

UTFA Membership Survey on the SJAC Process, Feb 2013

1. Introduction

This survey is intended to inform talks between the University of Toronto Faculty Association (UTFA) and the U of T Governing Council concerning the role of UTFA and some important academic policy matters.

The survey has three main sections. The first deals with overall issues, including revision of the current Memorandum of Agreement (MoA) prescribing UTFA's role at the U of T. The second deals specifically with tenure policy matters. The third deals with matters relevant to the creation of a new faculty stream. All respondents should complete the first section, but some may wish to skip one or both of the other two sections if they feel these matters do not pertain to them.

The survey should take no longer than 15 minutes to complete (depending on how much time you spend writing comments in the boxes provided with most questions). But if you have not already done so, you may want to read the SJAC Newsletter #1 (<http://www.utfa.org/sites/default/files/webfiles/SJAC%20Information%20Report%20%231.pdf>), published in December, in order to understand more of the background and context for the questions you are being asked. Also, at the end of that newsletter, there is a list of links to related material, some of which you may also want to look over.

No results or data will be disclosed or reported in a manner allowing for the identification of individual respondents. The survey has been sent to you via a link unique to your email address. It can only be completed via clicking the link, but your responses are not recorded in a manner that connects them to your email address. The primary goal of the survey is to inform UTFA -- and in particular the SJAC team -- in formulating positions on your behalf in the SJAC process. While summary results will be made publicly available where possible, this will be balanced against the need to ensure that the membership's interests are not prejudiced by untimely disclosure of results to the Administration.

The survey is open until 11:59 pm on Monday, March 11 2013.

We know your time is valuable. Completing this survey is time well spent as a service to UTFA, to your colleagues, and to the University. If you take the extra time to provide comments, please be assured that all of your comments will be read by members of UTFA's Executive and/or SJAC team.

Background and Context:

In April 2012, a mediation agreement between UTFA and the Governing Council created the SJAC process, describing it in the following terms: "The Special Joint Advisory Committee will review the strengths and weaknesses of the current Memorandum, consider options for reform, and attempt to reach consensus on recommendations for potential changes... In addition, the Special Joint Advisory Committee will discuss the role of faculty and librarians in academic planning." Two subcommittees will be discussing appointments policy issues as they pertain to faculty, one dealing with the tenure stream, and the other with a proposed new faculty stream that would include the current teaching stream as well as faculty working primarily in professional schools and with a practical or applied emphasis in their teaching.

The SJAC process concerns fundamental questions about what sort of representation you want from your faculty association. Among the questions we need to address in the SJAC process is whether and how to reform the MoA and the collective bargaining process in it to address non-monetary policies, including academic appointments language, academic freedom language, policies on ethical conduct in research and teaching, policies on the evaluation of effectiveness in teaching, and the procedural aspects of academic planning. At present, UTFA plays a limited role in shaping such policies.

2. Memorandum Issues: Governance

This section of the survey asks you to convey your views on the form of representation you would like to see through UTFA, and, in turn, how the MoA should be "modernized" (the word UTFA and the Administration agreed to in characterizing the SJAC process). A specific focus concerns whether or not the scope of collective bargaining should be expanded to enhance collegial determination of non-monetary terms of employment (including academic policies) for academic staff represented by UTFA.

1. Collegial Governance

The University of Toronto is one of the few remaining universities across Ontario and Canada where the voices of faculty and librarians are not expressed through negotiation of a collective agreement covering all monetary and non-monetary terms of their employment. The U of T is also the only university in Canada with no collective agreement for faculty and librarians AND no academic senate to afford formal representation to faculty and librarians in deliberation over academic policies and planning.

In that context, please convey your level of agreement or disagreement with the following statement on the general state of governance at U of T:

"I am concerned that my voice is not sufficiently heard at U of T and specifically that faculty and librarians do not have sufficient means by which to participate in deliberations shaping the conditions of our work as academics."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

2. Collegiality in Academic Planning

In recent years, and in part due to the changing context for academic planning, controversy and confusion has surrounded top-down proposals to make potentially significant changes to academic programs. Examples include the 2010 Faculty of Arts and Science planning process and an attempt by the Office of the Provost to close the Faculty of Forestry. These controversies point to a policy gap at U of T in that significant academic planning initiatives are not subject to any general procedural guidelines. Such guidelines might, for instance, indicate the individual and collective rights and responsibilities of faculty and librarians to participate in academic planning exercises with potentially significant implications for them or the academic units in which they work. The SJAC process includes in its terms of reference examination of "the role of faculty and librarians in academic planning".

In this context, please indicate your level of agreement or disagreement with the following statement:

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

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

3. Modernizing the MoA

The MoA prescribing UTFA's role at the U of T was set up in 1977 primarily to allow UTFA to play a restricted role in the determination of salaries and benefits for faculty via collective bargaining with the Governing Council. At the time, almost four decades ago, the MoA was considered precedent setting. But given contemporary challenges to the institution (e.g., government monitoring and auditing of teaching effectiveness, a shift from public to private funding, etc.), many are now looking to revise the MoA to allow UTFA to be more effective across a wider range of issues. For example, UTFA might play a more effective role in shaping the procedural (i.e., not substantive) aspects of academic planning (see previous question). At present, UTFA engages in collective bargaining only over compensation and workload. UTFA has a more limited capacity to shape the determination of specific so-called "frozen policies" (including appointments language for the tenure stream and the proposed new faculty stream) in part because these are not subject to a prescribed bargaining process, and there is no mechanism to resolve any impasse. A third set of policies is excluded from mention altogether in the current MoA, thus affording UTFA little or no formal role in their determination (e.g., the procedural aspects of academic planning).

Please indicate your level of agreement or disagreement with the following statement:

"I would like to see UTFA's role modernized and expanded in order to enhance the voice of faculty and librarians in decision-making and governance beyond compensation to include other non-monetary issues, including for example the procedural aspects of academic planning."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

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4. Full Scope Collective Bargaining

During the last round of bargaining, UTFA proposed to make all terms and conditions of employment for faculty and librarians subject to the collective bargaining process that we now use to determine compensation and workload issues. This process includes timely, good faith negotiations with provision for independent third party mediation and arbitration (when necessary) to resolve any outstanding disputes. Interest arbitration and strikes or lockouts are the only two accepted means of ensuring that negotiations are productive and lead to resolution (rather than stalemate). Historically, U of T faculty and librarians have expressed a preference for recourse to interest arbitration (when necessary) over strikes and lockouts. If this change were to be implemented, collective bargaining between UTFA and the Governing Council would play a more central role in the determination of policies such as a policy dealing with the procedural aspects of academic planning. More generally, this change would replace the frozen policies approach under the current MoA with a more robust approach to negotiations, changing the way, for example, that appointments language for the tenure stream and the proposed new faculty stream are negotiated now and in the future.

The SJAC process is likely to revisit the scope of issues covered by the collective bargaining process in the MoA. In this context, please indicate your level of agreement or disagreement with the following statement:

"I support UTFA and the Governing Council of the U of T engaging in full scope collective bargaining to negotiate all terms and conditions of employment applicable to faculty and librarians, including the use of independent neutral mediation and interest arbitration on matters where the parties fail to agree."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

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The SJAC process has a fixed timeline. We are scheduled to complete the talks by September 2013, though this may be extended into the following academic year. We have access to professional mediation if necessary. The process presents an opportunity to modernize and reform our existing framework, and avoid the polarities of stasis on the one hand, and a possible push to unionize the faculty association on the other.

Please indicate your level of agreement or disagreement with the following statements concerning your expectations of the SJAC process. You may want to read all of the statements before responding to any of them.

5. "I do not think the SJAC process is important or worthwhile. I support the existing arrangement and capacity of UTFA."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

6. "I think the SJAC process is unlikely to work. I prefer that UTFA become certified as a union immediately."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

7. "The SJAC process is important to me and I prefer reform of the existing framework. But if it fails, I will then be more likely to support union certification."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

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8. "The SJAC process is important to me and I prefer reform of the existing framework. But if it fails, I will not necessarily then be more likely to support union certification."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

3. Tenure policies

This set of questions asks you for your views on some possible changes to tenure policies. The issues flagged here are ones that the parties either discussed in the last round of negotiations and failed to agree on, or pertain to longstanding issues and concerns raised by UTFA and/or the University Administration.

If you are not a member of the tenure stream, you may wish to skip this section of the survey and proceed to the next section.

***1. Do you wish to skip this section on tenure policies?**

- Yes, I wish to skip to the next section.
- No, please proceed to the questions on tenure policies.

4. Tenure Policies - Questions

1. During the last round of negotiations, UTFA proposed changes to the way in which candidates review evidence from peer reviewers of their research. At present, this evidence is summarized by chairs for review and possible response by candidates. This process protects the anonymity of reviewers. But sometimes important information in the reviews does not make it into the summary of evidence, denying candidates the chance to respond. Also, many candidates would like to see the full letters from external reviewers, even if identifying information is removed. Some chairs have expressed that they find writing the summary of evidence difficult and fraught and would prefer to pass on the actual letters (without identifying information), as is the practise at some other research intensive universities.

Please indicate your level of agreement or disagreement with the following statement:

"I support elimination of the current summary of evidence provision in the tenure procedure in favour of chairs passing on review letters with all identifying information in those letters removed."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

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2. The current policy on part-time appointments does not allow those working part-time (defined as 75 percent of full time or less) to be considered for tenure. Many universities have provisions for part-time tenure appointments that involve a reduction in responsibilities and a commensurate reduction in salary for personal reasons (e.g., family obligations, health). Such appointments may be necessary to allow some faculty to enjoy secure academic appointments.

In that context, please indicate your level of agreement or disagreement with the following statement:

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

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

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3. For many years, there has been a debate about whether or not the tenure "clock" is too short at U of T. Certainly, at many research intensive universities in North America, the time to tenure is 6 or 7 years. By comparison, time to tenure at U of T is now 5 years. In the last round of negotiations, the Administration proposed extending the time to tenure to seven years. Please indicate which of the following statements best applies to you (assuming provision is in place to allow individuals to be considered for tenure sooner than the prescribed time if they wish). You are encouraged to elaborate in the comment box provided in order to explain your reasons.

- I am strongly opposed to any extension in the time to tenure
- I am moderately opposed to any extension in the time to tenure
- I would support or accept an extension in the time to tenure provided any change does not significantly alter the success or denial rate
- I am moderately in favour of an extension in the time to tenure
- I am strongly in favour of an extension in the time to tenure
- None of these statements applies to me

Comment

4. How important is it to you that any extension in the time to tenure come with a six month pre-tenure research and study leave (recognizing that this might have an impact on the teaching capacity of units in which junior faculty are appointed)?

- Very important
- Somewhat important
- Not important

Comment

Another issue that has come up over the years concerns a second level review of tenure recommendations. At present, a recommendation goes straight from the local tenure committee to the Office of the President for approval or rejection. At many research intensive universities there is some sort of second level review by an additional committee prior to the recommendation going to the upper Administration for a decision. This second level review could check to make sure proper procedures are in place, could review the substantive reasoning of the local committee, and could help guard against improper bias for or against the candidate on the local committee.

Please indicate your level of agreement or disagreement with the following general statements on this subject.

5. "I support the introduction of a second level review committee in the tenure process."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

6. "If a second level of review is introduced into the tenure process, I would like to see the role of Dean's representatives on the local committee reduced."

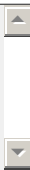
- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

7. If a second level committee is introduced into the tenure process, which of the following would be your preferred option?

- The second level of review should be largely procedural and should be composed of individuals holding administrative positions (e.g., Deans and Associate Deans)
- The second level of review should be largely procedural and should be composed of individuals not holding administrative positions (e.g., Deans and Associate Deans)
- The second level of review should deal with process and substance and should be composed of individuals holding administrative positions (e.g., Deans and Associate Deans)
- The second level of review should deal with process and substance and should be composed of individuals not holding administrative positions (e.g., Deans and Associate Deans)
- None of these options conveys my preference

Comment



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8. In the appeals section of the current tenure policies, the following basis for a potential appeal of a tenure denial appears: "The decision is unreasonable in the light of the evidence which was available or should have been available to the committee and in light of the standards that were generally applied in the division in recent years." The problem with this language is that it ONLY appears at the end of the policy, in the appeals section. During the last round of negotiations, UTFA proposed to make this language appear earlier in the policy so that it is clear to all involved, including committees, that these standards apply in recommending to grant or deny tenure. The goal in doing this is to improve the clarity and consistency of the policies and, hopefully, reduce the need for expensive and time consuming appeals, some of which may be unnecessary.

Please indicate your level of agreement or disagreement with the following statement:

"If the language quoted here from the appeals section of the tenure policy is to be retained, then I support introducing it earlier in the policy for clarity to all concerned."

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

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9. During the last round of negotiations, UTFA proposed to make the chair of the University Tenure Appeals Committee a "legally trained person external to the University with experience and expertise in university matters, mutually agreeable to the University and the Association". The purpose of this proposal was to assist appeals panels in dealing with the formal rules of administrative procedure and the handling of evidence in what is already a formal, quasi-legal process. To be clear, neither this person, nor the UTAC, would be able to award tenure given that the authority of UTAC panels is restricted to ordering a second tenure committee or ordering the original tenure committee to reconsider its decision based on procedural or technical concerns. However, the proposal was controversial.

Please indicate your level of approval or disapproval with the following statement:

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

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

5. New Faculty Stream

This section of the survey deals with issues pertaining to the negotiation of appointments language for a new faculty stream. This new stream would include the current teaching stream (both full-time and part-time), as well as faculty who currently teach part-time or full-time on contract in applied or professional settings, including in professional faculties such as Pharmacy, Dentistry, Nursing, Law, and Architecture.

If you are not a member of the teaching stream, and/or you do not work in a professional school or faculty, you may want to skip this section.

***1. Do you wish to skip this section on the new faculty stream?**

- Yes, I wish to skip to the next section.
- No, please proceed to the questions on the new faculty stream.

6. New Faculty Stream - Questions

1. Currently, full-time lecturers may be promoted to the continuing, but not tenured, rank of senior lecturer. Senior lecturers may be terminated if their “area or field of teaching” is eliminated. Current policy does not define “area or field of teaching.” This is a prominent example of why some are concerned that the current language on job security in the teaching stream is not strong enough to ensure academic freedom in teaching and in creative, pedagogical, and professional development. In that context, in the new stream negotiations, indicate your level of agreement or disagreement with the following statement:

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

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

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2. One of the issues in negotiating appointments policy for the new stream will be how to describe synergies between teaching and professional activities, including the integration of creative and practical applications into classroom, studio, or clinical teaching. This is arguably necessary to enable the evaluation of faculty appointed to the new stream for promotion.

Please indicate your level of agreement or disagreement with the following statement:

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

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

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3. UTFA has for years argued that all continuing faculty appointments must feature three distinct elements, including not only teaching and service, but also some provision for scholarly (including creative and professional activities, research on pedagogy and discipline-based scholarship) activities. The workload policy negotiated in 2010 upholds this principle, including in the teaching stream. The policy includes the following language: "Scholarship refers to any combination of discipline-based scholarship in relation to or relevant to the field in which the faculty member teaches, the scholarship of teaching and learning, and creative/professional activities. Teaching stream faculty are entitled to reasonable time for pedagogical/professional development in determining workload."

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

- This is of the highest importance
- This is important
- I am neutral on this issue
- This is not important
- I am against this provision

Comment

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4. Currently, only two ranks are available to faculty in the teaching stream: “lecturer” and “senior lecturer.” Faculty in the tenure stream are appointed to one of three ranks, Assistant Professor, Associate Professor, and (Full) Professor. Approximately 4,000 clinical faculty at U of T also enjoy these same ranks.

Please indicate your level of agreement or disagreement with the following statement:

"I support efforts to introduce the same or equivalent ranks and titles in the new stream as currently exist in the tenure stream."

- I strongly agree
- I agree
- I am neutral on this issue
- I disagree
- I strongly disagree

Comment

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5. The current policy on part-time appointments does not allow those working part-time (defined as 75 percent of full time or less) in the teaching stream to be promoted to continuing status. Many universities have provisions for part-time faculty appointments that involve a reduction in responsibilities and a commensurate reduction in salary for personal reasons (e.g., family obligations, health). Such appointments may be necessary to allow some faculty to enjoy secure academic appointments.

In that context, please indicate your level of agreement or disagreement with the following statement:

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

- I strongly agree
- I agree
- I am neutral
- I disagree
- I strongly disagree

Comment

7. Respondent Profile

On this page we ask you for some identifying information that will help us analyze the results of the survey. All responses are confidential and no results will be reported in ways that could lead to individual respondents being identified. It is very important that you provide us with this information.

1. Please indicate whether or not you are retired

- Yes, I am retired
- No, I am not retired

2. What kind of appointment do you currently hold? (If you are retired, you do not need to answer this question)

- I am a member of the tenure stream
- I am a member of the teaching stream
- I am a Librarian
- I hold a Contractually Limited Term Appointment (CLTA)
- I am a Senior Research Associate

Other (please specify)

3. Please indicate your rank

- Full Professor
- Associate Professor
- Assistant Professor
- Lecturer
- Senior Lecturer
- Librarian I
- Librarian II
- Librarian III
- Librarian IV

Other (please specify)

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4. Please indicate your general area of scholarship

- Natural Science
- Social Science
- Humanities
- Professional School

Other (please specify)

5. On which campus is your primary appointment?

- UTM
- UTSC
- St. George

6. Full Time?

- I hold a full time appointment, i.e., 76 percent FTE or more
- I hold a part-time appointment, i.e., 75 percent FTE or less

7. Please indicate the year when you were first hired at the University of Toronto

8. Please indicate the age range corresponding to your age

- Under 29
- 30 - 39
- 40 - 49
- 50 - 59
- 60 - 69
- Over 70

9. Please indicate your gender

- Female
- Male
- Neither

10. What income range corresponds to your approximate annual income from the University of Toronto?

- Under \$50,000
- \$50,000 - \$69,999
- \$70,000 - \$89,999
- \$90,000 - \$109,999
- \$110,000 - \$129,999
- \$130,000 - \$149,999
- \$150,000 - \$169,999
- Over \$170,000

11. If you wish to identify any other issues or make comments not elsewhere addressed in the survey, please use the comment box below. We do read all comments.