Association No. 2 (2009–10) April 8, 2010

Annual General Meeting 2010

Thursday, April 15, 2010 3:30 – 5:00 p.m.

Medical Sciences Building
JJR Macleod Auditorium
1 King's College Circle

AGENDA

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

***The reports included here will not be read at the meeting.**

However, the President, Vice-Presidents, Treasurer, and Committee Chairs will answer any questions. The 2008–09 audited financial statements are attached.

4. **Guest Speaker:** Dr. Ursula Franklin

Topic: *The University as a Habitat – Trying to Impart Information and Understanding*

5. **Special Topics:**
 - i. Pension Governance Update
 - ii. Changes to the Memorandum of Agreement
 - iii. Professors of Practice Rank Update

6. **Other Business**

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

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Minutes of the 2009 Annual General Meeting

Tuesday, April 14, 2009 3:30 - 5:00pm

Faculty Club - Main Dining Room, 41 Willcocks Street

W. Nelson called the meeting to order at 3:45 p.m. as a quorum had been reached.

1. Minutes of the Previous Meeting

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

the minutes of the April 15, 2008 AGM 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

J. Poë referred to the May 26, 2008, *Report of the Grievance Review Panel in the matter of a Grievance by the U of T Faculty Association against U of T relating to a number of denials of tenure by the President after positive recommendations by tenure committees.* She noted that the GRP recommended in that report that U of T and UTFA work to revise the Appointments Policy. As this report came out in May 2008, she asked when UTFA was going to decipher the agreement and what steps UTFA was taking to work with U of T to make changes to the Appointments Policy.

C. Messenger said that if and when U of T agrees to sit down and discuss the Appointments Policy, and in particular the policy relating to appeals in the Tenure Stream, UTFA will parse the report clause by clause then. She said that the GRP refused to hear our case and the report was rejected on procedural/

jurisdictional grounds as the evidence could not be weighed. It is difficult for UTFA and the University to decide what emphasis to give that advice, which was sometimes contradictory.

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

Report of the Chair of the Appointments Committee

There were no questions.

Report of the Chair of the Equity Committee

R. Devakos sent her regrets.

Report of the Chair of the Librarians Committee

There were no questions.

Report of the Chair of the Teaching Stream Committee

There were no questions.

Report of the Chair of the Membership Committee

There were no questions.

4. Special Topics

i. University finances – including pension issues *Professor George Luste, UTFA President*

G. Luste thanked the members for attending the meeting. He referred the members to the handouts he provided for his presentation.

G. Luste reviewed the issues as outlined in his distributed notes.

Minutes of the 2009 AGM (continued)

Item A: U of T Budget

Question: What are the major expenditure funds and what are the main sources of income?

G. Luste explained that the budget is broken up into different types of expenses. The largest expense is the operating fund expense, then ancillary operations, capital fund and restricted funds. The operating fund is \$915 million and goes towards salaries and benefits (72%), \$125 million towards scholarships, etc. (10%), and \$236 million for everything else (18%).

The provincial grants that U of T receives have been going down in real purchasing power and this is causing some real problems. Under normal conditions, the endowment funds are 3.6% of the total operating budget but because the budget is so tight this is not the case. To add to the confusion, there are 3 different years referred to in the budget: the budget year, the academic year, and the calendar year.

Item B: Budget cross-transfers at U of T

Question: How are the operating funds distributed by academic division, who contributes, and who takes from the University Fund (in the new budget model)?

G. Luste said that each academic division pays 10% into the University Fund, and the money then gets reallocated out of that fund. He called the members' attention to the table on page 3 that comes from the University's budget document. It shows how much a division puts into the fund and how much it takes out. Several divisions appear to be receiving a lot more than what they put into the fund. The figures show that divisions with large numbers of undergraduate students are subsidizing most of the professional faculties, which have fewer undergraduate students. G. Luste said that he commends the administration for this new budget model as it clarifies the system that was already in place.

Item C: History of BIU Income and Student/Faculty Ratio

Question: How much has the student Basic Income Unit (BIU) decreased (in real terms) and what is the increase in student faculty ratios?

G. Luste said that undergraduate students claim that the student experience at U of T is not very good. U of T does not have the same money to spend on undergraduates as do those universities that do not have any graduate schools. Students who come from small universities with no graduate schools discover that there is not as much money being spent on undergraduate education at the U of T as they were used to.

G. Luste said that if you look at the \$100,000 annual earnings list produced by the Ontario government, the people at U of T who are paid over \$250,000 are from professional schools and senior administrators. The figures show that people in the Faculty of Arts and Science get the least amount of salary per individual, yet subsidize other departments.

The purchasing power per BIU has decreased by 27% since 1991–92 and this has had a major effect on how the university is able to manage. The bottom chart shows a 10-year change in enrolment and faculty counts. These figures come from the U of T Facts and Figures book. The number of undergraduate students has increased 48% and gone from 34,000 to 50,000 over a period of 10 years. The outcome is that U of T took in more for tuition and BIU income. The number of graduate students increased by 50%, from 8,105 to 12,142. This pattern was not reflected in the hiring of faculty and librarians. All full-time faculty and librarians actually decreased by 2% over this time. Figures for stipend teaching were not included in the Facts and Figures book. The ratio of all students to tenure stream faculty has increased by 22% and the ratio of all students to all faculty and librarians has increased by 51%.

Minutes of the 2009 AGM (continued)

Item D: The Endowment Fund

G. Luste reported that endowments are restricted funds which must be used in accordance with the purpose agreed to between the University and the donor, or as determined by Governing Council. Endowments are not available for use in support of general operating grants.

G. Luste provided charts that showed how endowment funds are divided up and showed the endowments at April 30, 2007 compared to those at April 30, 2008. The chart shows the book value, the inflation protection and cushion. In 2008, with a 30% market loss, there was a \$500 million endowment loss. The 2009 UTAM report will show the real figures.

The total endowment payment was to be \$62 million in 2009. \$46 million flows through the operating budget to support endowed chairs and student aid and another \$16 million stays in restricted funds to support research and departmental expenses.

U of T is expecting to have spent \$54.8 million towards expense containment requirements, less maximum deficit financing and a \$45 million deficit. This will leave a \$9.8 million expense containment. In addition there is the \$43.9 million historical accumulated deficit, which is already being recovered over the four years from 2009–10 to 2012–13.

G. Luste said the real problem with the pension plan is the years there were no contributions to the plan. He explained how the pension plan lost \$800 million in 2008 and the problem with UTAM's investment policy.

The across-the-board salary increases UTFA has negotiated over the past 11 or 12 years are almost exactly the same as Toronto inflation (CPI from Stats Canada). However, the salary increases for senior administrative positions have increased much more – about 300% – as, we believe, have the number of senior administrative positions and their support staff. At U of T there are about 94 people earning over \$200,000 a year. There is also a concern about the increase in the number of administra-

tors. In the 1980s about 50 administrators were listed in the U of T telephone directory, but now there are about 150.

G. Luste was asked if he had any reaction to President Naylor's recent letter where he criticized what G. Luste had to say about UTAM.

G. Luste said that the data shows that U of T is financially dysfunctional. It aspires to be an internationally recognized research university but does not have the funding to do that. He said that he was in the process of preparing a response to the letter. G. Luste said that he disagrees with much of what President Naylor said. He has spoken at the Business Board more than eight times over the years about pension matters. The long term objective is to deal with things in a transparent manner. It is not just a dollar issue. The administration is both the sponsor and administrator of the plan and that should not happen. The administration of the U of T pension plan should be free from any suspicion of conflict of interest.

ii. Workload and the Memorandum of Agreement
Ms. Cathy Lace, Counsel
Sack, Goldblatt, Mitchell LLP

B. Nelson introduced Cathy Lace.

Following is a summary of Cathy Lace's presentation.

The University of Toronto is widely regarded as the most prestigious research-intensive university in Canada. It prides itself on its high standards. It has very demanding standards for the granting of tenure, promotion, and maximum annual PTR increments.

Correspondingly high expectations apply to the teaching stream faculty and to librarians.

Minutes of the 2009 AGM (continued)

However, in recent surveys conducted by UTFA and the Administration, a sizeable proportion of faculty and librarians have complained about being overwhelmed by their workload. It appears that the demands of juggling service while continuing to do research and teaching of high quality have grown increasingly daunting, and in many cases protected time for research has been encroached upon to the extent that, for example, many UTFA members are increasingly unable to pursue their scholarship except in the summer months. Excessive workload demands in turn can have an effect on an individual's ability to meet the standards for quality in teaching and research required for tenure, promotion, and PTR. Workload affects faculty and librarians at every stage of their careers, although it affects them differently at different times. And that is quite apart from the issue of work/life balance.

The results of the surveys brought home to UTFA the magnitude and pervasiveness of its members' concerns about workload, and the corresponding need to consider systemic improvements. There are concerns here about adequate balance between work and life more generally for faculty and librarians. But there are also concerns that escalating workloads undermine the university's capacity to meet its high standards in teaching and research.

And that is what prompted UTFA to ask: what kinds of changes are needed to protect faculty and librarians, but also the university more generally, from the threat of spiralling workloads? The general answer is that if members and academic units have been unable to effect change at the local unit level to date, then UTFA should consider effecting systemic change by negotiating new arrangements with the Administration.

Other research-intensive universities in Ontario have negotiated a variety of workload mechanisms designed to protect faculty and students from excessive teaching loads, with the goals of (a) enabling faculty to provide a quality educational experience for students, (b) facilitating more research time, (c) ensuring that workload is distributed reasonably to individuals and equitably within a department, and (d) ensuring that these kinds of decisions are made

in a fair and transparent manner in accordance with collegially established norms in the academic unit.

And indeed, other universities have made significant gains in these areas.

The bargaining team has begun to look at what other universities have done as a prelude to developing proposals that are appropriate for the U of T context. However, applying the wisdom gained from experience at other universities and using it to develop a U of T solution is perhaps more complicated than it might first appear.

In brief, while U of T has the highest standards for teaching, research, and service, UTFA members do not enjoy the highest standards of workload protection. Expectations of faculty members are Cadillac, but the workload protections are more Chevy.

We have to start with a history lesson. In the mid-1970s UTFA and the Administration were at a crossroads. UTFA was very concerned that the Administration was insufficiently responsive to the concerns of its members regarding terms and conditions of employment, including negotiating salaries and benefits and other matters such as appointments, tenure, academic freedom, workload, and existence of a grievance procedure. Accordingly, UTFA was seriously considering the option of unionization under the Ontario *Labour Relations Act*. Unionization under the OLRA would give UTFA exclusive right to bargain all terms and conditions of employment; oblige the employer to bargain on these matters; provide for an automatic right to dues deduction; and require a grievance process with access to independent third party arbitration for dispute resolution in the event of disagreement about interpretation and application of the collective agreement. At the last minute, the Administration proposed a Memorandum of Agreement instead of unionization and a collective agreement. And with a few amendments since then, that Memorandum of Agreement is what we have today.

What is the Memorandum of Agreement? The employer recognizes UTFA as the representative of the members for the purposes of establishing minimum

Minutes of the 2009 AGM (continued)

terms and conditions of employment. But the relationship is described as outside the OLRA. The Memorandum of Agreement has four major features:

- For salary, benefits and pensions, Article 6 establishes a negotiating process which requires the Administration to provide UTFA with information, and requires it to bargain in good faith, annually. Article 6 also provides that, in the event that the two parties are unable to agree, there is resort to mediation and a form of dispute resolution by an independent third party.
- In addition, Article 2 of the Memorandum of Agreement identifies a number of important policies governing the terms and conditions of employment of UTFA members, such as the Policy and Procedures on Academic Appointments (PPAA) which governs appointments and tenure. It was agreed that the policies listed in Article 2 could not be changed without the agreement of UTFA and the Administration.

The Memorandum of Agreement itself has substantive provisions in the areas of academic responsibilities, academic freedom, workload, discrimination, sabbatical, and rights of the Association.

The process for resolution of disputes regarding the interpretation of the Memorandum of Agreement and its administration is resort to an internal tribunal known as the Grievance Review Panel (GRP).

At the time it was first developed, the Memorandum of Agreement was considered state of the art. Indeed, a number of labour relations academics at the time were of the view that a faculty association did not need to be unionized because it could achieve equivalent protection from an agreement outside the OLRA such as the Memorandum of Agreement. Such agreements are called “special plans” to distinguish them from collective agreements under the OLRA. Many faculty associations in Ontario had special plans or developed them after seeing UTFA’s, although few remain. Most have been replaced by collective agreements under the OLRA.

With respect to workload in particular, Article 8 of the Memorandum of Agreement provides:

The Governing Council agrees that no faculty member shall be expected to carry out duties and have a workload unreasonably in excess of those applicable to faculty members within the academic division or department (in multi-departmental divisions) of the University to which such faculty member belongs.

In the interest of research and scholarship, faculty members shall not be required to teach formal scheduled courses for more than two terms in any academic year and those terms normally shall be the Spring and Fall terms. Summer teaching in Woodsworth, Erindale and Scarborough Colleges shall continue to be voluntary and on an overload basis. However, nothing in this Article shall be interpreted to alter substantially the current arrangements for integrated summer teaching in those departments and divisions where this is now the practice. Nor shall this Article be construed to preclude faculty members from voluntarily agreeing to rearrange their teaching schedules so as to include summer teaching as part of their normal teaching loads where this is acceptable to them and to the colleges, divisions or departments (in multi-departmental divisions) offering summer courses.

The Governing Council agrees to continue to use its best efforts to ensure that there is an adequate level of support for faculty members relating to working conditions amid equitable distribution of support among members of the same academic division or department (in multi-departmental divisions).

Workload pressures have led to substantial improvements regarding the rules governing workload at some of the unionized universities.

What do they have that you don’t?

While the rules vary from institution to institution, there is a range of provisions governing workload, including:

Minutes of the 2009 AGM (continued)

1. Provisions governing the establishment of workload norms for academic units:

Recognition that what constitutes an appropriate workload varies from discipline to discipline – there is no one-size-fits-all solution. What is appropriate in physics may be completely different from sociology. It is not unusual for the sciences to have lower normal course load because of lab requirements. But there are also different expectations and cultures about how courses are offered and taught, and how research is conducted.

Recognition that colleagues have a right to participate in the development of the rules governing workload in the department or unit through a collegial process established by the department or unit. Typically there is a workload committee that is elected by the unit, and the first task of the committee is to develop local norms for workload or, at the very least, teaching load. That process would usually be looking at factors relevant to workload, such as: What is the normal number of full course equivalents taught in this department? Do we give the same credit for large first year courses that we give for small upper year courses? Do we give teaching release to new probationary faculty members? At what point if any do we consider graduate supervisions to be equivalent to teaching a course? How do we deal with courses delivered using technologies such as the internet? Typically the collective agreement contains a list of factors for the unit committee to take into account when developing the norms. Usually, there are also processes for decanal approval in order to ensure that a unit can meet the academic needs of the university, and for dispute resolution.

2. Provisions governing the assignment of workload to an individual, including:

Requirements that workload assigned to an individual be fair and equitable, and consistent with the norms in the unit and the expertise and circumstances of the individual, taking into account relevant factors such as: Is the member probationary? Are the courses assigned to the individual outside the individual's area of expertise? Is the individual

assigned all large lecture courses? Does the individual supervise an excessive number of graduate students because his/her expertise is in an area of high demand?

Other issues may be addressed, such as: timeliness and fair notice of workload assignments; sufficient time between classes; sufficient time for research and service, etc.; provisions to govern minor year-over-year fluctuations, that is, circumstances in which more than the norm or less than the norm can be assigned: for example, if the individual is doing a lot of service or research, there may be provision for course release.

Typically there is a process to grieve unfair or inequitable workload assignments.

3. Some faculty collective agreements have gone farther than the basic provisions outlined above. Some examples include:

A collective agreement which in effect enshrines a transparency principle in that the chair of the unit is required annually to circulate to the unit as a whole a statement setting out the teaching load of each member of the unit.

Unit norms which take into account the particularities of cognate departments.

Agreements in which certified associations have negotiated maximum teaching loads.

An agreement in which faculty accrue entitlements to teaching release in accordance with a formula taking into account supervision of graduate students.

UTFA is well aware that teaching stream faculty and librarians have their own unique workload challenges. Again, for both teaching stream and librarians, there are examples out there of workload protections, rules governing assignments, etc. UTFA's challenge is to examine all of this information and these ideas, and determine how to fashion them for the workplaces of the U of T.

Minutes of the 2009 AGM (continued)

Recently UTFA has developed a series of workload principles: workload should be assigned in a manner that is fair, reasonable, equitable, and timely, guided by principles of transparency, good governance, flexibility, enforceability, and proportionality. Good governance includes the notion that there should be a unit workload committee that establishes norms and gives members the mandate to design solutions appropriate to their disciplines and local environments.

As noted above, Article 6 contains a detailed process for annual bargaining of salary, benefits and pensions and for resort to third party dispute resolution in the event that the parties are unable to agree. UTFA has put forward its workload proposals in the context of Article 6 bargaining this year. This is based on its view that workload and compensation are inextricably linked. It remains to be seen how the Administration will respond to including workload discussions under the umbrella of Article 6. Should the Administration take the position that workload is legally excluded from the Article 6 negotiations process, and if that objection is ultimately upheld, that would mean that there is no effective mechanism to bargain workload issues at U of T. In that event, even if the Administration were to agree to discuss workload with UTFA, there would be no access to third party binding dispute resolution in the event that the parties are unable to agree. That would put workload issues on much the same legal footing as other significant terms and conditions of employment that are governed by University policies frozen by Article 2 of the Memorandum of Agreement, as well as the other articles of the Memorandum of Agreement itself, in that there is no process for negotiation of amendments, nor resort to third party dispute resolution, in the event of disagreement.

Many members will have heard me speak at the recent UTFA appointments symposium at which I expressed concerns about the tenure and promotion criteria and process at U of T. These concerns were similar to the concerns I have set out above regarding the workload situation, i.e., what was state of the art in the late 1970s now looks a bit on the archaic side, and may result in a lower standard of

justice for U of T faculty in tenure and promotion disputes.

What does the future hold for UTFA and its special plan? It all depends on how the Administration chooses to handle it, including the position it chooses to take regarding the scope of Article 6 in the current round of negotiations.

Even if the Administration does agree to workload changes in this round of bargaining, there remains the ongoing question of how to ensure that effective bargaining takes place on issues of concern to UTFA in the future, when it comes to matters that the Administration may argue are not currently covered by Article 6 of the Memorandum of Agreement.

But given the importance of the issues at stake, as indicated by the workload survey results, it could be another crossroads for UTFA.

5. Other Business

G. Luste said that Executive and Council approved an informal resolution regarding pension governance and the pension plan. He said that, as there was not enough notice to have this be a formal motion, he was asking for an informal straw vote. Although the motion may not carry any official weight, it will give a sense about what the members attending the AGM think.

Informal Resolution for UTFA Council and for UTFA AGM, April 14, 2009

Whereas -

- in recent years, the University of Toronto Faculty Association (UTFA) has consistently raised fundamental questions concerning governance by the University of Toronto administration (Administration) of pension and endowment funds, and concerning investment decisions pertaining to these funds; and
- recent disclosures concerning investment losses support what UTFA has been saying for years; and

Minutes of the 2009 AGM (continued)

- the Administration's stance on the pension funds points to the need for more genuinely collegial and collaborative governance involving both UTFA and the Administration; and
- the aforementioned governance reform is consistent with maintaining the highest standards in education and research at the University of Toronto; and
- the Administration has most recently committed itself to being "diligent about re-examining structures and strategies for management of the assets entrusted to the University",

therefore be it resolved that -

- this Annual General Meeting commends the UTFA leadership for providing the university community with the information it needs about pension governance, missing pension contributions, investment practices, and much else; and
- this Annual General Meeting specifically calls on the Administration to sit down with UTFA to begin a new phase of genuine partnership in the management of its members' pension plan, and in broader issues of governance of the University.

Carried without dissent.

C. Lace was asked how she thought U of T would be able to bridge the gap between a Memorandum of Agreement that was useful in the 1970s and 1980s but has outlived its usefulness and is not recognized by the Labour Board.

C. Lace said that UTFA has identified certain issues that govern workload, such as fairness, equity, transparency, etc. and that it intends to bargain for these things in the context of SBP negotiations.

S. Prudham said that there is a fundamental issue regarding governance at the U of T. There is a problem with workload and the pension plan yet UTFA has not been able to negotiate either of these, although we can see what is happening. We are trying to take a different course of action in negotiations and take a problem based approach. We want to tell the administration what the members see as a problem and work with the administration to make changes. Although there will

always be a structural problem, there may be a way to deal with monetary and non-monetary issues, but both sides have to agree.

S. Prudham said it is up to the faculty and librarians to tell UTFA how they want to proceed on the fundamental issues of governance.

The members discussed the pros and cons of certifying as a union and Ms. Lace provided information on what the difference would be between working under a Memorandum of Agreement and a Collective Agreement.

S. Prudham was asked how it was decided that non-monetary issues would be brought into negotiations. He said that workload has been discussed for some time and this is the most tangible example of how the Memorandum of Agreement is not working well. As it is outside of Article 6 it was decided that UTFA would try to engage in good faith face-to-face negotiations on this issue. The administration is willing to have these face-to-face negotiations and seems to be willing to discuss other issues outside of Article 6.

G. Luste said that in the last round of salary, benefits and pensions negotiations members said that they thought that if they did more work then they should be compensated. This led to a working group on workload.

G. Luste was asked, since no specific proposals have been approved by Council, what did he expect UTFA could get out of the face-to-face negotiations on workload?

G. Luste said that no agreement will be reached until it goes to Council for approval. A mediator cannot mediate on this.

G. Luste was asked if volunteering to assist in the work of UTFA, i.e. serving on Committees, is credited towards workload. He said that service to UTFA is considered to be service to the community.

P. Sawchuk, seconded by J. Estes, moved that:

the meeting adjourn.

Carried.

The meeting adjourned at 5:05 p.m.

Chris Penn
Administrative Assistant

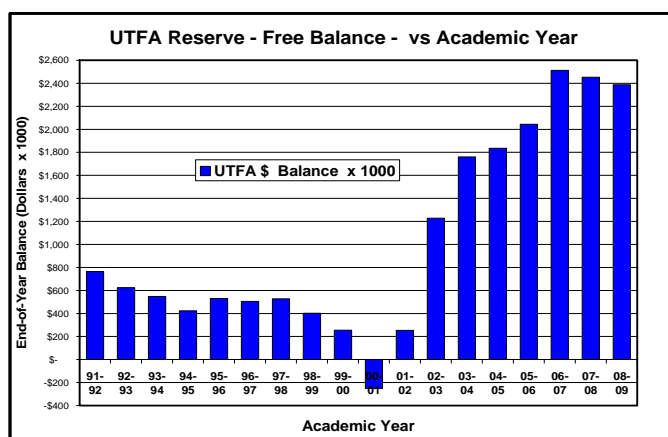
Reports of the Officers and Chairs of Committees

Report of the President

UTFA finances: An update from the last AGM

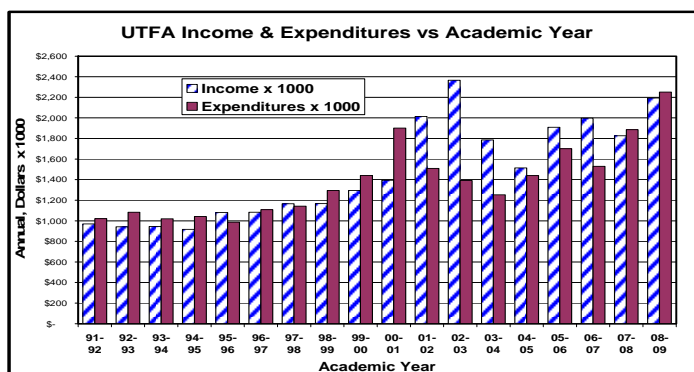
I begin with an overview of our current finances and membership. As of June 30, 2009, the Faculty Association had a healthy *positive* net worth of almost \$2,400,000. As reported earlier in a special newsletter, our investment losses in the 2008 market downturn were minimal. While the surplus is welcome and important, I must repeat my message 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 initiate new projects that had not been budgeted at the start of the year. As the second chart indicates, our total expenses, from year to year, are not always smooth. During this past year we incurred extra legal and actuarial costs in our efforts to gain a voice in the governance of our pension plan and to improve our Memorandum of Agreement. The Association must never allow the lack of adequate financial reserves to compromise its ability to represent, and negotiate for, its membership. This includes salary and benefit negotiations, association and individual grievances with the Administration, and policy changes as well.



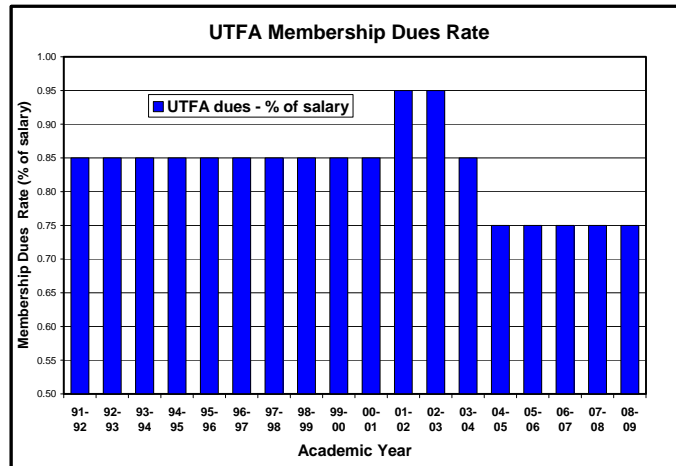
The somewhat bumpy nature of our past income-expenditure profile has been discussed thoroughly in previous AGM reports. The increased income for 2008–09 reflects the absence of a dues holiday in 2008–09, in contrast to the

previous two years. Members should also keep in mind that about \$600,000 of your dues is passed on to CAUT and OCUFA, our national and provincial associations, to cover their operating costs.



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 – in lieu of decreasing and then again increasing our mil rate.



UTFA Membership

There are currently about 2,893 faculty and librarians employed at the University of Toronto who could be dues-paying members of UTFA. Approximately 2,531, or 87%, are actually paying dues. Another 361 are not and of these only 10 are redirecting their dues to a charity. The other 351 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. Maintaining an accurate retiree membership database, with up-to-date contact information, is an ongoing challenge and we are working to improve it.

Communication with our Membership

My records indicate that during the twelve months of 2009 we sent out thirty seven (37) email messages to UTFA members. Emails represent our main communication mechanism with members

today. The messages covered the full spectrum from social events to bargaining reports to newsletters. We are sensitive to the volume of emails and do not wish our messages to be viewed as unwelcome spam. We try to keep our emails brief and rarely have attachments. Instead we send links to the website posting (usually as pdf files) of the announcements or newsletters. We are continually attempting to make the UTFA website (www.utfa.org) more robust and informative.

Staff Changes at UTFA

Heather Diggle has been asked to continue with UTFA and to serve as UTFA’s general counsel for a fixed term. Otherwise staffing has not changed since the last AGM.

Pension Plan Governance

This effort is ongoing. Last August Mr. Teplitsky, acting as Arbitrator, issued an award that called for a Pension Committee to replace Business Board as the official Administrator of the U of T Pension Plan. The award failed to provide for a clear arm’s-length separation between the university and the pension plan. We are in the process of trying to find common

Report of the President

agreement with the Administration on the details of the terms of reference for the new Pension Committee. This is proving difficult. Mr. Teplitsky remains seized on this award and we may need to go back to him. We do know that UTFA will be appointing 4 of the 16 members on the Pension Committee, with at least one of the four being a retired member of the pension plan. I will be reporting further on this important issue at the AGM. The Teplitsky award is posted on the pension page at our website at http://utfa.org/index.php?option=com_content&task=view&id=108&Itemid=118

Pension Plan Deficit

Our pension plan has been underfunded for some time due to too many years of missing pension contributions to the plan (euphemistically referred to as ‘contribution holidays’). The contribution holidays started in 1987 and were allowed because of favourable market returns and changes in actuarial assumptions. In 2008 the market returns were not favourable and that meant our already less than fully funded pension asset base shrank by almost 30% – from \$3 billion to \$2 billion. Simcoe Hall now acknowledges that there may be a one billion dollar shortfall. My analysis of the plan suggests the shortfall is more likely to be twice that, or closer to \$2 billion. The details of how UTAM lost its way and other pension problems can be viewed via the links at: http://utfa.org/index.php?option=com_content&task=view&id=108&Itemid=118

Current Negotiations on Salaries, Benefits and Pensions

Arbitrator Martin Teplitsky will be meeting with both sides in late April to determine our salary, benefits and pensions improvements for two years, 2009–10 and 2010–11. Given current economic conditions, this undoubtedly will be a difficult and challenging exercise. Professor Scott Prudham’s AGM report provides further information.

The New Budget Model, Budgetary Issues and Workload

UTFA’s recent examination of how our university allocates its budget to the nineteen academic divisions reveals serious issues. Units with large undergraduate student numbers (like Arts and Science, UTSC, UTM and Engineering) provide a cross subsidy, through the University Fund in the new budget model, to the professional faculties (e.g. Medicine, OISE, Dentistry, Law, Music, Management, Information Studies, Architecture, Social Work, Forestry, and Nursing). At the same time, the study demonstrates that provincial Basic Income Unit (BIU) grants for the professional faculties do not fully recognize the program delivery costs in those faculties. And it explains why the strongest workload concerns arise from the largest undergraduate units that must cope with large classes and limited resources. The UTFA report can be found at <http://www.utfa.org/images/file/Inf%20Rep-11-final.pdf>

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 interests 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 thank and acknowledge the support of my 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

*“While them that defend what they cannot see
With a killer’s pride, security
It blows the minds most bitterly
For them that think death’s honesty
Won’t fall upon them naturally
Life sometimes must get lonely.*

*My eyes collide head-on with stuffed
Graveyards, false gods, I scuff
At pettiness which plays so rough
Walk upside-down inside handcuffs
Kick my legs to crash it off
Say okay, I have had enough
What else can you show me?*

*And if my thought-dreams could be seen
They’d probably put my head in a guillotine
But it’s alright, Ma, it’s life, and life only.”¹*

The office of the Vice-President, Salary, Benefits and Pensions is in need of a new name! The import of the March 16 UTFA Council ratification vote on our mediated partial settlement is that, in addition to important changes in dispute resolution, workload has now been added to the list of items to be negotiated along with compensation as per the terms of Article 6 of the Memorandum of Agreement (MoA). In simple terms, we have secured the capacity to negotiate workload meaningfully and on an ongoing basis. As a consequence, we can now begin to redress one of the greatest threats to the quality and integrity of teaching and research at the University of Toronto. It therefore seems appropriate to consider adding “workload” to the title of future UTFA chief negotiators and the committees they chair.

Then again, perhaps we should wait to change titles until the work of reforming our antiquated framework agreement is done. And it is far from done. We have accomplished much, but we have much left to do. Chief negotiators at certified faculty associations are called simply that – be they Vice-Presidents, Presidents, or simply bargaining team chairs – because the terms of reference for collective bargaining are set by the priorities of their members. That is as it should be. By law, when unions certify, *all terms and conditions of employ-*

ment are to be determined through good faith negotiations between the union and the employer. This is one of the main implications of union certification. Whatever our individual ideological and political commitments, all faculty and librarians need to take a long and sober look at the difference between full scope negotiations and the sort of bargaining prescribed by our antiquated, inefficient, and cumbersome framework agreement. In the current round of negotiations, we have taken a significant step toward a broader and more mature way of negotiating. But we remain a long way from full scope bargaining. Whether we eventually certify as a union or continue on our current path toward negotiated change (and this is a choice the Administration must also make by deciding whether or not to continue to embrace reform), the goal must remain the same: to secure the rights and privileges that come with negotiating all terms and conditions of employment. This includes matters such as workload, but in an academic setting it also pertains to important matters such as policies and procedures governing academic appointments; tenure; promotion; standards of excellence in teaching and research; health and safety; infrastructure; intellectual property; privacy; and academic freedom. These matters are vital to the university and to our members.

These topics will continue to occupy us in the months ahead and certainly in the next round of bargaining. For now, we must prepare for arbitration beginning April 27. We were forced to wait a long time to secure the right to negotiate workload in a meaningful way, and to win important reforms to our grievance procedures and tenure appeals. But we must now settle outstanding compensation matters in the wake of the Ontario government’s two year legislated compensation freeze on employees in the broader public sector (including universities). It is important to understand that this legislated freeze *does not directly apply to UTFA or its members*. This is because employees who have “an established framework for collectively bargaining with their employer [over] terms and conditions of employment relating to compensation” are exempted.² While the government is also urging employees who collectively bargain to accept a two year compensation freeze in their next agreement,

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

nothing in the legislation legally obligates the Arbitrator (Mr. Martin Teplitsky) to comply. We will instead urge him to determine a truly fair and reasonable settlement under the existing terms of our MoA and in light of our past agreements and recent settlements in our sector.

I want to close by thanking members of our hard working, patient, determined, and committed bargaining team for all their contributions dating back to November of 2008. In addition, the UTFA Salary, Benefits and Pensions Committee, our in-house legal and research support, and our external legal counsel at Sack Goldblatt Mitchell have all provided valuable advice and insight to the negotiating team.

On behalf of the bargaining team and the UTFA Executive, thank you to all members for your

tremendous faith, trust, patience, and resolve. For me personally, working with UTFA has been among the most challenging, rewarding, and meaningful experiences of my life. I have our members to thank for that.

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

¹ Bob Dylan, “It’s Alright, Ma (I’m Only Bleeding).”

² This language comes from Section 4(2) of the wage restraint legislation introduced on March 25 2010, as part of Bill 16.

Report of the Acting Vice-President, Grievances Chair, Appointments Committee

Grievances

The recently announced changes to the Grievance Review Panel (GRP) and the University's Tenure Appeal Committee (UTAC) constitute significant breakthroughs in bargaining at U of T. The tough negotiations that brought about reform were enabled by the courage of those faculty members who have brought their cases before U of T's tribunals, even when the unintended result was to showcase the procedural and structural weaknesses of dispute resolution in our university. The contribution of the UTFA staff lawyers and the lawyers at Sack Goldblatt Mitchell who argue our grievance and tenure cases cannot go unremarked; they played a vital role in identifying areas of reform and in crafting the language that articulated those reforms. Its hand strengthened by years of accumulated evidence, including poorly reasoned judgments or reports, UTFA presented a strong case for change. The GRP chair will now be a "legally trained person external to the university with experience and expertise in university matters." In recent years, UTFA has argued that effective dispute resolution requires a third-party (external) chair who is familiar with the growing body of arbitral evidence that is central in most other university arbitrations. Such a chair will provide the expertise that will assist our excellent colleagues who serve on the panel to make decisions based on the analysis of process.

The improvements we will see in UTAC are equally important. A stronger UTAC will be better equipped to protect the principle of a fair peer review. The first item in the letter of agreement sent from the Provost to the UTFA President is perhaps the most significant:

- (a) The Statutory Powers and Procedures Act, including its powers to order documentary production, applies to tenure appeal hearings before UTAC and UTAC decisions are subject to judicial review.

In the past, UTAC's failure to order production has been a major impediment to procedural fairness and

natural justice. Without "documentary production," a tenure appeal cannot be properly conducted. Judicial review is, in principle, important for appeal candidates, mainly because, as an option lurking in the wings, it helps ensure procedural rigour on all sides. The agreement on UTAC also usefully clarifies the role the GRP will play in cases where the time to tenure (the length of the probation period) is grieved:

With respect to the provisions of the PPAA [Policy and Procedures on Academic Appointments] concerning the discretion of the Provost to grant a delay of consideration for tenure, such issues fall within the jurisdiction of the GRP. Where a grievance is filed in this regard and where there is a subsequent appeal to UTAC, the grievance before the GRP will be heard first.

Even though the changes to the GRP and UTAC will improve the functioning of those bodies, UTFA looks forward to the day when the bifurcation of dispute resolution into two tribunals or committees will dissolve, and faculty who appeal/grieve will face only one body chaired by an external third party, as is the case in other universities. In last year's AGM newsletter, I reported on one of the decisions that prompted UTFA to pursue vigorously the improvements it has achieved:

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.

Grievance Portfolio Statistics

The grievance portfolio is currently handling approximately 70 files. In 2008-09, the Provost's

Report of the Acting Vice-President, Grievances Chair, Appointments Committee

office reviewed 100 tenure files, and 3 candidates were denied tenure. All three received negative recommendations from their respective tenure committees. One file is pending in the President's office. The Provost's office reviewed 14 teaching stream files for promotion to senior lecturer, and all 14 were successful.

Note: I am serving as Acting Vice-President, Grievances, while Ron Smyth is on leave. I am grateful to UTFA's staff lawyers, Alison Warrian and Heather Diggle, and to Carol Wolkove, Cathy Lace, and Emma Phillips for their hard work on grievance files. I would also like to thank Rosemary Gill, UTFA's litigation assistant, and Chris Penn, UTFA's administrative assistant. We are all grateful to the Grievance Committee: Mounir AbouHaider, Baris Balcioglu, Sandford Borins, Judith Poë, Shelly Ungar, and Kent Weaver.

Appointments

- The UTFA Appointments Committee, which I chaired this year, has examined issues related to a new rank proposed by the Administration, tentatively titled Professor of Practice. The Administration initiated a dialogue on this appointments matter in the context of salary/benefits negotiations, once UTFA had signaled a willingness to negotiate non-compensation matters. The Administration has noted that a new stream, one that folds in the current teaching stream and also embraces future "professional practice" appointees, could achieve at least the following: a) address problems in the teaching stream appointments policy, including the need for a professorial title, and b) allow the University to hire faculty with a practice focus. I am co-chair with Edith Hillan of a joint working group on the Professor of Practice rank. Other committee members are Scott Prudham, George Luste, Angela Hildyard, and Sioban Nelson. The joint working group has met several times. One of the goals is to issue a joint statement of principles that will guide further discussion. Over the last several months, UTFA has been consulting with deans and faculty on the possibility of this new stream. The goal of these ongoing discussions is to learn about the teaching needs of our divisions. Any new rank, especially one whose focus is teaching, must be configured to address both the potential for the marginalization of teaching and the changes in the delivery of post-secondary education we are seeing in the twenty-first century. We have spoken with deans in the following divisions: Law, Music, Rotman, Faculty of Arts and Science, UTM, Information Science, UTSC, Architecture, Nursing, Pharmacy, Engineering, and Dentistry. We have not yet completed our visits with deans. In March we met with teaching stream faculty at UTSC to discuss teaching stream appointments policy in the context of the Professor of Practice rank. (We realize that teaching stream faculty would prefer a professorial title different from Professor of Practice and that this term is functioning only as a placeholder title for the moment.) We will speak with all faculty and librarians in consultations on all three campuses in the coming months. UTFA is consulting widely because a new stream would represent a significant change to the appointments policy, the first in ten years. In 1999, UTFA and the Administration agreed to the creation of the current teaching stream, a landmark policy development that UTFA, faculty and librarians, and members of the Administration celebrated in September at a ten-year anniversary event.
- The Appointments Committee has discussed the issue of online teaching and the videotaping of lectures for broadcast, an area of deep concern to many faculty. Judith Teichman, Chair of UTFA's Equity Committee, has led on this issue. She has developed a statement of principles, and it will be debated at UTFA Council before it is published.
- We have also begun examining the many problems in the tenure review and appeals processes. These problems must be addressed in any future negotiations with the Administration. Here is a partial list: the question of

Report of the Acting Vice-President, Grievances Chair, Appointments Committee

objective criteria for tenure (the bar to be met is ill-defined); the difficulty candidates face when they attempt to compare themselves to colleagues who have recently been tenured; the substantial power of the chair in the tenure review process (choosing externals; assembling some of the materials that go to the tenure committee; writing summaries and statements of reasons); the issue of file preparation – candidates suffer when the dossier is incomplete, even when the problem is the Administration's; the issue of overdependence on external letters and on the words "excellence" or "competence"; the fundamental problem that future promise is not well defined/understood/applied. Many other weaknesses in our policy and guidelines must be corrected.

- The policy issues of our academic librarians are just as significant as those in the other streams. Librarians have been systematically disadvantaged as a result of weak policy language. A forthcoming Association Grievance will attempt to challenge the practices that have undermined the professional and academic status and independence of our librarians.
- Several crises in UTSC's teaching stream this year only confirm what UTFA has been arguing for a long time: the policies and guidelines that affect the stream must be substantially improved. An external review report on UTSC's Department of Humanities argued that the teaching stream should lose all of its leadership and administrative positions. Teaching stream on that campus have been instrumental in the

development of new programs in recent years. Their scholarship, their superb teaching, and their significant contributions to administrative excellence in that division testify to their important role in the University. Program change at UTSC has created uncertainty for several teaching stream faculty there. Security is the most important issue facing the teaching stream. Security has at least three parts in terms of policy: security of the initial appointment (faculty are sometimes terminated after a few years even when they have been appointed in continuing positions); security in terms of workload (course load and other duties are often arbitrarily increased or changed); security of the continuing appointment (policy language currently in place provides inadequate security).

UTFA faces significant policy challenges in the coming years. We must maintain our focus on reform of our policies and the framework in which they are contextualized: the Memorandum of Agreement. I would like to close by thanking the members of the UTFA Appointments Committee: Helen Grad, Peter Dungan, Viktoria Jovanovic-Krstic, Jody Macdonald, Lynda Mainwaring, George Milbrandt, John Munro, Jeff Newman, Jun Nogami, Geeta Paray-Clarke, Dennis Patrick, Judith Poë, Margaret Procter, Scott Prudham, Mohini Sain, Ron Smyth, Harriet Sonne de Torrens, Judith Teichman, Kent Weaver.

Cynthia Messenger
Acting Vice-President, Grievances
Chair, Appointments Committee

Report of the Vice-President, University and External Affairs

This year's report starts with a very brief quiz.

Does CAUT stand for:
Citizens Against Using Telephones
(<http://www.robpc.com/caut>); or

Canadian Association of University Teachers
(www.caut.ca)

Does OCUFA stand for:
Ontario Confederation of University Faculty
Associations (www.ocufa.on.ca)

Does UTFA stand for:
Upper Teign Fishing Association
(<http://www.upper-teign-fishing.org.uk>); or

University of Toronto Faculty Association
(www.utfa.org)

Congratulations if you answered yes to all. It should be noted that the University and External Affairs portfolio does not currently extend to Citizens Against Using Telephones nor to the Upper Teign Fishing Association.

Starting with the University part of the “University and External Affairs” equation, the University and External Affairs (UEA) Committee met to evaluate the short-listed candidates for the Al Miller Memorial Award and the Undergraduate Tuition Bursary. I am pleased to announce that Mr. Geng Liu, an Engineering undergraduate, won the tuition bursary; and that Ms. Jing Fu, a Ph.D. candidate from OISE, won the Al Miller award. The Committee will be meeting to review the terms of reference for both the bursary and the award with an eye to recommending potential changes. In each instance the current terms of reference are short and very open ended.

The UEA Committee met to plan for upcoming Macpherson Lectures. I am very pleased to announce that we are in negotiations with the Honorable Madam Justice Rosalie Abella, a distinguished Supreme Court of Canada judge, to finalize a date for the 2012 lecture. The Committee is also working to finalize a speaker for the 2011 Macpherson lecture. Watch for subsequent details on that.

I have attended several meetings of UTEAU: University of Toronto Employees, Associations and Unions. UTEAU is an informal forum where CAW 2003, CUPE 1230, CUPE 2484, CUPE 3261, CUPE 3902, CUPE 3907, USW 1998, GSU, UTSU, APUS and UTFA come together. There will *not* be a quiz to enumerate what all the acronyms stand for. This year UTEAU has discussed matters of shared concern including bargaining updates and concerns, EI payments, Campaign for a Poverty Free Ontario, pension governance, the Lakehead University closure (see below), and several matters relating to university governance.

I, along with the President and my fellow Vice-Presidents of UTFA, have participated in the regular meetings of the Joint Committee with the University Administration.

Penni Stewart, the President of CAUT, was a guest at the January meeting of UTFA Council. There were two parts to her presentation. The first half was concerned with the 2009 World Conference on Higher Education held in Paris. The second half addressed a number of concerns raised by the Canadian Science Policy Conference held in Toronto in 2009

In mid-March Paul Jones of CAUT conducted an Intellectual Property workshop covering a wide range of issues related to copyright and patents. The number of questions for Paul easily outstripped the time available, suggesting another session next year would be appropriate.

On the external side of the “University and External Affairs” mandate, I had several dealings with both CAUT and OCUFA. CAUT-related activity includes monitoring and responding to various CAUT lists and mailings, bringing various initiatives to the attention of Executive and/or Council, and representing UTFA at meetings of CAUT Council. Last November UTFA and CUPE 3902 Unit 3 jointly lobbied MPs Mario Silva (Liberal) and Olivia Chow (NDP) as part of CAUT's Parliament Hill Day.

I have attended several OCUFA Board of Director meetings and reported at both Executive and Council on various OCUFA initiatives. One of the most important initiatives is OCUFA's “Quality Matters” campaign and I would draw your attention to the Web site (www.quality-matters.ca) and urge you to take

Report of the Vice-President, University and External Affairs

just the couple of minutes required to make your views known to the Ontario government and your local MPP. On March 30 both George Luste and I attended the Queen's Park Reception to lobby local MPPs on matters of concern to UTFA.

It should be noted that both CAUT and OCUFA sponsor awards that recognize our fellow academic staff. I urge you to visit both web sites, review the various terms of reference and nomination deadlines, and nominate a colleague deserving of such an award.

Working with Terezia Zoric, Chair of the Teaching Stream Committee, we have approached both CAUT and OCUFA with UTFA's concerns about their respective "teaching only" documents. To date there have been more discussions with OCUFA and we are encouraged by the response (please see the Teaching Stream Committee report for more).

In December of last year I joined fellow representatives from faculty associations across Canada, as well as CAUT and OCUFA, in Thunder Bay to support the Lakehead University Faculty Association (LUFA) in their opposition to the unilateral closure (i.e., lock-out) of the university for four days in late December. This closure, without advance consultation or negotiation, included four days without pay and LUFA views it as a lockout. LUFA has taken the matter to arbitration and, at the time of writing, a decision in this very important matter is pending.

Finally I want to thank the following members of the University and External Affairs Committee for their valuable contributions to the Committee's work: Helen Grad, Lino Grima, Mary Alice Guttman, Jody Macdonald, and Victor Ostapchuk.

Kent Weaver
Vice-President, University and External Affairs

Report of the Treasurer

The Association continues to be in good financial health with an accumulated reserve of about \$2,280,000. As prescribed by the UTFA investment policy the reserve fund is divided into thirds: cash, liquid bonds, and liquid equities. The diversification of the funds has minimized the effects of continued uncertainty in market conditions. The Financial Advisory Committee met in October and April to review the investments in the Association's reserve fund. The members of the committee, including myself, are George Luste, Sandford Borins, and Laurence Booth. I thank them for taking the time to meet and for the stimulating discussions.

Attached to this newsletter is the final version of the Association's Audited Financial Statements for the fiscal year ending June 30, 2009. I wish to thank Donna Mehta of Cowperthwaite Mehta for the timely completion of this year's audit. Marta Horban, our Business Officer, has been invaluable in assisting me as Treasurer, and for providing support for the preparation of our annual audit.

Dennis Patrick
Treasurer

Report of the Chair of the Equity Committee

Equity in Times of Fiscal Constraint

In my last report I suggested that the scope of the work of the Equity Committee ought to be broadened to embrace a broader range of equity concerns. I have begun by initiating a major study of University of Toronto faculty and librarian salaries. This report had been originally requested as an update of an earlier 2001 report on gender inequality in U of T salaries. That relatively small undertaking has mushroomed into a major report that has revealed a wider variety of equity issues and concerns.

An examination of some of the preliminary data confirms my perception that equity issues at the University of Toronto would be enormously challenging in their complexity. Gender continued to be a salient issue although not evenly so across the university. The preliminary data also suggest there are other sources of substantial salary inequality that we, as a community, should be concerned about. While some of these differentials may be considered legitimate, others arguably are not. Your Equity Committee has decided that it is important to take the time to examine the data from every possible angle in order to be sure that our interpretation is both accurate and fair. This work has been carried out by a small working group.

Your Equity Committee met to explore the broader implications of the issues revealed in the preliminary draft report and to consider how best to move forward. The Equity Committee recommended that the report be carefully crafted and thoroughly vetted before general publication. Once complete, the revised report will go before your Council Executive and the Equity Committee for input and comments. In its examination of the preliminary report, the Equity Committee also directed that once the final report is ready for distribution, the analysis and data upon which the interpretive short report is

based be made available to the general readership in an Appendix – with the exclusion of data that might allow the identification of particular salaries, of course. I would like to thank the Equity Committee for its advice and support in this important initiative, and Reni Chang in the UTFA office for her valuable work on the project.

The report will no doubt generate many questions, one of the most important of which will be how and why such differentials have arisen or been sustained. While we have a considerable body of literature on the gender issue, this is less the case for other sources of salary differential, particularly those peculiar to the University of Toronto. Exploring these issues will be the next step in the process. Attempts to grapple with these issues will lead us to such topics as starting salaries, the ways in which merit increases are arrived at, and the manner in which budget allocations across the campus have occurred in the past. The equity committee will have an important role to play in these discussions.

Discussions surrounding equity issues are inevitably fraught with sharp differences of opinion. The academic literature on both the legitimacy and origins of university salary differentials is itself deeply divided. Strong personal reactions from both the relatively well treated and those who believe themselves less well treated are natural. Such debates can be especially difficult in times of fiscal constraint. However, in times like these it is especially important to be clear about who among us can least afford to bear the burden of any imposed fiscal discipline. I am confident that we will be able to come together as a community on issues of equity and that we will recognize the importance of justice and fairness among ourselves to our larger mission of teaching and scholarship.

Judith Teichman
Chair, Equity Committee

Report of the Chair of the Librarians Committee

First off, I would like to thank this year's committee members – Harriet Sonne de Torrens, Kathryn FitzGerald, Kent Weaver, Kimberly Silk, Mary-Jo Stevenson, Noel McFerran, Suzanne Meyers Sawa, and Vicki Skelton – for their hard work. I would also like to thank the other members of the UTFA Executive, UTFA Council, and UTFA's internal counsel and staff for their willingness to take on librarians issues as one of the Association's core activities this year.

This has been a challenging year for librarians across the country. The librarians at the University of Western Ontario almost went on strike to protect their rights. The librarians at McMaster University formally certified after their association was unable to react effectively to the surprise terminations of two long serving librarians. At other institutions, such as McGill, librarians are struggling to maintain academic rights and freedoms.

At U of T, however, there has been progress. Major concerns such as workload were brought into the bargaining process with the result that workload is now an issue UTFA can negotiate with access to mediation and arbitration (if necessary). Much of the committee's work over the past year has focused on providing input for the bargaining process. It has been a challenge to capture the full range of duties and working conditions available to a librarian at U of T and ensure that these realities were reflected in the bargaining process.

The committee also worked with the Joint UTFA Librarians–Administration Committee to help improve communications and clarify policy and procedural issues. Though this committee started several years ago as a pilot project, it has evolved into an important relationship that should be fostered going into the future.

One thing I have learned over the past few years is that the roles, responsibilities, and working conditions for librarians at U of T are incredibly varied. We have worked hard to try to document and understand the variety of librarian appointments that exist around the University, but communication is key. To this end, the Librarians Committee will be hosting a spring social event late in May. Please keep your eyes open over the next couple of weeks for an invitation. This event will be an opportunity to meet your colleagues and share your experiences as a librarian at the University of Toronto.

As I step down as chair of the committee I am encouraged by the enthusiasm that the committee and the association has shown for raising the status of librarians within U of T. I would like to thank everyone at the Association for their support, advice and vision. It has been a challenging learning experience, but it is one that I hope to return to later in my career.

Jeff Newman
Chair, Librarians Committee

Report of the Chair of the Teaching Stream Committee

It has been a busy year at UTFA!

On September 24, 2009, at the University of Toronto Faculty Club, UTFA hosted a well-attended celebration to mark the 10-year anniversary of the formation of the teaching stream. Titled "Enhancing Teaching and Learning: Ten Years of Successful Collaboration," the impressive gathering of faculty and librarians from various disciplines and all campuses highlighted the considerable accomplishments of our high-achieving stream. (To see a 'Gallery of Publications' by teaching stream members that were displayed at the celebration, please visit UTFA's home page at www.utfa.org.) The event offered an excellent opportunity to reflect on the important gains UTFA has procured for faculty with teaching intensive appointments in the last decade, while at the same time detailing the

work yet to be done. I wish to thank Cynthia Messenger and UTFA's staff for all their hard work in organizing this event and making it so successful.

Much energy has been devoted over this past year to membership outreach and renewal, negotiating with the University Administration to transform how and what we bargain, lobbying our provincial and national organizations to more effectively represent all of our members, and responding to members' queries – both routine and alarming. In each of these diverse contexts, members of UTFA's Teaching Stream Committee, alongside members of our bargaining and Executive committees, contributed meaningfully to the essential work of advocating for significant improvements in the job security, work-life balance, dignity, and status of the teaching stream.

Report of the Chair of the Teaching Stream Committee

Strengthening Security in the Teaching Stream

UTFA has become increasingly outspoken about the need to bolster security provisions for our stream. Robust security for faculty and librarians has at least four major components: security of the initial appointment, security of the continuing appointment, security of workload, and security of the grievance or appeals process.

Recent negotiations with the Administration have resulted in some significant gains for the teaching stream (and indeed all faculty and librarians) in the areas of workload and grievances and appeals/dispute resolution (see Scott Prudham's SB&P report and also Cynthia Messenger's Grievance report). However, despite these improvements, security provisions for teaching stream faculty require further major reform. Following lengthy face-to-face negotiations with the Administration, we agreed that this and related matters would be further pursued within the context of the joint working group on Professors of Practice, chaired by UTFA Appointments Chair Cynthia Messenger. (For more on the work of this group, see Cynthia's report.)

Enhancing the Status of Teaching Stream Faculty

Currently, teaching stream faculty at the University of Toronto share the title of "Lecturer" with non-permanent and often part-time sessional lecturers. This is a source of confusion for students, colleagues, and the broader academic community. Unfortunately, the title of Senior Lecturer, well regarded in the UK, carries too little respect in our North American context. We need titles that grant faculty with teaching-intensive appointments the same level of esteem as is properly granted to our colleagues in the tenure stream. Title change is currently a central focus of the joint working group on Professors of Practice.

UTFA will continue to advocate for symbolic and substantive policy changes to improve the dignity and respect accorded to the contributions of teaching stream faculty. Too often, our members receive powerful messages from the Administration (and

sometimes even from some of our own colleagues and provincial and national associations) that tell us that teaching is less valuable than research, and that the financial and cultural hierarchy that places tenure stream faculty above teaching stream faculty and librarians is natural and inevitable.

We need to continue to participate in bargaining, policy reform, and advocacy geared toward enhancing the status of teaching, preserving time for teaching stream faculty to engage in research-related activities, and to having both traditional and non-traditional forms of scholarly work recognized and compensated. As was exemplified in the latest round of bargaining, UTFA has worked very hard to do precisely this for some time.

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 on May 4, 2010. It will be held at OISE, 252 Bloor Street West, in Room 5-260, and is open to all teaching stream members of UTFA. We urge those newly hired to attend this workshop as well as those who might be closer to promotion consideration. Members should register by email to faculty@utfa.org by April 30, 2010, with their name, department and/or faculty, and rank. *Participants will receive information packages.*

Appreciations

Finally, many thanks to the members of UTFA's Teaching Stream Committee, 2009–10: Don Boyes, Nancy Johnston, George Luste, Jody Macdonald, Hazel McBride, Cynthia Messenger, Suzanne Meyers Sawa, Theresa Moritz, Geeta Paray-Clarke, Judith Poë, 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

Report of the Chair of the Membership Committee

I would like to begin by thanking all faculty and librarians for helping to provide the UTFA negotiating team with the capacity, clarity, and legitimacy required to negotiate hard won changes to our framework agreement in this most recent round of bargaining. One of the ways you did this was by responding to consultations organized by the Membership Committee. Input from members on workload and on bargaining shaped our proposals and compelled the Administration to negotiate with us in face-to-face bargaining and in mediation including over issues not strictly subject to the bargaining article of our Memorandum. That is a major achievement!

Building on this success, the Membership Committee has continued its outreach to members. We are in the midst of a period of renewal and reform at UTFA, and the Membership Committee remains committed to facilitating these processes. Highlights of our activities over the course of the last year include:

- In early October we organized an event and social. The first hour was devoted to a new hire orientation program at which members of UTFA's Executive and Membership Committees presented information and guidance while also responding to questions from newly hired faculty and librarians. The second hour was open to all members and included updates on bargaining and pension governance reforms.
- We have continued our targeted outreach to newly hired faculty and librarians through lunches including one or two members of the Executive and Membership Committees together with small groups of new hires. UTFA President George Luste has made a priority of these lunches and has attended the vast majority of them.
- We conducted outreach events at both UTSC and UTM this year to update members on the status of negotiations and to provide a forum for members of all disciplines to come together to discuss common issues.
- We have been encouraging members to fill vacant UTFA Council seats to broaden and strengthen our connections with the wide diversity of scholarly and professional communities UTFA represents. We have had considerable success in this initiative and UTFA has welcomed several new Council members to the fold over the course of the last year. That said, this job never ends as some vacancies remain while others arise from the expiry of terms. The full list of UTFA Councillors and constituencies is on our website. If your constituency does not yet have a representative, please contact the Membership Committee at membership@utfa.org and we will work with you to help encourage potential candidates.
- We have also been involved in planning and coordination for the AGM this year and the last two years with the aim of increasing and broadening participation from our membership.
- The committee also spent time developing a new round of consultations focusing on UTFA's evolving relationship with the University Administration and the consequences that may have on how UTFA does its business. We have held several of these during the year, with more to come. Again, if you and your colleagues would like to participate in a dialogue about the future of UTFA and the University of Toronto, please be in touch to set one up.
- On March 20 the Membership Committee conducted the UTFA Council Orientation and Skills Development Workshop. The event was very well attended. The goal of this workshop was to provide Council members, particularly new ones, with information they need to do their important work. In addition, the workshop was designed to identify ways in which Council can help shape the renewal of UTFA by becoming a more effective conduit between UTFA's leadership and its members. Many important ideas were shared. Look for follow-up in the form of some new ways of conducting UTFA Council meetings in the near future.

Report of the Chair of the Membership Committee

We understand the need to continue to renew UTFA so that it can be an outlet for the aspirations of our members. This includes UTFA's familiar role in advocating over matters such as compensation and grievance representation, but also more broadly in providing a conduit for our members in defining and defending a view of what this institution is and should be. The process of reform and change is not over. It has really just begun.

This is an exciting time for UTFA. If there ever was a time for you and your colleagues to be more involved, that time is now! Please get in touch with

me or anyone on the committee if you have interest or any questions in this regard.

I would like to thank Joshua Barker, Helen Grad, Lino Grima, Reid Locklin, George Luste, Theresa Moritz, Katharine Rankin, Peter Sawchuk, Jesook Song, Harriet Sonne de Torrens, Kent Weaver, and Terezia Zoric for their passionate work on the Membership Committee.

Scott Prudham
Chair, Membership Committee



Participants at the March 20, 2010, UTFA Council Skills Development and Orientation Workshop.

From left: Joshua Barker, Rachel Silvey, Jim Clarke, Helen Rodd, Victoria Skelton, Harriett Sonne de Torrens, and George Luste with facilitator Reid Locklin in the foreground.

Audited Financial Statements

**UNIVERSITY OF TORONTO FACULTY
ASSOCIATION**

FINANCIAL STATEMENTS

JUNE 30, 2009

Audited Financial Statements

Cowperthwaite Mehta

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

AUDITORS' REPORT

To the Members,
University of Toronto Faculty Association:

We have audited the balance sheet of the University of Toronto Faculty Association as at June 30, 2009 and the statements of changes in fund balances and unrestricted operations and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

The Association derives revenue from membership fees, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of membership fees was limited to the amounts recorded in the records of the Association and we were not able to determine whether any adjustments might be necessary to revenues, excess of expenses over revenue, current assets and fund balances.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the revenues referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Association as at June 30, 2009 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Cowperthwaite Mehta

Chartered Accountants
Licensed Public Accountants

October 23, 2009
Toronto, Ontario

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

Audited Financial Statements

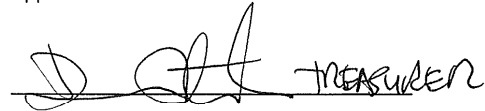
UNIVERSITY OF TORONTO FACULTY ASSOCIATION


BALANCE SHEET

AS AT JUNE 30, 2009

	2009	2008
ASSETS		
Current assets		
Cash	\$ 201,688	\$ 163,428
Marketable securities (note 5)	2,169,685	2,262,433
Accounts receivable	15,975	9,248
Prepaid expenses	<u>8,299</u>	<u>5,333</u>
	<u>2,395,647</u>	<u>2,440,442</u>
Capital assets	<u>107,759</u>	<u>106,795</u>
	<u>\$ 2,503,406</u>	<u>\$ 2,547,237</u>
LIABILITIES AND FUND BALANCES		
Current liabilities		
Accounts payable and accrued liabilities	\$ 116,658	\$ 94,751
Fund balances		
Invested in capital assets	107,759	106,795
Contingency reserve (note 7)	750,000	750,000
Unrestricted	<u>1,528,989</u>	<u>1,595,691</u>
	<u>2,386,748</u>	<u>2,452,486</u>
	<u>\$ 2,503,406</u>	<u>\$ 2,547,237</u>

Approved on behalf of the UTFA Council:


Treasurer


George Lute PRESIDENT

see accompanying notes

Audited Financial Statements

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

STATEMENT OF CHANGES IN FUND BALANCES

FOR THE YEAR ENDED JUNE 30, 2009

				<u>2009</u>	<u>2008</u>
	<u>Unrestricted</u>	<u>Invested in capital assets</u>	<u>Contingency reserve (note 7)</u>	<u>Total</u>	<u>Total</u>
Balance, beginning of year	\$ 1,595,691	\$ 106,795	\$ 750,000	\$ 2,452,486	\$ 2,511,101
Excess of expenses over revenue	(58,933)			(58,933)	(58,615)
Adjustment to fair market value of investments (note 3)	(6,805)			(6,805)	
Purchase of capital assets	(41,834)	41,834			
Amortization	<u>40,870</u>	<u>(40,870)</u>			
Balance, end of year	<u>\$ 1,528,989</u>	<u>\$ 107,759</u>	<u>\$ 750,000</u>	<u>\$ 2,386,748</u>	<u>\$ 2,452,486</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

STATEMENT OF UNRESTRICTED OPERATIONS

FOR THE YEAR ENDED JUNE 30, 2009

	<u>2009</u>	<u>2008</u>
REVENUE		
Membership fees (note 8)	\$ 2,204,371	\$ 1,744,414
Operating subsidies (note 9)	70,822	66,264
Investment income (loss)	<u>(82,679)</u>	<u>82,585</u>
	<u>2,192,514</u>	<u>1,893,263</u>
EXPENSES		
Legal, audit and consulting	665,922	463,431
Staffing and related	580,853	706,259
Canadian Association of University Teachers fees	321,930	270,745
Ontario Confederation of University Faculty Associations fees	270,118	216,538
Special projects	92,820	
Stipends	88,800	52,720
Rent	59,312	59,312
Office and general	41,693	27,400
Meetings, conferences and training	27,055	58,984
Committee expenses	16,295	9,877
Office equipment	16,239	8,638
Advertising and communications	9,191	14,481
Donations and contributions	7,100	6,100
Insurance	5,839	8,663
Tuition scholarships	5,329	4,526
Library	2,081	871
Other		2,188
Amortization	<u>40,870</u>	<u>41,145</u>
	<u>2,251,447</u>	<u>1,951,878</u>
EXCESS OF EXPENSES OVER REVENUE FOR THE YEAR	<u>\$ (58,933)</u>	<u>\$ (58,615)</u>

see accompanying notes

Audited Financial Statements

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED JUNE 30, 2009

	2009	2008
OPERATING ACTIVITIES		
Excess of expenses over revenue for the year	\$ (58,933)	\$ (58,615)
Non-cash items:		
Adjustment for unrealized loss		563
Adjustment to fair market value of investments (note 3)	(6,805)	
Amortization	40,870	41,145
Net change in non-cash working capital items (below)	<u>12,214</u>	<u>(37,817)</u>
Cash used in operations	<u>(12,654)</u>	<u>(54,724)</u>
INVESTING ACTIVITIES		
Decrease (increase) in marketable securities	92,748	(76,749)
Purchase of capital assets	<u>(41,834)</u>	<u>(12,911)</u>
Cash provided by (used in) investing activities	<u>50,914</u>	<u>(89,660)</u>
NET CASH ACTIVITY FOR THE YEAR	38,260	(144,384)
CASH, BEGINNING OF YEAR	<u>163,428</u>	<u>307,812</u>
CASH, END OF YEAR	<u>\$ 201,688</u>	<u>\$ 163,428</u>
Net change in non-cash working capital items:		
Accounts receivable	\$ (6,727)	\$ (100)
Prepaid expenses	(2,966)	2,891
Accounts payable	21,907	(39,449)
Unearned revenue	<u> </u>	<u>(1,159)</u>
	<u>\$ 12,214</u>	<u>\$ (37,817)</u>

see accompanying notes

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UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2009

1. THE FUND

The University of Toronto Faculty Association (the "Association") is an unincorporated association that was formed in 1940. The purpose of the Association is to promote the welfare of current and retired faculty, librarians and research associates of the University of Toronto, the University of St. Michael's College, the University of Trinity College and Victoria University and generally to advance the interests of teachers, researchers and librarians in Canadian universities.

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

The Association is exempt from income taxes under section 149(1)(l) of the Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

The Association follows accounting principles generally accepted in Canada in preparing its financial statements. The significant accounting policies used are as follows:

Marketable securities held-for-trading

The Association has classified their marketable securities as "held-for-trading". The marketable securities are recognized at fair value based on market prices. Gains and losses from dispositions and fluctuations in market value are recognized in the statement of operations in the period in which they arise.

Capital assets

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

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

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

Capital assets are reviewed for impairment as whenever events or changes in circumstances indicate that the carrying value of an asset may not be recoverable. Impairment is assessed by comparing the carrying amount of an assets with its expected future net undiscounted cash flows from use together with its residual value (net recoverable value). If such assets are considered impaired, the impairment to be recognized is measured by the amount by which the carrying amount of the assets exceed its fair value. Any impairment results in a write-down of the asset and charge to income during the year.

Audited Financial Statements

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2009

Revenue recognition

Membership fees are recognized in the period to which they relate. The Association follows the deferral method of accounting for revenue. Membership fees revenue is comprised of unrestricted contributions that are recognized as revenue when received or receivable, if the amount to be received is readily determinable and collection is reasonably assured.

Restricted contributions, if any, are recognized as revenue in the year in which the related expenses are incurred. Unspent restricted contributions are reported as deferred revenue on the statement of financial position.

Membership fees are calculated by multiplying a mill rate, as set by the organization, by the members salary.

Operating subsidies are recognized in the period that the corresponding expense is incurred.

The change in fair value of the marketable securities for the year is included in investment income in the statement of operations. The investment income is composed of realized gains or losses for the year, unrealized gains or losses for the year, and interest and dividend income earned during the year.

Expense recognition

Expenses are recognized when incurred. The free rent is recorded at its contractual value (note 9).

Use of estimates

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

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

3. CHANGE IN ACCOUNTING POLICY

The Association has applied on a prospective basis the recommendations of the Canadian Institute of Chartered Accountants regarding the recognition, measurement and presentation of financial instruments in the financial statements following the release of Sections 3855, "Financial Instruments - Recognition and measurement", and 3861, "Financial instruments - Disclosure and presentation." The Association has designated their investments as held for trading. As a result of adopting these standards prospectively, the Association recorded a non-cash decrease in the carry value of investments held for trading and unrestricted net assets of \$6,805 as at July 1, 2008.

As a result of this change, any unrealized investment gains or losses are recorded in the statement of operations in the year they occur.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2009

4. FINANCIAL INSTRUMENTS AND RISKS

Fair value of financial instruments

The fair value of cash, accounts receivable, and accounts payable and accrued liabilities is approximately equal to their carrying value due to the short-term maturity of these instruments.

The fair value of investments in listed companies and mutual funds is approximately equal to their quoted market value.

Credit and concentration risks

A concentration of credit risk arises when a group of customers has a common economic characteristic, so their ability to meet their obligations is expected to be affected similarly by changes in economic or other conditions. For the Association, significant concentration of risk is related to the University of Toronto and its affiliated colleges which is the employer of all their members.

5. INVESTMENTS

Marketable securities, which are classified as held-for-trading and are held by CIBC Investors Edge and CIBC Securities, are composed of the following:

	<u>2009</u>	<u>2008</u>	
	<u>Market Value</u>	<u>Market Value</u>	<u>Cost</u>
Mutual funds	\$ 2,047,484	\$ 2,035,771	\$ 2,035,771
Fixed income equities	<u>122,201</u>	<u>219,867</u>	<u>226,662</u>
	<u>\$ 2,169,685</u>	<u>\$ 2,255,638</u>	<u>\$ 2,262,433</u>

6. CAPITAL ASSETS

Capital assets, recorded at cost, are as follows:

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2009</u>	<u>2008</u>
Furniture and equipment	\$ 99,234	\$ 58,397	\$ 40,837	\$ 29,785
Computer equipment	<u>45,417</u>	<u>31,371</u>	<u>14,046</u>	<u>3,194</u>
	<u>\$ 144,651</u>	<u>\$ 89,768</u>	54,883	32,979
Leasehold improvements			<u>52,877</u>	<u>73,816</u>
			<u>\$ 107,760</u>	<u>\$ 106,795</u>

Audited Financial Statements

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2009

7. CONTINGENCY RESERVE

The Association's Council has restricted \$750,000 of its net assets to be held as a reserve for salary, benefits and pension negotiations, major grievances, academic freedom and other contingencies. This internally-restricted amount is not available for other purposes without the approval of the Council.

8. MEMBERSHIP FEES

Membership fees are received from the following sources:

	<u>2009</u>	<u>2008</u>
University of Toronto	\$ 2,165,924	\$ 1,703,999
Retired members	18,516	23,400
University of Victoria College	11,105	8,861
University of Trinity College	4,979	4,693
University of St. Michael's College	<u>3,847</u>	<u>3,461</u>
	<u>\$ 2,204,371</u>	<u>\$ 1,744,414</u>

The membership fees received in 2008 were lower than those received in 2009 because of a two-month fees holiday in 2008. Thus fees were received for 10 months in 2008 but 12 months in 2009.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2009

9. OPERATING SUBSIDIES

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

In addition, the Association has an agreement with the University of Toronto for the university administration staff to provide for teaching release times equivalent to 2.5 full time employees ("FTE") (2.5 FTE in 2008). For the year ended June 30, 2009, the release times were as follows:

	2009	2008
	<u>FTE</u>	<u>FTE</u>
President	1.0	1.0
Vice President - Grievances	0.5	0.5
Vice President - Salary, Benefits and Pension	0.4	0.5
Vice President - University and External affairs	0.1	0.2
Treasurer	0.1	0.1
Chair - Appointments Committee	0.1	
Chair - Equity Committee	0.1	
Chair - Librarians Committee	0.1	0.1
Chair - Teaching Stream Committee	<u>0.1</u>	<u>0.1</u>
	<u>2.5</u>	<u>2.5</u>

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

10. CONTRACTUAL OBLIGATIONS

The Association is committed to minimum payments under an operating lease agreement for office equipment expiring May 31, 2011. Future annual minimum lease payment are as follows:

2010	\$	4,250
2011		<u>3,896</u>
	\$	<u>8,146</u>

11. COMPARATIVE FIGURES

Certain of the 2008 comparative figures, as audited by the Association's previous auditor, have been restated to conform to the method of presentation adopted in 2009.

Promotion to Senior Lecturer Workshop

OISE/UT, 252 Bloor Street West
Room 5-260

Tuesday, May 4, 2010

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 Association.

Members should register by email to faculty@utfa.org before April 30, 2010, 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

Tenure and Promotion Workshop

University College, 15 King's College Circle
UC 140

Thursday, May 6, 2010

3:00 – 4:30 p.m.

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

Issues to be discussed include:

- 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