



# UTFA Newsletter

University of Toronto Faculty Association No. 1 (2008–09) October 15, 2008

## WELCOME TO THE NEW ACADEMIC YEAR!

THE FACULTY  
STEREOTYPE IS

FROM 1903\* BUT HERE ARE SOME OF THE QUESTIONS THAT CONFRONT US NOW:



\*“Faculty Types”. *Toronto-nensis: A Yearly Record and Memorial of Student Life in the University of Toronto* Published by the Graduating Classes in the Faculties of Arts, Medicine and Applied Science. 1903. (See also page 12.)

### WHAT'S HAPPENING TO YOUR PENSION MONEY?

I realize that thinking about pension plans probably ranks right up there with thinking about your next visit to the dentist for a root canal. But your pension plan represents serious money.... For a faculty member retiring after 30 years of service, it can add up to a million-dollar annuity.... For the year ending June 30, 2008, our pension plan investments lost about \$177 million.... At present, as U of T pension plan members, we have virtually no say in the governance of our pension plan.... (Read more on page 8.)

–George Luste, UTFA President

### ARE YOU STRUGGLING TO MANAGE YOUR WORKLOAD?

Building on the ongoing Joint Working Group on Workload and Work/Life Balance created in the last round of negotiations, we will be engaging the administration in negotiations over how to regulate workload and address workload problems. (Read more on page 9.)

–Scott Prudham, Vice-President, Salary, Benefits and Pensions

### DID YOU KNOW THAT SOME OF THE UNIVERSITY'S APPOINTMENTS POLICIES HAVE NOT BEEN UPDATED SINCE THE 1970S?

I have come to understand the profoundly important role language plays in securing the kind of policy environment we seek—one in which U of T's scholars, teachers, and academic librarians are left alone to do their work. (Read more on page 5.)

–Cynthia Messenger, Vice-President, Grievances

### Inside this issue

- President's Message p. 2
- Who Are We? p. 3
- Grievances p. 5
- Outreach p. 7
- Bargaining p. 9
- Finances p. 11
- External Affairs p. 11

# PRESIDENT'S MESSAGE

**This is our first formal newsletter for the 2008–09 academic year and it is my sincere pleasure to welcome all former colleagues as well as newly appointed faculty and librarians. Like you, I expect the coming year to be productive and exceptional.**



## The Year Ahead

In the year ahead your faculty association will be engaged in a number of important issues and activities that affect and involve our members. Some of the highlights are:

**Salaries, Benefits, and Pensions (SB&P):** This is a high priority item for UTFA. Our current two-year agreement ends on June 30, 2009. The process for negotiating a new agreement is laid out in Article 6 of the Memorandum of Agreement.\* Well before the negotiating process is initiated UTFA will be discussing our proposal and our priorities at the SB&P Committee, at Council, at Executive, and directly with our members. Briefs will have to be written when we go into mediation and arbitration. Our spokesperson at this more formal stage is Jeffrey Sack, senior counsel at Sack Goldblatt Mitchell LLP. Professor Scott Prudham is the incoming UTFA Vice-President, SB&P and will be chairing the negotiating process and team. I will be assisting Scott.

\*See [http://www.utfa.org/images/file/memoagr12\\_31\\_06.pdf](http://www.utfa.org/images/file/memoagr12_31_06.pdf).

**Pension Governance.** Governing Council is both the Sponsor and the Administrator of the defined benefit pension plan that covers all members of the University of Toronto community, including faculty as well as all support staff. Pensions are deferred compensation and while faculty and staff contribute a significant amount of funds to the pension plan, we currently have no direct role in its governance. Further newsletters to faculty and librarians discussing our pension plan and its governance will be forthcoming shortly.

**Grievances and Tenure Appeals.** While salary, benefits, and pension matters affect all members, grievance and tenure appeal matters engage a small minority. But for that minority UTFA's support is essential. Thus this too is a high priority item for UTFA and its resources. Cynthia Messenger has been highly effective as UTFA's Vice-President, Grievances during the past year and is continuing in this position.

**Workload.** Again this year UTFA will continue its efforts to advance the workload issue. It is difficult to get a meaningful handle on workload issues at an institution as complex as the University of Toronto. Workload has become a serious concern at all universities in Ontario. The root cause is underfunding. Ontario is in last place in Canada for funding, on a per capita basis, of post-secondary education. Provincial funding has not kept up with enrolment increases during the past decade. Class sizes continue to increase year after year. Educational quality and student experience decline.

**New Budget Model.** We are initiating an analysis of how our university allocates its resources, and future newsletters and/or workshops will be discussing this issue further.

I hope the above partial list provides some sense of our activities on your behalf. I welcome any and all comments.

George Luste  
UTFA President  
luste@utfa.org

# WHO ARE WE ? WHAT DO WE DO?

## THE UNIVERSITY OF TORONTO FACULTY ASSOCIATION

The University of Toronto Faculty Association (UTFA) is the professional organization of the faculty and librarians of the University of Toronto and affiliated institutions (St. Michael's College, Trinity College, and Victoria University). We have been in existence since 1942 and changed our name to the University of Toronto Faculty Association in 1972.

The principles of academic freedom and integrity, fairness and equity, and quality of education form the foundation for the work we do at UTFA. We are committed to ensuring the economic well-being and conditions of employment of our members, as well as maintaining the quality and integrity of the University as an academic institution.

In 1977, the Association and the Governing Council signed the Memorandum of Agreement, which guarantees the minimum rights, privileges, and benefits to which members of the academic staff are entitled. Under the Memorandum of Agreement, the Association bargains with the administration, representing Governing Council, for salaries, benefits, and pensions. The Memorandum defines the procedure to be used to resolve grievances. The Memorandum also ensures that certain key policies are "frozen", meaning that they can be changed only by mutual consent.

Membership is assumed for all faculty and librarians hired since 1998. Members are encouraged to maintain accurate contact information by completing the membership card that can be found on the UTFA website. For anyone hired before 1998 who wants to become a member, please contact Scott Prudham at [prudham@utfa.org](mailto:prudham@utfa.org).

The UTFA President is elected for a two-year term by all UTFA members. UTFA Council is made up of sixty representatives elected by various UTFA constituencies (departments, faculties, schools, colleges, retired members, and campuses). The current UTFA Executive consists of the President, the Treasurer, three Vice-Presidents—Grievances; Salary, Benefits and Pensions; and University and External Affairs—and the Chairs of the Appointments, Equity, Librarians, and Teaching Stream Committees, as well as three members-at-large.

We depend on our members to get the work done at UTFA. We know that we benefit as an association by encouraging an expanse of diverse opinions and people on our committees. We offer every UTFA member the opportunity for involvement.

We are currently looking for help in a number of areas including:

- \* Website development
- \* Annual General Meeting/Networking Event team
- \* Membership outreach and communications
- \* Newsletter editing and articles
- \* Advocacy

If you are interested in getting involved, please contact Scott Prudham, Chair, Membership Committee, at [prudham@utfa.org](mailto:prudham@utfa.org). ■

### NOTE FROM INTERIM EDITOR

This issue of the *UTFA Newsletter* represents change on many levels. It is perhaps the most visible outcome of the work being done by the UTFA Membership Committee's new Outreach and Communications Project. I was honoured when George Luste asked me to help out in this area and I am grateful for the support and advice of the people who have made this issue possible. As chair of the Membership Committee, Scott Prudham has been an inspiration. The advice of consultant Anna-Rae Fishman has been invaluable, as has the professional expertise of Marta Horban. I thank John Lymburner for his creative and cheerful help with layout. Chris Penn and Gayle Murray, as always, have offered unfailing support.

This issue comes to you, as hard copy, in thrifty black and white. That's fine for the cartoons from 1903 but does not do justice to the faces of the UTFA people who work hard on our behalf. To see the photographs in colour, please go to the UTFA homepage at [www.utfa.org](http://www.utfa.org) and click on the Newsletter link.

Please write us at [newsletter@utfa.org](mailto:newsletter@utfa.org) with your comments on this issue or with suggestions for future issues. We are looking for volunteers and would love to hear from you if you have expertise in the areas of editing, writing, or design. ■

Magdalene Redekop

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## WILLIAM H. NELSON



*William Nelson with lemur on shoulder  
Madagascar, autumn 2007*

William H. Nelson (Ph.D., History, Columbia University) is the author of *The Search for Faculty Power: The University of Toronto Faculty Association, 1942-1992*, updated with a 2006 preface.\*

In 1954 Professor Nelson joined the History Department at Rice University in Texas, where he taught British, Modern European, and American Colonial history and served as chair of the department. In 1962 he came to the University of Toronto, where he stayed for the remainder of his academic career, teaching American history, especially American Colonial, and American Politics. His publications are mainly on the American Revolution, especially on the outlook of the Loyalists.

Professor Nelson became active in the Faculty Association (then still known as the Association of the Teaching Staff) in 1969, when he agreed to chair the Committee on University Government. He subsequently served on UTFA Council for 21 years, on the Executive for 17 years, and as President for three years (1973–76).

For the last few years, Professor Nelson has chaired Council meetings as well as Annual General Meetings. ■

\*Copies of this book have been distributed to most members of UTFA and will be distributed shortly to those who were first hired in 2008. If you were hired before 2008 and have not received your copy, please let us know.

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# UTFA'S GRIEVANCE PORTFOLIO

Cynthia Messenger,  
Vice-President, Grievances

I will begin with some general remarks about grievances at UTFA, and the principles that undergird the grievance portfolio, and then I will focus on PTR (progress through the ranks or merit pay), a system of compensation and reward that has prompted many grievances over the years. The grievance portfolio handles inquiries and grievances from professorial stream faculty, teaching stream faculty, and librarians. UTFA's legal counsel and I offer advice and guidance on issues related to academic appointments.

UTFA is committed to the protection of academic freedom as a foundational principle without which a university loses its integrity and becomes inhospitable to both research and teaching. We are equally committed to developing and protecting the working conditions in which faculty may flourish as scholars and teachers. The two main documents that govern each full-time faculty member's relationship with the University are the Memorandum of Agreement (MoA) and the Policy and Procedures on Academic Appointments (PPAA). These documents are accompanied by many guidelines, both university-wide and divisional, that determine how faculty and librarians are appointed, assessed, rewarded, tenured, and promoted. But some of the policies, especially those related to appeals of various kinds, no longer reflect human resources best practices or contemporary jurisprudence in the field of labour law. Other universities have exceeded the University of Toronto in bargaining for improved policy language, and many Canadian universities have superior appeals and grievance mechanisms.

Weaknesses in policy have resulted in preventable grievances. The UTFA grievance portfolio is now systematically documenting the kinds of policy changes that could have averted many of them. Updated policy and clearer guidelines would improve, for example, assessment procedures such as those used in the three-year review for professorial faculty. Too often, pre-tenure faculty must rely on local departmental custom in these kinds of reviews and on the interpretations of guidelines offered by chairs and deans.

**PTR: Brief notes on research leave and the assessment of teaching**

UTFA has never negotiated a PTR policy with the University. Rather, the University administration has, in effect, created policy in the form of the Provost's annual PTR memo, distributed in March of each year. It is available under Publications on the Provost's home page. In this memo the Provost issues instructions to chairs and deans on how PTR should be allocated. I urge faculty to read it, even though it is long. In 2007–08, the memo was PDADC # 44.

The Provost's memo states that for faculty on research leave, the PTR committee should arrive at its assessment based on the progress the faculty member made on the research activity outlined on the leave form. Faculty should be aware, when they complete their leave forms, that their PTR will be assessed in relation to those forms. PTR committees may not simply give "average" awards to those on research leave.

Teaching should *not* be assessed on student evaluation scores alone. Note the following quotation from the Provost's 2008 PTR memo: "The assessment of excellence in teaching should never be based on any single indicator, such as course evaluations. Decisions should be based on a careful analysis of all the material filed annually in the faculty member's teaching portfolio."

Faculty may not realize that the 40% (research), 40% (teaching), 20% (service) formula commonly used to distribute and then assess the duties of professorial faculty is meant to be flexible. See the following quotation from the Provost's memo: "The PTR scheme allows each unit to determine the balance amongst the three principal components of a faculty member's activities, teaching, research and service. This flexibility is important for recognizing the unique missions of units and the differences in agreed upon activities of individuals. Normally, for professorial staff the portion of the total PTR allocated to teaching and research is approximately equal, but in a limited number of cases, an argument might be made that an atypical weighting of activities that reflects that a different balance between teaching and research for the individual concerned is appropriate" (2008).

The widely used formula of 80% (teaching) and 20% (service) for the teaching stream does not appear in any University policy, including the Provost's PTR

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*When she is not resolving grievances for UTFA, Cynthia Messenger is director of the Writing and Rhetoric Program at Innis College.*

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memo. The PTR memo states only that teaching stream faculty should not generally be assessed in the same way professorial faculty are: “A separate weighting of teaching and service should be made for Teaching Stream staff” (2008).

The 80/20 canard (origin unknown) has resulted in excessive teaching loads for lecturers and senior lecturers, mainly because the 80% has been misinterpreted by some chairs and deans to include only teaching, and pedagogical/professional development and research have been improperly excluded.

In his PTR instructions of March 2007 (PDADC #50), then Provost Professor Vivek Goel confirmed that teaching stream faculty who conduct discipline-based research shall be given credit for it. In 2005 UTFA had launched an Association Grievance related to academic freedom on behalf of the teaching stream. This very serious grievance was prompted by the Faculty of Arts and Science’s attempt to propose activity report and leave forms that would have made it very difficult for lecturers and senior lecturers to

receive credit or recognition for research. Professor Goel, with the single sentence quoted below, resolved this grievance:

“A teaching stream faculty member who engages in pedagogical and/or discipline-based scholarship in relation to the field in which s/he teaches shall be evaluated on that activity.”

The revised FAS forms that have necessarily followed encourage teaching stream faculty to report discipline-based research. Any faculty member who is denied credit for such work should contact me.

The University’s one-sentence change, quoted above, eloquently illustrates the shaping power of even a few words in the documents I deal with daily. In the grievance portfolio, I, the legal staff, and the committee members with whom I work have come to understand the profoundly important role language plays in securing the kind of policy environment we seek—one in which U of T’s scholars, teachers, and academic librarians are left alone to do their work. ■

## WORKLOAD

Why does workload vary from department to department?

What best practices exist for managing workload issues?

How can we make information about existing workload more available, within departments and other units?

How can UTFA effectively represent members with respect to workload concerns?

Help us answer these questions by completing the **Workload Survey**, which will be distributed by email to all UTFA members in the professorial, teaching, and librarian streams. Please look for it on or about October 17 and take the time to complete it and send it back to UTFA. We will be publishing the results in a subsequent newsletter.

**Small group consultations** will also be held throughout the University workplace. If you and your colleagues are interested in holding such a consultation please contact Scott Prudham at [prudham@utfa.org](mailto:prudham@utfa.org) to set up a date and time for the consultation. ■

# OUTREACH AND COMMUNICATIONS PROJECT

Scott Prudham

Vice-President, Salary, Benefits and Pensions

Chair, Membership Committee

This year, UTFA is embarking on an exciting new initiative called the Outreach and Communications Project. This initiative was launched to increase the effectiveness of UTFA in representing its members and their interests by better engaging, communicating with, and informing the membership.

The project builds on the creation in January 2007 of the Membership Committee, which was established in order to better enable UTFA to coordinate the mobilization of its membership; provide avenues for an effective flow of informa-

tion between the UTFA Executive and Council and UTFA members; create mechanisms through which UTFA members can offer input and direction; and shape UTFA into a more powerful, cohesive organization acting in the collective interests of its diverse membership.

Logistically, the project will be undertaken by the Membership Committee, and overseen by the UTFA Executive and Council.

There are a number of specific issues on which the Outreach and Communications Project will be concentrating.

## Orientation and Welcome for New Hires

Are you a newly hired faculty member or librarian? UTFA is an important resource and source of advocacy for you, not least in tenure and promotion matters.

Learn more about UTFA and how we can support you by joining UTFA's president, George Luste, and another member of the UTFA Executive for lunch on one of several dates in the coming weeks.

Lunch is on us. We have reserved space for groups of 6 to 8 people to meet from 12:30 to 2:00 p.m. at the Faculty Club on the following

dates: October 16, 24, and 27 and November 3, 10, 17, and 24. If you are interested in participating, please contact Chris Penn at [penn@utfa.org](mailto:penn@utfa.org) and specify your preferred dates. We will schedule these on a first-come, first-served basis, and if demand exceeds supply, we will schedule additional dates, including lunches at UTM and UTSC for colleagues working at those campuses.

## Workload Consultations

We at UTFA want a better understanding as to how and why workload varies among various constituencies. We want to learn about existing best practices for managing workload issues, including making information more widely available about existing workload, within

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*When he is not working for UTFA, Scott Prudham expresses his passion for geography in solo cycling tours, mostly in Europe.*

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departments and other units. And finally, we want to hear from you on how UTFA can effectively represent members with respect to workload concerns.

A workload survey will be distributed by email to all UTFA members in the professorial, teaching, and librarian streams. Please look for it on or about October 17. Small group consultations will also be held throughout the University workplace. If you and your colleagues are interested in holding such a consultation please contact me at [prudham@utfa.org](mailto:prudham@utfa.org) to set up a date and time for the consultation.

#### **Salaries, Benefits, and Pensions Bargaining**

UTFA will be engaging in another round of bargaining with the administration. In order to assist us in preparing our proposal, we are actively seeking input from any and all UTFA members to determine priorities. This outreach and consultation will include a bargaining survey that will be emailed to all members in late November.

In addition, we will be conducting open meetings in various constituencies in order to discuss bargaining priorities and process, to answer questions, and to hear from UTFA members about what their bargaining priorities are.

#### **Pension Governance Reform**

Our president, George Luste, has spent many hours identifying key issues within this portfolio which UTFA members, whether new or near retirement, need to know about. A series of articles will be emailed to UTFA members during the months of October and November on this important topic. I urge you to read and respond to these articles.

#### **Important New Developments**

The University's new budget model is a source of concern and confusion for many. As the academic year proceeds, we will be discussing some questions and implications of this new budget model in order to keep you informed and knowledgeable about your working environment.

#### **Get Involved**

If you want to be involved in this exciting new initiative, please contact me at [prudham@utfa.org](mailto:prudham@utfa.org) or Chris Penn in the UTFA office at [penn@utfa.org](mailto:penn@utfa.org). This committee takes all comers! We have opportunities for members to be involved at strategic planning levels, but also through specific and discrete tasks. ■

## PENSION PLAN CONCERNS

I realize that thinking about pension plans probably ranks right up there with thinking about your next visit to the dentist for a root canal. But your pension plan represents serious money. It represents your deferred compensation. For a faculty member retiring after 30 years of service, it can represent a million-dollar annuity.

For each of the current 2,736 active faculty and librarians, the average accrued pension asset sum is about \$275,000, or over \$750 million for all active faculty and librarians. Including all retirees receiving a pension and all other staff members, the total pension plan assets are about \$3 billion. This money is managed by University of Toronto Asset Management (UTAM).

For the year ending June 30, 2008, our pension plan investments lost about \$177 million. Recent performance can be viewed at UTAM's website, at <http://www.utam.utoronto.ca/site3.aspx>. In the 2007 annual report, one reads that UTAM has exposure to hundreds of hedge funds. This is a concern. So are the increasing management costs.

In the weeks ahead I will be sending you more detailed newsletters about our pension plan. I hope you will take the time to read them. You can also go to our web site today, at [http://utfa.org/index.php?option=com\\_content&task=view&id=76&Itemid=101](http://utfa.org/index.php?option=com_content&task=view&id=76&Itemid=101), to read some of my more recent memos for my presentation to Business Board.

At present, as U of T pension plan members, we have virtually no say in the governance of our pension plan. UTFA hopes to change that.

George Luste  
President  
UTFA



# BARGAINING

Scott Prudham

Vice-President, Salary, Benefits and Pensions

As your new VP Salary, Benefits and Pensions (SB&P), I am pleased to take this opportunity to convey how much I am looking forward to serving in this capacity over the coming year. One of the most important things UTFA does is bargain with the University administration over our salaries and benefits and over the design and administration of our pension plans.

I take very seriously the responsibility of the VP SB&P to advocate effectively for our diverse membership and to do so in a manner that is responsive and accountable. I learned a great deal as a member of the bargaining team in 2007. We were able to secure child care benefits for the first time, and also began to redress the problem of growing salary disparities at U of T by directing additional across-the-board increases to our lowest paid members.

I would like to thank our previous SB&P chair Tom Alloway for his service in this capacity. Tom will remain a member of the Salary, Benefits and Pensions Committee to impart the wisdom of his experience. In addition, George Luste is a previous VP SB&P himself and remains very actively involved. I have a good deal of confidence that UTFA is able to draw on considerable expertise and experience as we head into the next round of bargaining.

While each round of bargaining has its own unique characteristics, the process is defined by our Memorandum of Agreement (MoA). We will notify the administration of our intent to bargain by the end of December 2008, and at some point in the January–March 2009 window we will exchange proposals with the administration.

In order to assist us in preparing our proposal, we are actively seeking input from any and all UTFA members to determine priorities. This outreach and consultation will include a bargaining survey which will be emailed to all members in late November. Please make a point of filling it out; the resulting data are critical to our success in negotiations.

In addition, UTFA will be conducting open meetings in various constituencies in order to discuss bargaining priorities and process, to answer questions, and to hear from UTFA members about what their bargaining priorities are.

Based on past experience we can assume that the exchange of proposals with the administration will be quite brief, and UTFA and the administration will go directly into mediation, likely commencing in late spring or early summer 2009. This bears noting. Many members may be unaware that we actually do very little face-to-face negotiating with University administrators. The administration has chosen in recent years not to prepare substantive and reasonable proposals and not to engage with UTFA in good-faith direct bargaining. This is a serious shortcoming in the bargaining process inasmuch as it impedes us from addressing outstanding issues and problems of concern to our members, including those that may fall outside the formal prescribed scope of bargaining.

This leads to a second aspect of UTFA's bargaining of which many members may be unaware, namely its limited scope. Many faculty associations in Ontario (e.g., Western, Queen's, York) and other provinces are certified unions and as such negotiate all terms and conditions of employment as per statutory requirements. However, UTFA's relationship with the University administration is prescribed by the MoA, much of which was negotiated over 30 years ago.

This agreement requires the administration to negotiate with UTFA over salary, benefit and pension issues; sets out a procedure for handling grievances; deals very briefly with workloads and working conditions; and establishes a number of "frozen" policies which can be changed by mutual agreement of the two parties.

In other words, the only matters about which the administration is obliged to negotiate with UTFA on a regular basis are salaries, benefits and pensions. We are therefore restricted, at least in formal terms, from regularly negotiating changes to tenure and tenure appeals processes (about which numerous problems have become apparent in recent years), appointments policies more generally, and workload (except for relatively narrow and difficult-to-enforce existing language regarding workload equity). This is a serious shortcoming given

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that escalating and essentially unregulated workloads have emerged as a major concern to UTFA members (with particularly acute frustration being expressed by women, members of the teaching stream, and members at the east and west campuses).

Building on the ongoing Joint Working Group on Workload and Work/Life Balance created in the last round of negotiations, we will be engaging the administration in negotiations over how to regulate workload and workload problems. But because of the narrow scope of bargaining as prescribed by the MoA, nothing except our ability to convince the administration of the seriousness of the problem can compel administrators to negotiate with us on any issue

formally excluded from the bargaining process. We will be discussing our concerns about the bargaining process at the open meetings later in the year. Meeting dates and locations will be announced in subsequent UTFA newsletters.

Member input and involvement are always welcome. If you would like to become involved in organizing one of the bargaining meetings please let me know. If you would like to discuss bargaining issues with me or another member of the SBP Committee, please seek us out. Membership and participation on this committee is open to all UTFA members. We welcome your participation.■



### **UTFA Staff**

The building at 720 Spadina Avenue that houses the UTFA offices is fairly nondescript on the outside. If, however, you resist the temptations of Lick's and the Beer Store, and if instead you enter the building and take the elevator up to the fourth floor, to Suite 419, these are the faces of some of the staff you will meet. From the left: Chris Penn, Administrative Assistant; Marta Horban, Business Officer; Rosemary Gill, Litigation Assistant; Carol Wolkove, Counsel; Alison Warrian, Counsel

## **COMMENTS ON NEW BENEFITS FOR FAMILIES**

In the last round of negotiations, led by Tom Alloway, past Vice-President, Salary, Benefits and Pensions, UTFA members won new benefits of particular benefit to young families.

Terezia Zoric, Chair of UTFA's Teaching Stream Committee—seen here with her son, Matthew—notes that her capacity to participate in the life of the University has been enlarged by the childcare provisions recently won by UTFA. “Symbolically and in substance, it means a great deal to faculty and librarians with children to have UTFA negotiate family-friendly provisions such as childcare benefits and orthodontia. It helps make all the rhetoric we hear about the University's commitment to work/life balance more tangible.”

Jeff Newman, Chair of UTFA's Librarians Committee, adds, “The new childcare benefit that UTFA won for us during the last negotiations does not come into effect until 2009 but, like many faculty members with young

children, I am looking forward to it. For my family this benefit will be an opportunity to make different work/life balance choices. Daycare expenses don't stop, for example, if you try to take a vacation. You have to pay to keep your spot. Like the orthodontic benefit, the daycare subsidy provides a small measure of relief to the many members of UTFA with families who, like me, find it challenging to balance their work life and their home life.”■





*When he is not working for UTFa, Dennis Patrick teaches at the Faculty of Music, where he recently curated Déjà, Presque, Jamais, a U of T Nuit Blanche event.*

## UTFa FINANCES

Dennis Patrick  
Treasurer

This is my fourth year as treasurer of the Faculty Association. In the 2008–09 academic year members will contribute approximately \$2,200,000 in dues, at the rate of 0.75% of salary. These dues are tax deductible. Major expense areas include staffing and running the association’s office, paying dues to provincial (OCUFA) and national (CAUT) faculty association organizations, paying legal and consulting fees relating to salary and benefit negotiations and grievances, and funding UTFa events (workshops, conferences, membership initiatives). A link to the Audited Financial Statement for 2006–07 can be found at the UTFa home page, [www.utfa.org](http://www.utfa.org). UTFa also maintains a reserve fund in excess of two million dollars for emergencies and unanticipated expenses and to allow UTFa to initiate new projects. ■

## UNIVERSITY AND EXTERNAL AFFAIRS

Peter Sawchuk  
Vice-President, University and External Affairs

The University and External Affairs Committee advises Council on matters of general concern to the University community, including relations with the Provincial and Federal Governments. Largely as coordinated by the VP U&EA (me!) we cooperate with other campus organizations and campus unions and maintain contacts with activities at other universities in Canada, through the Canadian Association of University Teachers (CAUT) and the Ontario Confederation of University Faculty Associations (OCUFA). I believe that UTFa can benefit from the experiences of other university associations and I am looking forward to my role as a liaison between UTFa and these organizations. This committee also assesses and makes awards in two scholarship programs, work for which will be completed in the fall term.

In addition to my work as Vice-President, University and External Affairs, I have taken on the responsibility of developing a workload survey which will be distributed to UTFa members by email; we are aiming for October 17. I have academic background, interest, and expertise in this area, which I am pleased to be able to apply in this context. One aspect of the task has been to draw from similar surveys and the experiences of faculty and librarians at other universities throughout Canada. Workload is an area of widespread concern in Canadian higher education, and many faculty associations have valuable experi-

ence we can draw on. I have been working closely with other faculty associations in this regard, and we have benefited from the support of OCUFA. I look forward to seeing your responses to the survey. They will assist us greatly in representing the interests of UTFa members on this crucial matter.

It has been a bumpy start to the academic year for some university faculty associations across Canada, including strikes at Windsor and at Brandon. Through the help of OCUFA and CAUT we keep



*When he is not working for UTFa, Peter Sawchuk enjoys shoveling snow.*

track of progress at the bargaining table. Along with other faculty associations, we have recently offered both moral support and small financial contributions to striking faculty and librarians at other institutions based simply on a recognition of common cause. Communication with other universities, on these and other topics, remains crucial for our membership. ■

# WINE AND CHEESE RECEPTIONS

## JOIN US

UNIVERSITY OF TORONTO FACULTY  
ASSOCIATION  
EXECUTIVE AND COUNCIL



Wine and Cheese Receptions  
4 p.m. to 7 p.m.

October 30  
St. George Campus  
UTFA offices, 720 Spadina Avenue, Suite 419  
If you plan to come, RSVP by email to Chris Penn at  
[penn@utfa.org](mailto:penn@utfa.org).

November 6  
East Campus  
Location to be announced

November 20  
West Campus  
Location to be announced

## LUNCHES FOR NEWLY HIRED FACULTY AND LIBRARIANS

Want to learn more about UTFA and how we can support you?

Join President George Luste and another member of the UTFA Executive for lunch at the Faculty Club.

Lunch is on us but space is limited to 6 to 8 people at each lunch. Lunches will be held on October 16, 24, and 27 and November 3, 10, 17, and 24 from 12:30 p.m. to 2 p.m. Lunches will also be arranged on the east and west campuses. Look for subsequent notices, or be in touch directly to help set one up.

If you are interested in participating, please contact Chris Penn, at [penn@utfa.org](mailto:penn@utfa.org), and specify



"By leaps and bounds."