

UTFA Newsletter

University of Toronto Faculty Association
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President's Message

It has been a while since we last communicated directly to all our members via a traditional UTFA Newsletter. My apologies for the absence of a newsletter, but we now have email addresses for almost all our members and thus have sent emails, rather than newsletters, a number of times during the last twelve months.

Recent past. The main achievement during the last year, affecting all faculty and librarians, was the Winkler¹ arbitration award in March 2006 regarding salaries, benefits, and pensions. This was a significant arbitration award for two important reasons. It provided a fair settlement for two years, 2005–06 and 2006–07, and equally important, the language of the award endorsed a number of principles upon which UTFA negotiated its position. This is significant since the words come from a distinguished senior judge whose rulings are respected. Achieving this favourable result represents considerable effort and expense on UTFA's part. The reader may gain some sense of this effort by visiting the UTFA website² to view the Winkler award document and the numerous written presentations that were prepared in support of UTFA's arguments prior to the award.

Major new concerns. There are three significant issues that as members of our community you should be aware of and that should concern all faculty and librarians. They are: the increases and changes in tenure denials, the pension plan funding problems, and the workload issues.

- (i) **Increases and changes in tenure denials.** Starting with the 2004–2005 academic year there has been a dramatic increase in the number of tenure denials. In addition, the President of the University, who has final approval on all tenure decisions, overturned a number of positive tenure recommendation of the tenure committee.

In the eleven years from 1993–94 to 2003–04, there were 806 tenure candidates and 3.6%³ did not receive tenure. In the following two years, 2004–06, the percentage of tenure denials jumped to 8.8%⁴. The question "Why the increase?" calls for an answer. Has the tenure bar been raised or have the faculty search committees lowered their hiring standards? Or perhaps it is the workload. Perhaps the time available for research and the academic environment in which the research is conducted have been compromised as a result of the ever-increasing student to faculty ratio.

If the reader of this newsletter is a recent faculty appointment and does not have tenure, please bear in mind that UTFA provides individual guidance and support to any faculty member who chooses

¹ The Honourable Mr. Justice Warren K. Winkler is the sitting Regional Senior Judge for the Toronto Region. The Ontario Courts website lists about 90 judges in his Toronto Jurisdiction.

² UTFA at www.utfa.org and Winkler award at <http://www.utfa.org/UTFA%20Bargaining%20Updates.htm>

³ The 3.6% represents 29 individuals, of 806 candidates, who did not receive tenure during the 11 year span from 1993 to 2004.

⁴ The 8.8% represents 17 individuals, of 194 candidates, who were denied tenure in the two years, 2004–05 and 2005–06. Two others are still pending and could add to the total denied tenure. At this time we have no reliable or final numbers for the 2006–07 academic year but the early indications are that the numbers will again be higher than in previous years.

to appeal his/her denial of tenure. This is one of the important services our legal counsel can provide.

The second aspect of some of the tenure denials is as alarming as their growing number. In a significant number of the recent denials, the President has rejected the positive recommendation of the tenure committee. Until recently this was unheard of. Prior to 2001–02 there is no record of any President at the University of Toronto ever having rejected the recommendation of the tenure committee⁵. Since 2000–01 there have been a total of eight such rejections of positive tenure recommendations, four of them during the 2004–06 period.

The tenure committee⁶ provides an evaluation of the candidate's "*achievement in research and creative professional work, effectiveness in teaching, and clear promise of future intellectual and professional development.*"

On what basis can or does the President reject the decision of the candidate's peers? UTFA believes that the President has exceeded the powers and role assigned to the office in the tenure process set out in the "Policy and Procedures on Academic Appointments (PPAA)." Therefore we have initiated an Association Grievance⁷ on this important issue.

This issue was addressed in part in the May 31, 1995 Report⁸ of the Grievance Review Panel relating to the tenure review process. The GRP report states that "*the President can review the entire tenure file to satisfy himself or herself that: ...The recommendation is plausible considering the evidence available to the tenure committee.*"

- (ii) **The UofT pension abyss.** The UofT pension plan has an imbedded and very substantial funding shortfall as well as a governance problem. This is a complex pension issue and we cannot do justice to it in this brief newsletter. My presentation to Business Board⁹ last November provides some discussion and substantiating data. The short of it is that between 1990 and 1999 the administration of the day unilaterally made three different and consecutive actuarial changes in the pension plan assumptions that created a surplus. These changes thus allowed the administration, via the Income Tax Act rules and the contribution holiday loophole, to avoid contributing about \$840 million (in today's pension plan dollars).

By July 1, 2006 the cumulative value of the Administration's pension contribution holidays, since 1987, comes to \$1,258 million (that's almost \$1.3 billion!) in today's pension plan dollars. The corresponding value for the far fewer contribution holidays for faculty and staff comes to \$165 million since 1987. The table in Appendix A of the web link, in footnote 9, documents these totals.

⁵ Normally the seven member tenure committee consists of the chair, four tenured professorial faculty and the head of the division and the Dean of SGS (or a representative). A positive recommendation requires that at least five of the seven concur.

⁶ Section III (articles 12 through 19) in the "Policy and Procedures on Academic Appointments (PPAA)" deals with the criteria and procedures for granting tenure. The "PPAA" is one of the frozen policies (at <http://www.utoronto.ca/govcncl/pap/policies/acadapp.pdf>) under the Memorandum of Agreement.

⁷ A copy of our March 13, 2007 notice of the Association Grievance to Provost Goel has been posted on the UTFA website at <http://www.utfa.org/March%2013-2007%20Notice.pdf>

⁸ "The President's Decision" part of this report is posted at the UTFA website at <http://www.utfa.org/1995%20-%20grp%20report.pdf>

⁹ November 9, 2006 presentation by George Luste to Business Board of Governing Council. Pdf file at [http://www.utfa.org/UofT%20Bus-Bd%20Nov-2006-Final%20\(2\).pdf](http://www.utfa.org/UofT%20Bus-Bd%20Nov-2006-Final%20(2).pdf)

The repayment for this extended “free lunch” by the administration has to be confronted at some point. Unfortunately this could be decades from now, when all those responsible for it are long gone.

This funding abyss problem is, in my view, a direct result of the conflicted nature of the governance of the University of Toronto pension plan. In sharp contrast to the Ontario Teachers’ Pension Plan, where the stakeholders are equal participants in the governance, the UofT pension plan is an appendage to the budgeting needs and policies of the central administration and its operating budget.

No doubt the administration would like the faculty and staff, the pension plan stakeholders, to now help replace the funds the administration so unilaterally removed. And here I must add that as long as I am associated with UTFA I will not consent to such a revictimization.

This problem is not unique to UofT. A recent book, *Pension Revolution; A Solution to the Pension Crisis*¹⁰ by Keith Abachtsheer¹¹, discusses in detail the intrinsic ambiguities and conflicts of interest within defined benefit pension plans such as ours.

I will be discussing our pension plan problems further at the forthcoming UTFA General Annual Meeting on April 24, 3:30pm at the Faculty Club.

- (iii) **Workload issues.** Our institution has an unacceptably high student to faculty ratio. The current plan to increase substantially the number of graduate students, without a corresponding increase in new faculty appointments, will only add to the average workload. This is an issue that we as a Faculty Association must begin to address. We made a start in discussing it at the last AGM.

Institutional memory, new faculty, and Bill Nelson’s book. During the last seven years, since 1999, there have been about 840 new tenure stream faculty appointments. Perhaps only those nearing a retirement age today still remember the 1970s when the Memorandum of Agreement came into being — as an alternative to certification. Are new UTFA members, recent appointees, familiar with the Memorandum of Agreement and our frozen policies? To address this problem we have reprinted and distributed Emeritus Professor Bill Nelson’s informative book: “*The Search for Faculty Power: The History of the University of Faculty Association, 1942–1992*” to all UTFA members. We hope this book will provide a respectful means of remembering the many significant contributions made by past faculty.

Appointments Policy. We are in the process of drafting a new more up-to-date Appointments Policy document that in due course will have to be negotiated with the Administration. This is an important, time-consuming, and complex endeavour. Professor Joseph Goering, who chairs the Appointments Committee, is leading this effort.

Other Developments:

- (i) The current Treasurer, Dennis Patrick, has constituted a Financial Advisory Committee and UTFA Council has passed Investment Guidelines (drafted by this Committee) for the management of our financial reserves, which now are slightly in excess of \$2 million.

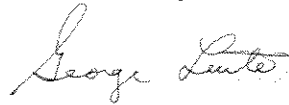
¹⁰ Abachtsheer, Keith. *Pension Revolution*, 2007, Wiley, ISBN 978-0-470-08723-7

¹¹ Keith P. Abachtsheer is the Director of the Rotman International Centre for Pension Management at the University of Toronto and founder of KPA Advisory Services Ltd.

- (ii) Council has created an Ad-Hoc Membership Committee whose mandate is to engage more of our membership in UTFA activities and issues. Professor Scott Prudham chairs this committee.
- (iii) UTFA now has a full-time lawyer, Eric Comartin, who will be working alongside our part-time counsel, Carol Wolkove. We will be hiring another lawyer in the coming weeks.
- (iv) We have added a bit more office space and are in the process of reorganizing and renovating our office layout. Thus until May 1, we are in cramped temporary quarters next door to our former home.

As always, comments are welcome.

Yours sincerely,



Professor George Luste
President, University of Toronto Faculty Association
luste@utfa.org

Introducing UTFA's Legal Team

In the past two years UTFA has noticed a marked increase in concerns from our members regarding workload, salary anomalies and in particular tenure concerns. Nowhere is this more apparent than in the recent decisions of President Naylor to deny Tenure to four of our members *after they were recommended by their respective Tenure Committees*. With the increases in these serious concerns and UTFA's apprehension about the manner in which the administration attempted to undermine Justice Winkler's Pension Award last year UTFA decided that our members needed greater protection against the increasingly sophisticated employment relationship that they face with the administration. We interviewed several individuals for the position of legal counsel and consider ourselves extremely fortunate that an outstanding candidate accepted our offer of employment.

Beginning in January of this year Eric Comartin commenced his employment with UTFA. Eric has an undergraduate degree from Queen's University, a law degree from the University of Windsor and is a member of the Law Society of Upper Canada. Prior to his employment with UTFA Eric was employed for over six years as an associate at a firm that specialized in representing individuals, associations and trade unions in labour and employment matters. Eric has appeared as counsel or co-counsel in all of the Ontario Courts as well as arguing cases before the Ontario Labour Relations Board, and both the Ontario and Canadian Human Rights Tribunals. As a student and a young lawyer Eric also was involved in matters before the Supreme Court of Canada and the International Criminal Tribunal of Rwanda

Together with our long-serving counsel Carol Wolkove, Eric will provide real benefit to UTFA's members. Eric has hit the ground running and with the increased legal capacity UTFA now has the ability to provide ongoing legal support in individual and association grievances as well as assistance in Salary and Benefits Negotiations.

Negotiations Getting Under Way

The process of negotiating a salary, benefits and pensions agreement for the 2007-08 academic year has started. During the fall, UTFA's Salary, Benefits and Pensions Committee formulated a set of proposals that UTFA Council approved in December. When formulating the proposals, the committee took into consideration the results of the membership survey that we conducted during the fall. In January, Council appointed a Negotiating Team; and on January 29, the UTFA team met with the Administration team to exchange proposals. At the meeting, the two sides agreed to keep each side's proposals confidential until an agreement is reached or mediation has ended without reaching an agreement.

Since that time, the Administration has signaled that they are not interested in any further face-to-face meetings with our Negotiating Team. Consequently, the next step is to go to mediation. The two sides have agreed to appoint Mr. Martin Teplitsky, Q.C., as the mediator/arbitrator and that arbitration, if necessary, will be binding.

Professor Tom Alloway
Vice-President, Salaries Benefits and Pensions
antguy@abspruce.org

UTFA's Negotiating Team

Tom Alloway	UTFA Vice President for Salaries, Benefits and Pensions. Professor of Psychology, UTM. antguy@abspruce.org
Joseph Boyle	Former Principal of St. Michael's College, Professor of Philosophy. jboyle@chass.utoronto.ca
George Luste	UTFA President, Professor of Physics, luste@utfa.org
Janet Potter	Teaching Stream, UTSC,. potter@utsc.utoronto.ca
Mary Pugh	Mathematics,. mary.pugh@gmail.com
Peter Russell	Retired Professor of Political Science, phruss@aol.com
Peter Sawchuk	OISE Sociology, psawchuck@oise.utoronto.ca
Kent Weaver	Librarian, kent.weaver@utoronto.ca

The UTFA team will be supported by the following individuals:

Jeffrey Sack	Sack, Goldblatt, Mitchell. Legal Counsel for the negotiations.
Eric Comartin	UTFA Staff Lawyer, comartin@UTFA.org
Hugh MacKenzie	Consultant

The PTR System

Over the next few months we will be asked to submit our annual activity reports, which are required for the annual merit review. This review determines our ranking relative to our peers and the amount of merit pay we receive.

All Professorial Staff, Lecturers/Senior Lecturers, Tutor/Senior Tutors and Librarians are eligible to receive a PTR award every year. The money for these merit awards comes from the central administration, and each academic unit receives a set amount of money for PTR awards pegged to the salaries of the academics in the unit. This money is divided among eligible academic staff members based on individual assessments of merit. These funds are only for PTR, and it is expected that all of the money will be spent on PTR compensation, and not on any other matter.

PTR is designed so that the higher merit increases on average are received in the earlier stages of a career. To assist in this early career loading, there is a "breakpoint salary." This is the point at which funds received by the local units from the central administration changes

For illustration, the chart below shows what the breakpoint salaries were and the average amount of money each unit received per individual in the current academic year. For 2007-2008, the PTR numbers will be increased by 3.25% (as determined by the across-the board increase) on July 1, 2007—unless our upcoming salary negotiations determine otherwise. As an example using the figures below, if there are 10 professors in the unit who have salaries above the breakpoint of \$123,550., then the unit receives 10 X \$2,035 (\$20,350) for that group of professors. In all units, those above the breakpoint are to be evaluated relative to one another; those below the breakpoint, relative to others in the same below-the-breakpoint category.

Effective July 1, 2006 through to June 30, 2007

Rank	Salary Level Breakpoint	Funds Received by Unit for Each Person
Professor	\$123,550	\$3,210 for each below this breakpoint; \$2,035 for each above
Lecturer	\$96,750	\$2,465 for each below this breakpoint; \$1,575 for each above
Librarian	\$93,650	\$2,505 for each below this breakpoint; \$1,435 for each above
Senior Research Associate	\$62,700	0-4% for each below this breakpoint; 0-2.5% for each above
Research Associate		0-3% for each below this breakpoint

Five percent of the PTR funds are removed from the local units, given to division heads or the Chief Librarian, and distributed at the discretion of the Division heads in multi-department Divisions; by the Provost for single department Divisions; or by the Chief Librarian. These funds are used to reward people deemed exceptional by administrators.

PTR is not to be used for discipline. You are not to be “docked” merit pay as a form of punishment.

UTFA encourages its members to do everything possible to obtain a fair PTR award each year. If you have any concerns about your relative ranking, the amount awarded, the process of determining your merit, or any other matter, please contact us. We can help you understand your situation, and give you advice about what to do.

FILING YOUR REPORT

Forms and Deadlines. Around the end of March, the head of your academic unit will request an Annual Activity Report, an updated CV, and a Paid Activities Report. When you complete these reports, ensure that you include all of your activities, and do not understate your accomplishments. If the form you are provided does not cover all aspects of your work, then augment the form by submitting any additional information that you believe is important for describing your work.

All academic staff, including those in the teaching stream, should include any research undertaken or in progress, as well as information about service and teaching contributions. Make sure all of your information is accurate and that you are able to provide independent documentation regarding articles or other works that have been submitted or approved for publication.

If, for any reason, you are not able to comply with the deadline set for submitting your material, notify the head of your department in writing immediately, and make every effort to submit the information as quickly as possible.

Some Common Problems. Over the years, the PTR process and rules have improved, and there are fewer problems than there once were. But, of course problems still arise—below, a few of them are discussed.

Sometimes work gets discounted. For example, we have heard that graduate teaching has been downplayed or not evaluated; that the balance between undergraduate and graduate teaching isn’t considered; that creative professional activity gets labeled as service; that work gets reclassified from one category to another by an administrator, that people with cross-appointments aren’t evaluated fully, etc. From time to time, academics have been told that since they didn’t provide any service for the academic unit, they don’t get credit. But, it is the administrators who assign this type of service, so you cannot be penalized if your participation in service has been hindered. If you have any concerns that your work is discounted, or inappropriately categorized, we can help you to understand the categories and to develop the questions you need to ask the administration.

Sometimes academics are good scholars in areas that do not attract much funding or very many students. Remember that the assessment is about merit, not about popularity or fads in funding. If you believe that you are rated unfairly, then speak to us, and we’ll help you determine how best to present your work and how to get fairness in your evaluation.

An activity report might ask about work in progress. If you have indicated on a previous report that you have work in progress, and you have met with some difficulties in completing or making progress on that work, you should be able to explain why. An activity report may ask about future plans. This may be interesting, but it may also be irrelevant. You are not deemed meritorious for your plans, but for your accomplishments. If you are challenged by the administration about either of these aspects of your work, we can assist you.

It is important to keep records about your work. Keep copies of work, assessments and comments from peers and students, submissions to government and other bodies, press accounts, conference invitations, etc. Sometimes academics don’t keep this information, but it can be helpful, especially if you have a grievance and the information is relevant.

Sabbatical and other leaves and PTR . If you are on a sabbatical, you are still eligible for PTR. It is not to be reduced because your salary is reduced. If you are on maternity or parental leave, you should not suffer any disadvantage with your PTR. Please call us if you have any concerns about PTR and leaves.

THE ASSESSMENT PROCESS

Who is Responsible? The head of your academic unit is responsible for providing you with a clear statement outlining the procedure to be followed for the evaluation of PTR. The head should also be clear about the criteria for evaluation.

It should be totally transparent how assessments are made and who is involved in the process. It is recommended that the administrator have an advisory committee, and it is your right to know who they are and how they were chosen. If you believe that someone will be involved in the process who cannot judge you based on the evidence, then you should discuss this concern with your unit head. The Dean or Chair/Director or Chief Librarian is responsible for assigning the dollar amount of the merit awards.

If you are cross-appointed, then there should be consultation between the heads of the academic units to which you are appointed. Our experience is that there can be difficulties with this process, and in some instances our members have reported that the consultation isn't done, or isn't done thoroughly or properly.

What to expect . The administrators are supposed to send PTR letters no later than July 1. The letter should be a relevant and reasonable commentary on your work for the year. It is not enough for you to receive a letter with one sentence thanking you for work for the year, or a brief note indicating the amount of your PTR award. The amount of time and effort that an academic unit head puts into an annual letter varies, but you are entitled to an explanation of how your work has been evaluated for the past year. You are entitled to know your ranking in each of the categories used for the rating (e.g., teaching, research and service). There should be a reasonable and rational correspondence among the merit award, the ranking, and the letter.

Your annual letter should be accompanied by a histogram, showing the distribution of funds in the unit. It will not name individuals, but it will inform you about how many people received what amount of money. If you do not receive a histogram, request it because you are entitled to it. Any staff member, except those in pools of three or fewer individuals, must receive a divisional or departmental histogram displaying the PTR awards.

You should also be told your salary for the coming year.

WHAT TO DO ABOUT PROBLEMS

If, after reviewing the documents provided to you by the head of your academic unit, you believe that you have been improperly or unfairly evaluated, make an appointment to discuss your concerns with the unit head. The head of your unit, not the committee, is ultimately responsible for the PTR award you received. If you would like, a representative from UTFA can accompany you to any meeting you have with an administrator. You can also put your questions and concerns in writing, if that is more convenient for you.

If you have questions or concerns about any aspect of your ranking, award, or the process, you need to make those known to your administrator **within 20 working days** from the date that you received your PTR award and the annual letter. Do not delay. The clock starts ticking from the date that you receive the letter, not the date when it was written.

Sometimes people know what it would take to satisfy their concerns and simply ask for that. But, if you do not have an exact remedy in mind for your problem, you can request more information from

your administrator and contact us for guidance. You are not entitled to know the assessment of other colleagues, but you are entitled to receive a histogram that shows the distribution of awards.

After you meet with the academic unit head, he or she has **10 working days** to get back to you with answers to your questions. If you are unsatisfied with the answer given to you, you may appeal to the faculty dean, principal or the chief librarian, and you must do so within **10 working days**. We strongly suggest that you contact us before you begin this step in the process, if you have not done so already.

The dean/principal/chief librarian is obligated to give you his or her decision within **15 working days** of meeting with you. If you are not happy with the decision he or she makes, you may appeal the decision to the Vice President and Provost. The next step beyond the Vice President and Provost is to make submissions to the Grievance Review Panel. (To review the entire process, consult Article 7 of the Memorandum of Agreement between UTFA and the administration.)

Deadlines can be renegotiated as long as both parties agree to that extension. But, we strongly recommend that you meet the deadlines, and, if the administrator does not, send written reminders about your problems and the deadlines. You can grieve the lack of a response to your inquiries and requests, as well as the initial problem.

This procedure may sound very daunting, but remember that many PTR grievances are normally resolved at the initial stages of the process. If you have been improperly evaluated and given a PTR award that does not reflect your work for the year, you should grieve the PTR award. You deserve to be fairly evaluated and commensurately compensated.

CONFIDENTIALITY

Your activity report is part of your personnel file, which is protected by Article 10 of the Memorandum of Agreement. You may share your report with others, post it on the web, or display it in any fashion you choose. The administration can share it only with those who are legitimately involved in its review. If you believe that the confidentiality of your personnel file has been violated, then you should contact UTFA for assistance. The administration cannot share any aspect of your personnel file in any public fashion, without your written permission. More voluntary sharing of both our activity reports and our merit assessments could assist us all in breaking down the secrecy that does not always serve our collective or individual interests.

A WORD OF CAUTION

Academics rarely misrepresent their work, but let us remind you that any intentional misrepresentations could be considered academic fraud or an offense under the Code of Academic Behaviour. Contact us immediately if you have any questions about your own claims, or if you have been challenged by an administrator.

WHAT UTFA CAN DO TO HELP

Remember that UTFA is here to help you **at any stage of the process**. We can help you obtain documents to which you are entitled, or help with your PTR concerns. The VP Grievances and/or any of our legal staff will be pleased to help you with anything regarding the PTR process. Please phone 416-978-3351 to contact UTFA and we will provide you with the proper information, advice, and representation.

Professor Rhonda Love
Vice-President, Grievances,
love@utfa.org

Course Load in the Teaching Stream: The 80/20 Problem

UTFA has often heard the false claim that teaching stream faculty should teach twice as many courses as their colleagues in the professorial stream. The source of this misunderstanding may lie in the “80% teaching/ 20% service” formula that is generally applied to teaching stream faculty for the purposes of assigning workload and measuring PTR or merit pay. (The 80/20 formula cannot be found in appointments policy documents.) The equivalent formula in the professorial stream is 40% research/ 40% teaching/ 20% service. If professors are allotted 40% for teaching, and lecturers 80%, then, administrators have concluded, lecturers must be required to teach twice the number of courses that professors teach.

Many lecturers/senior lecturers do not teach credit courses, or teach them as only part of their load, but teaching stream workloads are often nevertheless calculated based on full-course equivalents (FCEs). How a “course” is defined is obviously an important (and vexed) question, one that cannot be dealt with in the limited space of this article.

According to the Teaching Stream Appointments Policy, lecturers are assessed on “scholarship as evidenced in teaching and related professional activities.” This policy, in section 30, subsection vii, states, “A positive recommendation [for promotion to senior lecturer] will require the judgment of excellence in teaching and evidence of *continued* future pedagogical /professional development” (emphasis added). Where, in the 80/20 formula, is the professional development component, the equivalent of the research component in the professorial stream? The answer is that it is “buried” in the 80%. In other words, course load and professional development are merged in the “teaching” component of the formula. Also hidden in the 80% are the administrative duties many lecturers are assigned.

The 80% allotted to lecturers for “teaching” is not meant to be “stuffed” with courses. Teaching stream faculty should, therefore, not be assigned course loads of 7.5 or 8 half courses per year. Instead, if the course load of lecturers is pegged to that of professors in each unit, as has been the practice, then lecturers should be assigned not more than the equivalent of 6 half courses (or 3 full-year courses) per year. This number would decrease in cases, where, for example, administrative duties are assigned, or where the course loads of professors in the unit are significantly lower than 4 half courses per year. The number of course “preps” assigned each teaching stream faculty member should be taken into consideration. Preparing 6 different half courses, with no repeats, might well represent a much higher workload than preparing 3 full-year courses.

For many teaching stream faculty, a formula such as the following would better reflect their activities as faculty members: 60% teaching and administration/ 20% professional development/ 20% service. Teaching stream faculty should challenge teaching loads that do not allow time for professional development. What are the activities that constitute professional development? Here is a *partial* list: conducting pedagogical and/or discipline-based research; publishing work, including creative and professional work, related to the subjects taught; attending and participating in conferences and colloquia; participating in the workshops and activities offered by the University’s Office of Teaching Advancement; mentoring colleagues and students; developing curricula; creating new teaching technologies; developing credit and/or non-credit initiatives that encourage undergraduate and/or graduate research; participating on editorial boards and in scholarly organizations; developing initiatives that enhance students’ learning experience. These activities might simply be called scholarship. All should be encouraged and rewarded by the University.

Cynthia Messenger
Chair, Teaching Stream Committee
cynthia.messenger@utoronto.ca

UTFA Membership Committee

UTFA now has an Ad Hoc Membership Committee whose job it is to help coordinate communication and mobilization among members. If you are looking for a way to become more directly involved in UTFA, please consider this committee as an option. It is a great way to meet people from different parts of the campus! Contact scott.prudham@utoronto.ca

Changes in UTFA By-Laws: Article 10 - Appointments to the Executive

Over the years, concern has been expressed that the process for the nomination and appointment of members to the UTFA Executive should be more "open" to candidates other than those put forward by the Nominating Committee. Again this issue was raised at Council last June and, as a result, the Executive formed an ad hoc committee to study the matter along with proposing a possible solution.

Currently, the Nominating Committee is given the sole task of recommending nominees to Council for the Executive - with only general timelines included in Article 10 of UTFA's By-Laws. After examining the by-laws as well as receiving comments and suggestions from the Executive, modifications and additions to Article 10 have been developed for consideration by Council.

At least 60 days have been proposed for the Nominating Committee to produce its slate of candidates and another 10 days for members of Council to name additional nominees, to any or all Executive positions. Since definite time lines have also been included in the proposal, this should allow sufficient time for a full range of nominees to the Executive.

Finally, the intention (with Council approval) is to informally implement the modified procedures this year, prior to formally amending Article 10 of the By-Laws at this AGM.

George Milbrandt

UTFA Annual General Meeting

The UTFA Annual General Meeting is scheduled for **Tuesday, April 24th, 2007 from 3:30 – 5:00 p.m. at the Faculty Club.** A reception will follow.

Mark your calendars now and plan to attend. The annual AGM is a vital once-per-year opportunity for deliberating issues and priorities among all members. This includes salaries and benefits, appointments, promotion and tenure, workload, and more. Our effectiveness relies on active and informed members. Make a point of coming out. It is well worth the time...**for all** of us!

See you on April 24th and don't forget to stay for a drink and snacks afterwards.