

UTfA Newsletter

UNIVERSITY OF TORONTO *faculty* ASSOCIATION | No. 1 (2014–15) | APRIL 15, 2015

Annual General Meeting 2015

Wednesday, April 22, 2015

3:30pm to 6:00pm

Room KP108, Koffler House
569 Spadina Avenue, Toronto

AGENDA

1. Minutes of the Previous Meeting
2. Introduction of Ada Le and Megan Pratt as the Al Miller Memorial Award Recipients and Joshua Cromwell and Seth Watt as the UTFA Undergraduate Tuition Award Recipients
3. Reports of the Officers †
4. Reports of the Chairs of Committees †
5. Constitution and Bylaw Amendments ‡
6. Special Joint Advisory Committee Update
7. Order of the Day, 5:00 to 6:00 p.m.
Guest Speaker: David Miller, Former Mayor of Toronto and President & CEO, WWF–Canada
8. Other Business and Questions from the Floor

† **The reports included here will not be read at the meeting.** However, the President, Vice-Presidents, Treasurer, and Committee Chairs will answer any questions. The 2013–14 audited financial statements are attached.

‡ Find proposed amendments at <http://utfa.org/agmn108>

Members are invited to a reception after the meeting in the Main Lounge of the Faculty Club, 41 Willcocks Street.

INSIDE THIS ISSUE

Reports from the Executive Committee	3
Report of the President	3
Report of the Vice-President, Salary, Benefits and Pensions	5
Report of the Vice-President, Grievances	6
Report of the Vice-President, University and External Affairs	8
Report of the Treasurer	9
Report of the Chair of the Appointments Committee	9
Report of the Chair of the Equity Committee	10
Report of the Chair of the Librarians Committee.	11
Report of the Chair of the Membership Committee	12
Report of the Chair of the Teaching Stream Committee	13
Committee Members 2014–2015	15
2013–2014 Audited Financial Statements	17
Minutes of the 2014 Annual General Meeting	29
George Luste 1940–2015	33
Staff Directory	34

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Report of the President

The University of Toronto Faculty Association stands at an important juncture. We are in the final stages of completing something of a makeover of the Association, one that sees our capacity to advocate effectively across a range of monetary and non-monetary issues affecting conditions of work for our members greatly expanded. The Special Joint Advisory Committee (SJAC) process, established via a mediated agreement (<http://utfa.org/agmnl01>) in April of 2012, has resulted in important changes. These include appointments policy revisions for tenure stream and teaching stream faculty and a new policy prescribing collegial deliberations regarding any proposed academic restructuring initiative (e.g., closing, amalgamating, or moving academic units). Perhaps most far-reaching is a modernized framework for engagement between UTFA and the University administration aimed at ensuring accountability and transparency in negotiating both monetary and non-monetary terms and conditions of academic employment.

With the introduction of a new facilitation and fact-finding process to help resolve matters not eligible for arbitration, UTFA looks forward to more productive and proactive engagements with the Administration on a wider range of issues and an end to ill-advised University-wide policies crafted by less than accountable means (e.g., the Policy on Academic Continuity we have heard so much about in recent months). One year ago, I wrote to members about the wide collegiality gap that existed at U of T. One year later, I am pleased to report that, with your support, in partnership with an Administration willing to embrace change, and guided by the wisdom of SJAC Facilitator the Honourable Frank Iacobucci, we have narrowed that gap considerably.

The changes delivered by the SJAC process are the most far-reaching revisions of the UTFA Memorandum of Agreement since its original crafting in the late 1970s. A new era has begun. I thank all those involved in the SJAC process, and acknowledge the support and patience of the UTFA membership throughout this long reform initiative.

Now – back to work! Institutional capacity is one thing and making productive use of it is quite another. In the near

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future, our priorities will include negotiating a new appointments and promotion policy for librarians and crafting a policy dealing with privacy and custody provisions pertaining to written and electronic records we generate as academic staff. U of T is decades behind in codifying formal protections consistent with academic freedom and autonomy, including protections against illegitimate surveillance and use of our records by our own employer. The recent proposal to outsource electronic communications to a third party vendor demonstrated the need for such a policy, but the issue runs deeper. Obviously, we also need to revise the deeply flawed Policy on Academic Continuity to better balance continuity imperatives with academic freedom, and to maintain fair and ethical dealing with students in the context of academic disruptions. In the coming years, these and other issues promise to animate the new facilitator and fact-finder process.

And, of course, we remain in the midst of salary, benefits, pensions, and workload negotiations, led by Vice-President Paul Downes. We are 10 months past the expiry of our last settlement. Paul and his team have been working hard to keep things moving. But one reason for delay, quite simply, is that our system of negotiating, featuring mediation and arbitration as dispute resolution mechanisms, with no prescribed schedule, prevents either side from setting meaningful deadlines. While we make every effort to provide a sense of urgency to the negotiations, in the end we cannot control the pace.

While working to improve compensation and other terms and conditions that shape the context of your work, UTFA's leadership also continues to keep you informed about matters

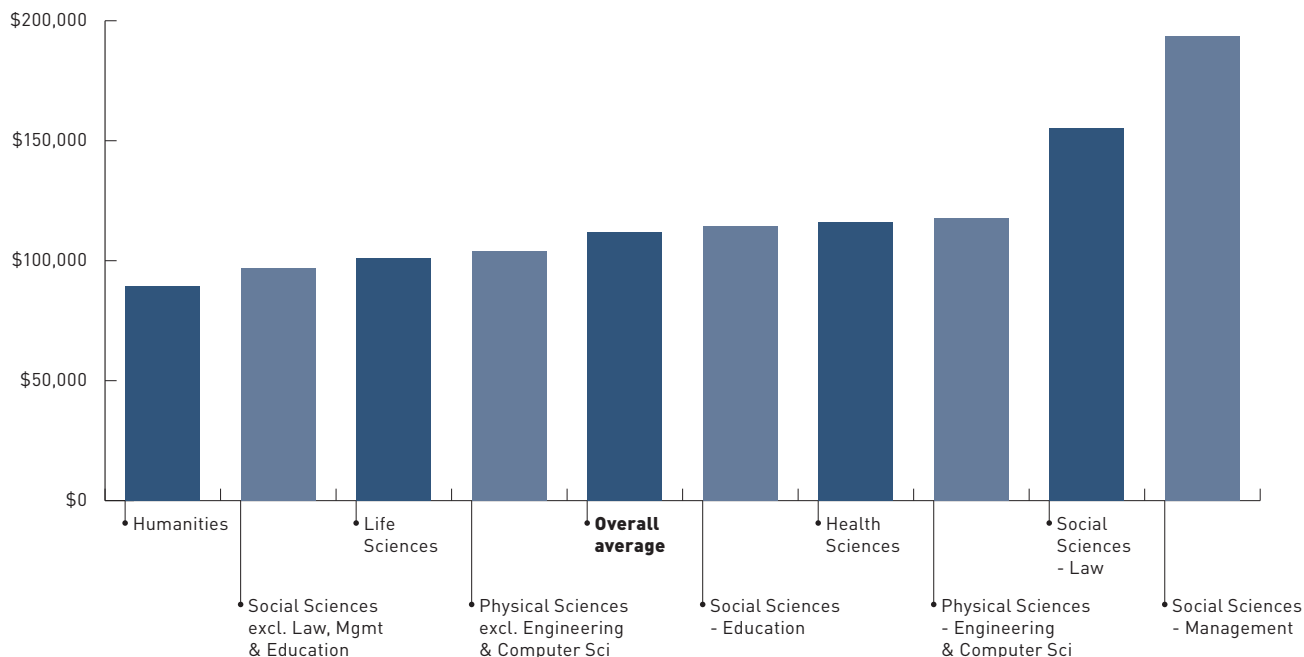


Figure 1. Average salary in 1st year of hire into tenure stream, 2008–13, by division.

of common concern and to advocate for the well-being of higher education more generally. This year we have continued our partnership with Scientists for the Right to Know, helping to raise awareness about dangerous and misguided policies of the Government of Canada that amount to suppression and muzzling of science in this country. Whether it be the cancellation of the long form census, compromise of the expertise and independence of the funding councils, elimination of environmental science research capacity, or the clampdown on freedom of speech for government scientists, it is clear that U of T and Canadians more generally deserve better from our government.

We have also partnered with Toronto350.org in endorsing a proposal for U of T to divest from direct ownership in fossil fuel companies. While there is some diversity of opinion on this proposal, it has strong support among UTFA’s membership and leadership. U of T has a chance to send an important public message that meaningful action on climate change is necessary – now.

UTFA continues to campaign for improved financial and policy support for higher education. Ontario funding for higher education on a per student basis is lower than in any other province. Partly to make up for the funding gap, tuition fees have gone up rapidly in recent years and so have undergraduate and graduate enrolments. The result is that U of T ranks dead last among our US peers and second from last among our

Canadian peers in student-faculty ratios. There is no sign that trends are getting any better.¹ No doubt, the comparative data disguise important differences in faculty complement between U of T and other institutions included in the comparisons. Nevertheless, it is clear that at least some of our reputation for excellence comes from being big... and that is not always a good thing, particularly when so many members report the stresses and strains of constantly being asked to do more with less. President Gertler has rightly remarked that U of T “defies gravity,” given our institution’s exceptional performance while relying on limited resources. But how long can we continue to rely on miracles?

Meanwhile, systemic changes in higher education mean increasing reliance on contingent labour for teaching in our universities and a decoupling of the PhD from sustainable faculty careers in higher education. The recent strike by CUPE 3902 Unit 1 – whatever one thinks of the tactics deployed by either side – served to highlight some of the fractures running through higher education, including the real disparities in graduate funding across the University. Increasing numbers of graduate students eke out a meagre existence in an expensive city with little reason to believe the sacrifice will pay off in the form of a secure academic position in the long run.

¹ See the most recent (2014) Performance Indicators for Governance (<http://utfa.org/agmnl02>) published by the Office of the Provost and note in particular Figures B-3-b and B-3-d.

The truth is that more and more distance separates the haves and the have-nots. That includes within our own membership. For example, average starting salaries for faculty (entirely unregulated or influenced by any UTFA input or negotiation) in some academic units of the University are now routinely in excess of \$200,000 (see Figure 1), more than twice the average in most of the humanities and social sciences. Meanwhile, UTFA struggles just to secure across-the-board salary increases that can protect against the erosion of salaries due to cost of living increases for those not among the chosen few. All the while, teaching and administrative workloads soar upwards in high-enrolment parts of the University, including in the Faculty of Arts and Sciences, at UTSC, and at UTM. Yet, incredibly, some members of our Administration continue to blame UTFA and faculty compensation more generally for U of T's budgetary pressures. The facts are rather plain in this regard. Faculty compensation, as a percentage of the operating budget, has been falling steadily for years (down from 47 per cent of the operating budget in 1997–98 to 27 per cent in 2012–13).

Does our University enjoy a world-class reputation, standing for academic excellence across a wide range of disciplines? Without question it does, thanks in large part to the achievements of those UTFA represents. Have those achievements been secured partly on the basis of inequities propagated by systemic, unregulated, and unaccountable reward systems? Some would have us believe that. If so, that is an uncomfortable truth we may all need to live with. But it may also be that the foundations of our excellence are not, in fact, sustainable,

and if that is the case, it is cause for worry. More and more research across a range of social settings shows that inequity breeds disharmony – *for all*. These are difficult issues. We at UTFA are committed to facilitating frank and honest dialogue and to looking for answers together.

Thanks to the members of the UTFA Executive and Council for their important contributions to the Association and to the University this year. We have very strong collective leadership in UTFA and I feel privileged to work with these exemplary people. Also, a heartfelt thank you to the excellent staff in our office, who too often go unrecognized.

Finally, I want to close by noting, with sadness, the passing of an UTFA great, Professor and Past-President George Luste. Many will recall George's remarkable decade as the president of UTFA. We are all in his debt for his tireless advocacy on behalf of UTFA over many years. Numerous members of UTFA's current leadership, including me, relied on his leadership in mentoring us and helping us to understand the challenges and responsibilities associated with representing UTFA's extraordinary and diverse membership. He will be missed.

I wish you all the best for the summer of 2015 and look forward to seeing you again in the fall.

Scott Prudham
President

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

Bargaining

Our last three-year agreement expired on June 30, 2014. As per Article 6 of the Memorandum of Agreement (MoA), UTFA's President and I met with the Administration in January of 2014 to formally announce our intention to bargain a new settlement. Since the last AGM, we have met with the Administration to engage in bilateral negotiations on a dozen occasions.

The Administration has stressed government directives calling for "no net compensation increases" for public sector employees. They have also indicated an interest in cutting the cost of

some of the benefits that our active members would be eligible for in retirement. UTFA's bargaining team has questioned the need for such cuts and has resisted the pressure to submit to generic and stale "austerity" threats.

UTFA's bargaining team seeks to secure a hybrid (percentage and fixed dollar) ATB award for all three streams that would be retroactive to last June, and we have proposed increases to the total pool of funds available for PTR. We have made the case for specific improvements to librarian salaries and have expressed our concern about the large disparity between teaching stream and tenure stream PTR awards. We continue to argue for full pension augmentation for our retirees,

although the Administration claims full augmentation is impossible under current circumstances. A more complete list of the proposals tabled by the UTFA team can be found in Bargaining Report #2 (February 17, 2015) on the UTFA website (<http://utfa.org/agmnl06>).

While we plan to continue talking with the Administration, we have also agreed to sit down soon with the mediator, Mr. Kevin Burkett, in an effort to reach a settlement. We understand any frustration felt by our members with the slow pace of the process. While PTR amounts agreed to in the last round of bargaining have already been applied to your 2014–15 salary, any ATB increases secured in this round will have to be applied retroactively to July of 2014. Thank you for your patience as we try to secure the fairest deal possible for our members.

Pensions

UTFA remains concerned about the pension landscape at U of T and in Ontario. The history of U of T's pension plan creates concern that UTFA members might be asked to bear the burden of past mistakes. The University of Toronto, like many others, has agreed to the terms of a provincial solvency relief plan that includes demands for increased employee contributions. UTFA agreed to such increases in the last round of negotiations, trying to secure offsetting improvements in other areas. In this round, we have agreed (along with other employee groups and the Administration) to participate in a joint committee to look into a possible conversion of our plan to a single-employer Jointly Sponsored Pension Plan (JSPP) model. The province, COU, and OCUFA have also all been considering reforms that might pool pension investments or create a sector-wide JSPP for Ontario universities and colleges. Many questions remain about the relationship between such reforms and current plan deficits, and about the specific virtues of a sector-wide plan for the University of Toronto. Ettore Damiano, Professor of Economics and an UTFA Executive member, sits on the Governing Council's Pension Committee,

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and has been diligently representing UTFA at meetings of the OCUFA/COU JSPP working group over the past year. The working group's recommendations will be made public this spring.

Workload

This year, UTFA tabled comprehensive revisions to the Workload Policy, crafted in response to workload implementation problems identified particularly in the work of the Vice-President, Grievances, Cynthia Messenger. We look forward to agreement on changes, especially as the Administration's own research indicates some shared concerns with implementation.

Finally, thanks to my fellow bargaining team members (Bobby Glushko, Paul Hamel, Linda Kohn, Cynthia Messenger, George Milbrandt, Scott Prudham, and Katharine Rankin) and to all the other members of the Salary, Benefits and Pensions Committee (Mounir AbouHaidar, Tom Alloway, Michael Attridge, Ettore Damiano, Lino Grima, Jody Macdonald, Andreas Motsch, Anthony Sinclair, Harriet Sonne de Torrens, Judith Taylor, Terezia Zoric, Peter Dungan, Rosa Sarabia, Mary Alice Guttman, and Kent Weaver) for their hard work and commitment to UTFA. Thanks also to Heather Diggle and the rest of the UTFA staff for their patience and expertise.

Paul Downes
Vice-President, Salary, Benefits and Pensions

Report of the Vice-President, Grievances

SJAC and the Grievance Portfolio

The UTFA Grievance portfolio has, for many years, urged appointments policy change for the tenure stream, for the part-time and full-time teaching stream, and for academic librarians. UTFA's legal counsel and I have repeatedly witnessed the damaging effects of weak policy on the tenure review process and the appointment, renewal, and promotion

processes in the teaching stream. This is to say nothing of the outdated policy that governs our librarians, who maintain one of the best research library systems in the world. The Grievance portfolio has repeatedly stated that the best means of improving working conditions for our members is through policy change – and not grievances.

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I am therefore grateful for the considerable achievement of the SJAC process. This landmark negotiation has won much-needed changes to policy, while creating a path for future negotiations that will mean fewer and less protracted grievances. Regrettably, UTFA was unable to achieve policy change for part-time faculty, who are particularly vulnerable. I hope that UTFA will commit to pursuing improvements for them as well. I wish to thank all the members of the SJAC Teaching Stream Subcommittee: Claude Evans, Connie Guberman, Brock MacDonald, Jun Nogami, Scott Prudham, and Terezia Zoric. Legal counsel Alison Warrion (UTFA's General Counsel) and Steven Barrett (Sack, Goldblatt, Mitchell) were instrumental in securing our hard-won results. Finally, there would have been no agreement without the considerable skill of SJAC's facilitator, the Honourable Frank Iacobucci.

Tenure Issues

The Grievance portfolio is currently handling thirteen tenure files, including files in which the tenure committee has issued a tentative negative recommendation. Each year, we urge tenure and teaching stream candidates to contact UTFA if they see any negative language in the summary of evidence. We anticipate that, in the coming years, newly negotiated policy language on the summary of evidence will reshape the purpose, voice, and rhetoric of that important document. The new summaries will bring greater clarity for junior faculty, who will look to the summary not simply as a hurdle to clear but as a rare opportunity to receive meaningful feedback.

Tenure Workshop

The Grievance portfolio will sponsor a tenure workshop on April 30, from 2:00 to 3:30 p.m., in Room 105, Health Sciences Building, 155 College Street. This workshop will cover both the interim review (in year four) and the tenure review (in year six). Through the SJAC process, UTFA and Governing Council have agreed to changes to the tenure review policy that will be implemented in the coming year. This workshop will explain those changes. We will answer questions tenure stream faculty might have about the new six-year tenure clock. All are welcome. Please register with the office at faculty@utfa.org.

Statistics

Currently UTFA is handling approximately 84 files (both grievances and tenure files). At the time of writing, UTFA knows of one tenure denial issued in the 2014–2015 academic year, although that file was part of the 2013–2014 cohort. We know of no tenure denials for the 2014–2015 cohort although some negative recommendations have been made. Tenure committees should be making their recommendations for or against the granting of tenure by April 15, 2015.

In the 2013–2014 academic year, 88 candidates were considered for tenure. Of these, 84 were granted tenure and 4 were denied tenure. At the time of writing, the Administration had yet to supply UTFA with the most recent statistics for teaching stream promotion files.

Grievance Committee

The Grievance Committee has discussed in detail the gains UTFA's certified unit at St. Michael's College achieved in recent negotiations; the anticipated positive effects on grievances of the SJAC policy changes; the revised draft Provostial Guidelines on assessing teaching; and member concerns related to the TA strike (CUPE 3902 Unit 1).

Future projects include collaboration with the Appointments, Equity, and Teaching Stream Committees on issues related to precarious academic labour, and consultation with the new retiree committee on articulating and refining the appeal process for benefits claims.

I would like to thank the Grievance Committee: Mounir AbouHaidar, Kathy Bickmore, Michael Bramah, Claude Evans, Connie Guberman, Shashi Kant, Linda Kohn, Brock MacDonald, and Scott Prudham.

Thanks to UTFA Staff and Legal Counsel

Many thanks to UTFA's outstanding team: lawyers Reni Chang, Heather Diggle, and Alison Warrion (General Counsel); Grievance Assistant Rucsandra Schmelzer, Administrative Assistant Chris Penn, Business Officer Marta Horban, Communications Officer Aylwin Lo, and Special Assistant to the Executive Committee David Mackenzie. They have worked harder than ever in this past year. We are indebted to the lawyers and staff of Sack, Goldblatt, Mitchell, who serve our members so ably. Finally, I would like to thank Scott Prudham for his leadership in a challenging period of UTFA's history.

Cynthia Messenger
Vice-President, Grievances

Report of the Vice-President, University and External Affairs

Public Policy and External Affairs

As Vice-President, University and External Affairs, I represent UTFA on the Board of OCUFA and in the Ontario caucus of CAUT. Both organizations have vigorously pursued the concerns of faculty and librarians this past year, especially around issues of contingent faculty. These themes were the centerpiece of CAUT's November 2014 Council meeting. The casualization of teaching was also addressed by OCUFA in its annual Queen's Park lobby day (March 11, 2015), along with other key concerns such as a new pension plan model for higher education, faculty representation on the Ontario Online Learning Consortium, and university autonomy and program continuity under a proposed new formula for financing of post-secondary education. Perhaps by coincidence, on the day after OCUFA's lobby day the Ontario government announced a new round of consultations towards a review of the funding formula for universities.

UTFA has also been working closely with Scientists for the Right to Know (SRK). We co-sponsored the well-attended panel discussion held on September 30, 2014, called "Imposed Ignorance: On what evidence does Ottawa base its policies?" SRK is building a coalition of groups to oppose the federal government's muzzling of scientists and the elimination of government research on the environment. Paul Hamel and I represent UTFA on the SRK steering committee, and we've been active as well in the campaign to reinstate the Canada long-form census – an indispensable research tool.

The concerns voiced by many Canadians about the impact of the federal government's so-called "anti-terrorism" law, Bill C-51, are shared by UTFA – a longtime champion of privacy and academic freedom. This will be an escalating front of activity in the days ahead. The proposed bill could profoundly affect the freedom to conduct and report research, and to exercise our rights to organize and protest on any number of issues – from aboriginal rights to Canadian foreign policy, and the growing concerns around fossil fuel industries.

University Affairs

The U&EA Committee has the pleasure of selecting UTFA student award recipients. The Undergraduate Tuition Award will go to two students this year – Seth Ward, a second year student in Neuroscience, and Joshua Cromwell, a third year

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student in English and Philosophy. Our Al Miller Memorial Award for outstanding contributions to graduate student life as well as academic achievement will be presented to Megan Pratt, a MSc student in Social Work, and Ada Le, a fourth year PhD student in Psychology.

As VP-U&EA, I serve on the Joint Committee that brings together UTFA and senior Administration officials to confer on ongoing operational and policy issues. I have also served on the Tri-Campus Governance Coalition since its inception in 2012, and continue to represent the Teaching Staff of UTM on the Academic Affairs Board of Governing Council.

I also represent UTFA at meetings of the University of Toronto Employee Associations and Unions (UTEAU), which represents virtually every organized employee and student group on the three campuses. Our meetings encourage strategizing on a range of issues – from OISE's restructuring to student finances and much else.

That spirit of constructive collaboration carries over into UTFA's work with CUPE 3902. For example, we set up discussions between UTFA members and CUPE Unit 5 post-doctoral fellows last fall to address questions and concerns of both PDFs and principal investigators (special thanks to David Bailey on UTFA Council). We also invited representatives of CUPE 3902 Units 1 and 3 to address UTFA Council meetings on different occasions, to facilitate understanding among our members of the bargaining situation of internally funded PDFs, sessional instructors, and teaching assistants.

The U&EA Committee collaborates with other UTFA committees. We worked with the Membership Chair, Judith Taylor, in preparing for this year's C. B. Macpherson Lecture, featuring Professor Martha Nussbaum of the University of Chicago. The March 6 event had to be rescheduled due to the CUPE strike and we're looking forward to hosting Professor Nussbaum in early 2016. Details will follow soon.

Last, I thank fellow UTFA Executive members for their support and ideas, with special thanks to the members of the University and External Affairs Committee for their advice and assistance: Reid Locklin, Lino Grima, Kent Weaver, Harriet Sonne de Torrens, Judith Taylor, Victor Ostapchuk, and Michael Attridge.

Linda Kohn
Vice-President, University and External Affairs

Report of the Treasurer

Another year has gone by, and it is once again my pleasure to report to you that the financial affairs of UTFA are in good health. The last fiscal year, ending June 2014, has seen us manage the operations of the Association to a surplus of \$691,330. Captured in this surplus is an unrealized gain in our reserve fund investments of approximately \$338,000. Although we presented a balanced budget and scheduled a one-month dues holiday in December 2013, a number of budgeted expenses were not realized and a surplus was achieved once again. Attached to this AGM newsletter, you will find UTFA's audited statements for the fiscal year ending June 30, 2014. Thank you once again to our auditors at Cowperthwaite Mehta for their advice and work on our audit.

The Financial Advisory Committee is the body which oversees the UTFA reserve fund. In the past year, the committee was comprised of George Luste, Louis Florence, Syed Ahmed, William Huggins, and your treasurer. Laurence Booth, after many years of service, has decided to retire from this committee. We are grateful for his contributions. The committee

meets twice per year to review the investments of the fund and to make recommendations regarding the composition of the portfolio. As per our investment policy, we continue to be invested in GICs and low-cost, highly diversified ETFs. Our investments have increased in value from \$2.6 million to \$2.9 million (approximately 12.5%) in the 12 months concluded June 30, 2014. This has contributed to allowing for another one-month dues holiday in the current fiscal year, in January 2015.

In order to maintain the daily financial affairs of UTFA, I continue to rely extensively on all of the UTFA staff, especially Marta Horban and Rucsandra Schmelzer. Their attention to detail, patience, and commitment to UTFA are second to none. Chris Penn also helps keep me organized and provides any historical research whenever needed. Thank you all.

Michael Meth
Treasurer

Report of the Chair of the Appointments Committee

The Appointments Committee began its 2014 work at a time when the Special Joint Advisory Committee (SJAC) process was coming to an end. One of tasks of the Appointments Committee was to receive updates and to offer comments and support to the SJAC team. The committee congratulates everyone involved in the SJAC initiative for bringing those negotiations to a successful conclusion.

Two items were carried forward from last year. Members may recall that the committee wrote to the Administration in March 2014 expressing concern regarding "guideline

creep." Specifically, the committee noted disparity between the language of the University's "Academic Administrative Procedures Manual" (2012) in regard to teaching stream appointments and the language of the "Policy and Procedures on Academic Appointments" (2003), which is a "frozen policy." Developments had appeared in the former that were not in the latter. Although the committee never received a direct response from the Administration, it was satisfied that its concerns were addressed in the final SJAC settlement. The creation of the new four-year/two-year contract in the teaching stream now mitigates significantly the committee's

concern that teaching-intensive appointments were becoming one-year, contractual appointments. The committee will need to monitor hiring into this new type of appointment.

The second carryover item is in regard to the University's "Policy on the Appointment of Academic Administrators" (2003). The committee conducted a small study of the policy last year and together with information from our members determined that the greatest level of concern was with the process of administrative appointments at the decanal level. The committee is therefore preparing a survey to be sent to members in mid-spring that will attempt to assess the problem more extensively so that the committee can then address it appropriately.

Another survey by the Appointments Committee has been drafted and will have been sent out by the time the Annual General Meeting is held. It concerns the process of promotion to Full Professor. In 2012, the University of Toronto participated in the Collaborative on Academic Careers in Higher Education (COACHE) survey. Among the results, the University discovered that in comparison to its peer institutions there is consistently lower satisfaction among Associate Professors with regards to promotion to Full Professor at U of T. Since then, some members of UTFA have asked for assistance with the promotion process. The goal of the current survey is to gather data from Associate Professors in departments across the three campuses to understand: faculty interest in promotion; practices supporting promotion in the departments; and concerns with the University's "Policy and Procedures Governing Promotions" (1980). UTFA hopes to use the data to develop resources to assist our members better in preparing for promotion.

There is consistently lower satisfaction among Associate Professors with regards to promotion to Full Professor at U of T

The chair of the Appointments Committee continues to serve on other UTFA committees whenever possible in order to contribute to appointments-related matters. These committees include: the Librarians Committee, the Teaching Stream Committee, and the Salary, Benefits and Pensions Committee.

Members of the Appointments Committee this year (with their constituencies) are: Mounir AbouHaidar (Cell and Systems Biology); David Bailey (Physics); Ettore Damiano (Economics); Peter Dungan (Rotman School of Management); Ronald Kluger (Chemistry); Linda Kohn (Biology – UTM); Hugh Laurence (Management – UTSC); Kenneth MacDonald (Geography – UTSC); Cynthia Messenger (Writing and Rhetoric); Margaret Procter (Retired); Harriet Sonne de Torrens (Library – UTM).

As chair, I want to thank the members of the Appointments Committee for their support and contributions to our work this year.

Michael Attridge
Chair, Appointments Committee

Report of the Chair of the Equity Committee

The mandate of UTFA's Equity Committee is to advise UTFA Council on all matters pertaining to equity and diversity – including gender, race, sexual orientation, socio-economic status, and ability – and to assist the Association in developing policy and approaches to related issues, including pay and employment equity, sexual and other forms of harassment, personal safety, and accessibility. If you have a concern related to equity or diversity or wish to become involved on the Committee, please contact me at zoric@utfa.org.

The work of the Equity Committee typically overlaps with the

work of other UTFA committees, producing fruitful collaborations. This past year was no exception, as members of the Equity Committee continued to work on redressing inequitable faculty and librarian workloads. Members met with UTFA's General Counsel, Alison Warrian, and Cynthia Messenger, UTFA's Vice-President, Grievances, to review problems arising from the University's Workload Policy (WLPP) and to identify solutions that could be pursued through association grievances and / or collective bargaining. Committee members helped to draft equity-focused language in support of bargaining (bargaining survey questions, proposals for con-

Members of the Equity Committee continued to work on redressing inequitable faculty and librarian workloads

tract language, etc.) that was submitted to the Vice-President, Salary, Benefits and Pensions, Paul Downes. The bargaining survey results, in turn, revealed major differences in the work-related experiences and levels of satisfaction of UTFA's diverse membership. For example, women members, racialized members, disabled members, teaching stream members, and UTSC members all report significantly less satisfaction with their working conditions and with the implementation of the Workload Policy than UTFA's membership as a whole. Clearly there is much work still to be done in relation to achieving the WLPP's expressed goal of a "fair, reasonable and equitable distribution of workload" for all members across all three campuses.

Current and ongoing work of the committee includes advocacy in relation to sexual violence prevention on campus – an issue that drew significant attention in national media and among policy makers this past year. There is an urgent need to improve the quality of and access to services on campus for members of the University community who experience incidents of sexual violence. In concert with representatives from the Graduate Students' Union and UTFA Executive, and with the particular support of the chair of the Membership Committee, Judith Taylor, and the Vice-President, University and External Affairs, Linda Kohn, members of the Committee are advocating that Governing Council's Advisory Committee on

Sexual Violence Prevention draw upon the relevant expertise of all affected groups and produce meaningful results in a timely fashion. Beyond the work of this committee, UTFA asserts its right to exercise meaningful voice in relation to sexual violence policy development at U of T. As part of a growing collective of campus groups committed to addressing sexual violence, at the end of March UTFA co-sponsored "Sexual Assault on Campus: Activism and Accountability at U of T and Beyond," an event that brought together students, faculty, and community organizations.

The committee looks forward to working closely in the coming months with UTFA's Appointments and Grievance Committees, chaired by Michael Attridge and Cynthia Messenger, respectively. Our plan is to bring together part-time faculty, faculty working as contractually limited term appointments (CLTAs), and others to talk about common concerns, precarious and contract work, insecurity in academic employment, and other issues that were among those highlighted in the recent strike by our sessional and TA colleagues who are members of CUPE 3902. The historical and political context of these issues was discussed at the OCUFA 50th anniversary conference, "Faculty Associations in the 21st Century: Learning from the past – Shaping the future" (<http://utfa.org/agmn107>), where the creation of inclusive organizations and faculty activism across the globe were at the centre of the agenda. I was honoured to deliver the closing plenary, "Major Issues for Faculty Associations and Possible Ways Forward." I thank UTFA President Scott Prudham for that opportunity.

Finally, I want to thank several people: Kathy Bickmore, Claude Evans, Mary Alice Guttman, Cynthia Messenger, Judith Taylor, and Katharine Rankin; my fellow Executive Committee colleagues; and all of the UTFA staff.

Terezia Zoric
Chair, Equity Committee

Report of the Chair of the Librarians Committee

Academic Librarians are recognized as an integral and core part of all aspects of teaching and research at the University of Toronto. We have an exceedingly active community with colleagues working on Librarians' behalf on many levels in UTFA. In the past year, the emphasis has been on: representing Librarians in the SJAC process; providing the current bargaining team with relevant information concerning Librarians' benefits and monetary issues; and sustaining regular contact

with members across our community. Work continues on the drafting of a new Policies for Librarians document.

The level of activity within our libraries and communities means that monthly meetings are the norm for the UTFA Librarians Committee. In addition, the Joint Librarian/Administration Committee meets twice a term to discuss issues that have arisen in the community. Representing UTFA

We have an exceedingly active community with colleagues working on Librarians' behalf

are Harriet Sonne de Torrens (UTM, Chair of the UTFA Librarians Committee), Terezia Zoric (Chair of UTFA's Equity Committee), Patricia LaCivita (UTSC), and Kathleen Scheaffer (St. George). Efforts are made to address Librarians' concerns at these meetings. However, resolution is not always possible, and those issues are in turn taken to the next level of discussion through the UTFA Joint Committee with Administration (president and vice-presidents of UTFA and U of T senior administration).

The University of Toronto Faculty Association has benefited from the growing participation of academic Librarians over the past year. Bobby Glushko is representing U of T Librarians in the current negotiations on remuneration (as per Article 6 of the MoA). Michael Meth, Librarian and Director of Information Resources and Services at OISE Library, is UTFA's Treasurer; Jeff Newman, College Librarian at New College, is Speaker of UTFA Council; and Harriet Sonne de Torrens is a member of the Special Joint Advisory Committee to review the MoA. Representing Librarians at our three campuses on UTFA Council are Victoria Skelton, Lola Rudin, and Shelley Hawrychuk. Stephanie Perpick, Shelley Hawrychuk, and Bobby Glushko represent the community on

the Advisory Committee on the University of Toronto Library System – a long-standing arrangement that dates back to the existence of the Librarians Association of the University of Toronto (LAUT).

The U of T Academic Librarians Blog (<http://utlibrarians.wordpress.com/>) continues to be active and has helped to promote greater awareness about current issues facing academic librarians across Canada.

A special thank you to all members of the Librarians Committee this past year: Michael Attridge (St. Michael's College), Patricia Ayala (Gerstein Library), Bobby Glushko (Robarts Library), Shelley Hawrychuk (UTM), Robin Healey (Librarian Emeritus), Patricia LaCivita (UTSC), Brock MacDonald (Teaching Stream, Woodsworth College), Noel McFerran (Kelly Library), Michael Meth (OISE), Fabiano Rocha (East Asian Library), Christina Tooulias-Santolin (Robarts Library), Suzanne Meyers Sawa (Music Library), Andrea Shier (Criminology Information Service Library), Siobhan Stevenson (Information Studies), Victoria Skelton (Industrial Relations and Human Resources Library), Graeme Slaght (Copyright Librarian, Robarts Library), Sarah Fedko (UTSC), Dave Hagelaar (St. Michael's College), Rea Devakos, and Michelle Spence (Engineering and Computer Science Library).

Harriet Sonne de Torrens
Chair, Librarians Committee

Report of the Chair of the Membership Committee

The Membership Committee is one of the newest committees at UTFA, under a decade old, but its mission is central to the organization – coordinating communication with and outreach to members. Our goal is to be accessible, understand the multiple goals and concerns faculty and librarians have, and raise the level of dialogue and awareness among our members, enhancing university citizenship.

The Membership Committee met once each term this year, and both meetings were well attended, kick-starting key initiatives. In September we attended the new faculty orientation, shaking hands with dozens of new hires, and ensuring that new members see us as a resource. We discussed our services with them, and the current initiatives we are undertaking and negotiations in which we are engaged.

A central goal of the Membership Committee is to give faculty and librarians cause to think they can play a meaningful role in determining the policies and practices of their University – even when their daily experiences can make them feel otherwise. Our aim is to empower our members to raise questions, make proposals, generate discussions, and better understand our rights and obligations.

We are also aiming to raise member stewardship through highlighting intellectual work on the university. At our 2014 AGM, Professors Sheila Slaughter (UGA) and Neil Guppy (UBC) came to speak about federal granting practices and the sciences. Continuing in this vein in the fall of 2014, we hosted Professor Chris Newfield (UCSB), author of *Unmaking the Public University: The Forty Year Assault on the Middle*

Class (Harvard UP), who spoke on university governance. Newfield's talk, "What Was Faculty Governance? How Can It Be Rebuilt? Ideas from the US and UK," raises questions about faculty quiescence in the face of adverse changes to the university. Video recordings of these talks can be found on our website (<http://utfa.org/content/past-events>).

Finally, Professor Martha Nussbaum of the University of Chicago was to deliver our annual C.B. Macpherson Lecture this March, but had to be rescheduled due to CUPE 3902's strike. She is now scheduled to come in early 2016. Her talk is titled "Anger and Revolutionary Justice." As these talks attest, UTFA is working to bring our community together, across research and disciplinary silos, to think about the university and social change in consequential ways.

Apart from these broader engagements, we are also on the ground in departments every month. The Membership Committee helps Council members communicate needed information to their constituents, and Council members bring news of their departments to our monthly Council meetings. In the fall, after we completed revising the Memorandum of Agreement between UTFA and the Governing Council, we visited dozens of departments to discuss the revisions. Visiting departments is central to what we do. Our president and other Executive members will be happy to visit any faculty or librarian meeting to answer questions and hear concerns throughout the academic year.

Membership Committee members this year supported initiatives undertaken by faculty and students together, including two specific issues members brought to us: the fossil fuel divestment campaign, and an initiative to educate the community on sexual assault on university campuses. These highlight the ways faculty and students can build the kind of university we want to work and learn in, that cares about local safety and global sustainability.

UTFA is working to bring our community together to think about the university and social change

Finally, be on the lookout for a set of communications from us starting this spring, thanks to our new staff member Aylwin Lo, whose graphics are amazing. Our first postcard introduces you to your salary, benefits, pensions, and workload bargaining team and the facts and figures that animate their agenda. And the second comprises essential facts and figures about you, UTFA's members. How many of us are at UTM? How many teaching and tenure stream faculty do we have, how many librarians? One central way to build a stronger community is to understand something of who we are and where we are located across the University. A third postcard will highlight the intellectual and professional work of librarians. Faculty might not be aware how many librarians are also scholars in their own right. There is more that unites us than is sometimes apparent.

I thank the participants in the Membership Committee for your creativity and enthusiasm: Mounir AbouHaidar, Lauren Bialystok, Paul Downes, Kristie Dukewich, Paul Hamel, Jennifer Jenkins, Ken MacDonald, Naomi Morgenstern, Andreas Motsch, Andrea Muehlebach, Rosa Sarabia, Vicki Skelton, Harriet Sonne de Torrens, Lino Grima, and Terezia Zoric. I encourage all members to be in touch if they have ideas about how we can be reaching members more effectively.

Judith Taylor
Chair, Membership Committee

Report of the Chair of the Teaching Stream Committee

This has been an exciting year for full-time members of the teaching stream. The successful completion of the SJAC negotiations has brought about very positive changes for them. As Chair of the Teaching Stream Committee I joined the SJAC team in the final days of negotiation of the tentative agreement between UTFA and Governing Council in December 2014,

and I was present at the Governing Council meeting on February 26, 2015, when the changes were approved in principle by a unanimous vote.

The December 2, 2014, tentative agreement is posted on the UTFA website (<http://utfa.org/agmn103>).

One momentous policy change concerns rank and title (Item 14). Full-time members of the Teaching Stream may soon elect to use new professorial titles. The title Lecturer will become Assistant Professor, Teaching Stream, and Senior Lecturer will become Associate Professor, Teaching Stream. In today's academic context, these new titles reflect more accurately the contributions and status of members of the Teaching Stream. A new rank, Professor, Teaching Stream, will be attainable through a review process that will be negotiated in the coming months. An SJAC Teaching Stream negotiating team is currently working on a proposal based on Item 15 in the December 2 agreement: "Promotion shall be based on excellent teaching, educational leadership and/or achievements, and ongoing pedagogical/professional development, sustained over many years." On February 3, UTFA held a consultation on the St. George Campus with teaching stream faculty from across the disciplines. This successful event provided the SJAC team with useful feedback to use in its proposals on promotion to full professor in the teaching stream. UTFA is planning similar consultations at UTM and UTSC this spring.

Other welcome changes are security of the initial appointment (Item 4), an interim review akin to that in the tenure stream (Items 5 and 6), and recognition of "discipline-based scholarship in relation to, or relevant to, the field in which the faculty member teaches" (Item 12). This latter change will allow members of the teaching stream to be rewarded for scholarly activities in a discipline rather than restricting them to pedagogy.

Both the teaching stream and the tenure stream will be on a six-year clock. After successful completion of the probationary review, the new policy will allow teaching stream faculty one academic term of reduced teaching to let them prepare for the continuing status review (Items 8–10).

The Standard for Probationary Review, the Continuing Status Review Process, and the Performance Standard (Items 7, 11, and 12) strengthen and clarify the methods and standards by which members of the Teaching Stream will be assessed and promoted by unifying practices across units and disciplines.

Replies to the most frequently asked questions about the implementation of these changes are posted on the UTFA website (<http://utfa.org/agmnl04>).

These positive results for the Teaching Stream have been achieved through the hard work and dedication of several UTFA members. Special thanks go to Cynthia Messenger, Vice-President Grievances and Chair, SJAC Teaching Stream Subcommittee, a tireless long-time advocate for the Teaching Stream. Let me also thank everyone else who served on the subcommittee from its early to most recent versions: Connie Guberman, Brock MacDonald, Jun Nogami, Terezia Zoric, and Scott Prudham. The subcommittee has been ably assisted throughout its work by Alison Warrian, UTFA's General Counsel.

The Teaching Stream Committee has also discussed other issues this year, including the creation of the *University of Toronto Early Career Teaching Award* (<http://utfa.org/agmnl09>), for which members of the Teaching Stream are eligible, and the *University of Toronto Teaching Fellowships* (<http://utfa.org/agmnl05>), which are restricted to the Teaching Stream; the evaluation of teaching, through student evaluation and other means; and critical workload issues.

Teaching Stream Promotion Workshop

UTFA will host a workshop to assist Teaching Stream faculty preparing for the promotion process. It will be held on Friday, May 1, 10:00 a.m. to 12:00 p.m., in Room 205 of the Claude T. Bissell Building and will be followed by lunch. All members of the Teaching Stream are welcome to attend. To register, please email faculty@utfa.org before April 28.

I want to express my appreciation to the members of the Teaching Stream Committee this year: Michael Attridge, Alistair Dias, Kristie Dukewich, Connie Guberman, Azita Hojatollah Taleghani, Jody Macdonald, Brock MacDonald, Teresa Lobalsamo, Cynthia Messenger, Judith Poë, Margaret Procter, Scott Prudham, Harriet Sonne de Torrens, and Terezia Zoric.

Claude Evans
Chair, Teaching Stream Committee

Committee Members 2014–2015

Salary, Benefits and Pensions Committee

- **Chair: Paul Downes**
- Mounir AbouHaidar
- Tom Alloway
- Michael Attridge
- Ettore Damiano
- Lino Grima
- Mary Alice Guttman
- Jody Macdonald
- Cynthia Messenger
- George Milbrandt
- Andreas Motsch
- Anthony Sinclair
- Harriet Sonne de Torrens
- Judith Taylor
- Terezia Zoric
- Peter Dungan
- Paul Hamel
- Rosa Sarabia
- Kent Weaver

Grievance Committee

- **Chair: Cynthia Messenger**
- Mounir AbouHaidar
- Kathy Bickmore
- Michael Bramah
- Claude Evans
- Connie Guberman
- Shashi Kant
- Linda Kohn
- Brock MacDonald
- Scott Prudham

University and External Affairs Committee

- **Chair: Linda Kohn**
- Lino Grima
- Reid Locklin
- Victor Ostapchuk
- Harriet Sonne de Torrens
- Kent Weaver
- Michael Attridge
- Judith Taylor

Appointments Committee

- **Chair: Michael Attridge**
- Mounir AbouHaidar
- David Bailey
- Ettore Damiano
- Peter Dungan
- Ronald Kluger
- Hugh Laurence
- Linda Kohn
- Cynthia Messenger
- Margaret Procter
- Ken MacDonald
- Harriet Sonne de Torrens

Equity Committee

- **Chair: Terezia Zoric**
- Kathy Bickmore
- Claude Evans
- Mary Alice Guttman
- Judith Taylor
- Katharine Rankin
- Cynthia Messenger

Librarians Committee

- **Chair: Harriet Sonne de Torrens**
- Bobby Glushko
- Graeme Slaght
- Brock MacDonald
- Christina Tooulias-Santolin
- Michelle Spence
- Andrea Shier
- Michael Meth
- Suzanne Meyers Sawa
- Sarah Fedko
- Robin Healey
- Rea Devakos
- Noel S. McFerran
- Dave Hagelaar
- Shelley Hawrychuk
- Patricia LaCivita
- Victoria Skelton
- Fabiano Takashi Rocha
- Michael Attridge
- Patricia Ayala
- Siobhan Stevenson

Membership Committee

- **Chair: Judith Taylor**
- Mounir AbouHaidar
- Lauren Bialystok
- Paul Downes
- Kristie Dukewich
- Lino Grima
- Paul Hamel
- Jennifer Jenkins
- Ken MacDonald
- Vicki Skelton
- Harriet Sonne de Torrens
- Terezia Zoric
- Naomi Morgenstern
- Andreas Motsch
- Andrea Muehlebach
- Rosa Sarabia

Financial Advisory Committee

- **Chair: Michael Meth**
- Syed Ahmed
- Louis Florence
- George Luste
- William Huggins

Office Staff Relations Committee

- Scott Prudham
- Cynthia Messenger
- Paul Downes
- Michael Meth
- Paul Hamel

Teaching Stream Committee

- **Chair: Claude Evans**
- Michael Attridge
- Alistair Dias
- Connie Guberman
- Brock MacDonald
- Jody Macdonald
- Cynthia Messenger
- Judith Poë
- Margaret Procter
- Azita HojatollahTaleghani
- Teresa Lobalsamo
- Harriet Sonne de Torrens
- Terezia Zoric
- Kristie Dukewich

2013-2014 AUDITED FINANCIAL STATEMENTS

**UNIVERSITY OF TORONTO FACULTY
ASSOCIATION**

FINANCIAL STATEMENTS

JUNE 30, 2014

Cowperthwaite Mehta

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

INDEPENDENT AUDITOR'S REPORT

To the Members,
University of Toronto Faculty Association:

Report on the Financial Statements

We have audited the accompanying financial statements of the University of Toronto Faculty Association, which comprise the balance sheet as at June 30, 2014, and the statements of changes in fund balances, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

In common with many not-for-profit organizations, the organization derives revenue from membership fees, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, verification of this revenue was limited to the amounts recorded in the records of the organization, and we were not able to determine whether any adjustments might be necessary to membership fee revenue, excess of revenue over expenses for the year, assets and fund balances.

Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of the University of Toronto Faculty Association as at June 30, 2014, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Cowperthwaite Mehta

Chartered Accountants
Licensed Public Accountants

October 10, 2014
Toronto, Canada

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

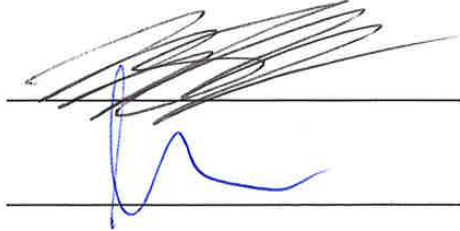
UNIVERSITY OF TORONTO FACULTY ASSOCIATION

BALANCE SHEET

AS AT JUNE 30, 2014

	<u>2014</u>	<u>2013</u>
ASSETS		
Current assets		
Cash (note 3)	\$ 1,247,868	\$ 1,141,575
Marketable securities (note 4)	2,899,367	2,303,096
Accounts receivable	14,685	14,614
Prepaid expenses	<u>24,006</u>	<u>12,155</u>
	<u>4,185,926</u>	<u>3,471,440</u>
Capital assets (note 5)	<u>11,978</u>	<u>10,867</u>
	<u>\$ 4,197,904</u>	<u>\$ 3,482,307</u>
LIABILITIES AND FUND BALANCES		
Current liabilities		
Accounts payable and accrued liabilities	<u>\$ 133,758</u>	<u>\$ 109,491</u>
Fund balances		
Invested in capital assets	11,978	10,867
Contingency reserve (note 6)	750,000	750,000
Unrestricted	<u>3,302,168</u>	<u>2,611,949</u>
	<u>4,064,146</u>	<u>3,372,816</u>
	<u>\$ 4,197,904</u>	<u>\$ 3,482,307</u>

Approved on behalf of the UTFA Council:



see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION
STATEMENT OF CHANGES IN FUND BALANCES
FOR THE YEAR ENDED JUNE 30, 2014

				<u>2014</u>	<u>2013</u>
	<u>Unrestricted</u>	<u>Invested in capital assets</u>	<u>Contingency reserve (note 6)</u>	<u>Total</u>	<u>Total</u>
Balance, beginning of year	\$ 2,611,949	\$ 10,867	\$ 750,000	\$ 3,372,816	\$ 2,738,539
Excess of revenue over expenses for the year	691,330			691,330	634,277
Purchase of capital assets	(10,464)	10,464			
Amortization	<u>9,353</u>	<u>(9,353)</u>			
Balance, end of year	<u>\$ 3,302,168</u>	<u>\$ 11,978</u>	<u>\$ 750,000</u>	<u>\$ 4,064,146</u>	<u>\$ 3,372,816</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED JUNE 30, 2014

	2014	2013
REVENUE		
Membership fees (note 7)	\$ 2,541,525	\$ 2,661,905
Investment income (note 8)	338,346	185,041
Operating subsidies (note 9)	<u>95,394</u>	<u>95,323</u>
	<u>2,975,265</u>	<u>2,942,269</u>
EXPENSES		
Staffing and related	832,526	799,737
Canadian Association of University Teachers fees	386,676	378,700
Ontario Confederation of University Faculty Association fees	364,624	355,217
Legal, audit and consulting	293,725	380,203
Stipends	96,559	100,447
Rent (note 9)	88,227	88,227
Office and general	48,846	45,701
Meetings, conferences and training	47,508	58,448
Committee expenses	30,460	19,865
Donations and contributions	24,632	7,541
Tuition scholarships	18,681	5,992
Advertising and communications	12,937	10,809
Office equipment	11,913	14,152
Insurance	8,833	8,696
Outreach	5,657	14,426
Library	2,778	2,554
Amortization	<u>9,353</u>	<u>17,277</u>
	<u>2,283,935</u>	<u>2,307,992</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	<u>\$ 691,330</u>	<u>\$ 634,277</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED JUNE 30, 2014

	<u>2014</u>	<u>2013</u>
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 691,330	\$ 634,277
Non-cash items:		
Amortization	9,353	17,277
Net change in non-cash working capital items (below)	<u>12,345</u>	<u>(41,312)</u>
Cash provided from operations	<u>713,028</u>	<u>610,242</u>
INVESTING ACTIVITIES		
Decrease (increase) in marketable securities	(596,271)	96,430
Purchase of capital assets	<u>(10,464)</u>	<u> </u>
Cash provided by investing activities	<u>(606,735)</u>	<u>96,430</u>
NET CASH ACTIVITY FOR THE YEAR	106,293	706,672
CASH, BEGINNING OF YEAR	<u>1,141,575</u>	<u>434,903</u>
CASH, END OF YEAR	<u>\$ 1,247,868</u>	<u>\$ 1,141,575</u>
Net change in non-cash working capital items:		
Accounts receivable	\$ (71)	\$ (582)
Prepaid expenses	(11,851)	(145)
Accounts payable and accrued liabilities	<u>24,267</u>	<u>(40,585)</u>
	<u>\$ 12,345</u>	<u>\$ (41,312)</u>

see accompanying notes

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2014

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

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

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

1. SIGNIFICANT ACCOUNTING POLICIES

In preparing its financial statements, the Association follows Canadian accounting standards for not-for-profit organizations, which is one of the financial reporting frameworks included in Canadian generally accepted accounting principles. The significant accounting policies used are as follows:

Prepaid expenses

Prepaid expenses are recorded for goods and services that have been paid for but which will be received the following year. The balance at year end is composed primarily of prepaid insurance and professional dues.

Marketable securities

The marketable securities are recognized at fair value based on market prices plus accrued interest. Gains and losses from dispositions and fluctuations in market value are recognized in the statement of operations in the period in which they arise.

Capital assets

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

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

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

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

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2014

Revenue recognition

The Association follows the deferral method of accounting for revenue. Membership fee revenue is composed of unrestricted contributions that are recognized as revenue when received or receivable, if the amount to be received is readily determinable and collection is reasonably assured.

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

Membership fees are calculated by multiplying a mill rate, as set by the Association, by the member's salary.

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

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

Expense recognition

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

Use of estimates

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

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

2. FINANCIAL INSTRUMENTS AND RISKS

Fair value

Canadian generally accepted accounting principles require that the Association disclose information about the fair value of its financial assets and liabilities. Fair value estimates are made at the balance sheet date, based on relevant market information and information about the financial instruments. These estimates are subjective in nature and involve uncertainties in significant matters of judgment and, therefore, cannot be determined with precision. Changes in assumptions could significantly affect these estimates.

The investments are carried at market value or face value plus accrued interest, which approximates their fair value.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION**NOTES TO THE FINANCIAL STATEMENTS****JUNE 30, 2014**

The carrying amounts for accounts receivable, accounts payable and accrued liabilities on the statement of financial position approximate fair value because of the limited term of these instruments.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to this risk mainly in respect of its accounts payable. The Association expects to meet obligations as they come due primarily from cash flow from operations.

Credit and concentration risks

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

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association's main credit risk relates to its accounts receivable. Periodically, the Association assesses the collectibility of its accounts receivable and provides an allowance for doubtful accounts as appropriate. At June 30, 2014, the allowance for doubtful accounts was nil (nil in 2013).

Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign currency rates. The Association is not exposed to this risk since there are no foreign currency transactions at this time.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association is exposed to interest rate risk on its money market mutual fund holdings which have a floating interest rate. This exposes the Association to a cash flow risk should rates decrease.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments trading in the market.

The Association is exposed to other price risk because it has investments in exchange traded funds.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2014

3. CASH

Cash is composed of:

	<u>2014</u>	<u>2013</u>
Cash in bank	\$ 1,225,059	\$ 859,942
TD Waterhouse cash balance	22,509	281,333
Petty cash	<u>300</u>	<u>300</u>
	<u>\$ 1,247,868</u>	<u>\$ 1,141,575</u>

4. MARKETABLE SECURITIES

Marketable securities, which are held by TD Waterhouse, are composed of the following, at market value:

	<u>2014</u>	<u>2013</u>
Exchange traded funds	\$ 2,042,701	\$ 1,773,269
Term deposits	784,210	
Money market mutual funds	<u>72,456</u>	<u>529,827</u>
	<u>\$ 2,899,367</u>	<u>\$ 2,303,096</u>

5. CAPITAL ASSETS

Capital assets, recorded at cost, are as follows:

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2014</u>	<u>2013</u>
Furniture and equipment	\$ 54,292	\$ 42,314	\$ 11,978	\$ 6,775
Computer equipment	<u>31,090</u>	<u>31,090</u>	<u>NIL</u>	<u>4,092</u>
	<u>\$ 85,382</u>	<u>\$ 73,404</u>	<u>\$ 11,978</u>	<u>\$ 10,867</u>

6. CONTINGENCY RESERVE

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

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2014

7. MEMBERSHIP FEES

Membership fees are from the following sources:

	<u>2014</u>	<u>2013</u>
University of Toronto	\$ 2,477,681	\$ 2,601,308
Retired members	28,905	23,548
University of Victoria College	18,781	20,262
University of St. Michael's College	11,855	11,851
University of Trinity College	<u>4,303</u>	<u>4,936</u>
	<u>\$ 2,541,525</u>	<u>\$ 2,661,905</u>

The membership fees received in 2014 were lower than those received in 2013 because of a one-month fees holiday in 2014. Thus fees were received for 11 months in 2014 but 12 months in 2013.

8. INVESTMENT INCOME

Investment income is composed of:

	<u>2014</u>	<u>2013</u>
Realized and unrealized investment gains	\$ 277,590	\$ 132,026
Exchange traded fund distributions	44,523	40,384
Interest	<u>16,233</u>	<u>12,631</u>
	<u>\$ 338,346</u>	<u>\$ 185,041</u>

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2014

9. OPERATING SUBSIDIES

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

In addition, the Association has an agreement with the University of Toronto for the university administration staff to provide for course release times equivalent to 3.500 full time equivalents ("FTE") (3.0 FTE in 2013). For the year ended June 30, 2014, the release times were allocated as follows:

	2014 <u>FTE</u>	2013 <u>FTE</u>
President	0.600	0.650
Vice President - Grievances	0.450	0.500
Vice President - Salary, Benefits and Pension	0.500	0.500
Vice President - University and External affairs	0.300	0.300
Treasurer	0.175	0.175
Chair - Appointments Committee	0.175	0.175
Chair - Equity Committee	0.175	0.175
Chair - Librarians Committee	0.175	0.175
Chair - Teaching Stream Committee	0.175	0.175
Chair - Membership	0.175	0.175
Members at large (3)	<u>0.439</u>	<u> </u>
	<u><u>3.339</u></u>	<u><u>3.000</u></u>

In fiscal 2014, only 3.339 FTE release time was claimed by the Association. The remaining 0.161 FTE release time will be used in 2015.

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

MINUTES OF THE 2014 ANNUAL GENERAL MEETING

Wednesday, April 23, 2014, 3:30 to 6:00 p.m.
Room KP108, Koffler House
569 Spadina Avenue, Toronto

J. Newman called the meeting to order at 3:40 p.m. He outlined the process for its interactive portions.

The agenda was approved as distributed.

J. Newman introduced S. Prudham, UTFA President.

S. Prudham welcomed the members and thanked UTFA staff for their work in preparing for the meeting. He thanked Marta Horban, Business Officer; David Mackenzie, Special Assistant to the Executive; Chris Penn, Administrative Assistant; and Rucsandra Schmelzer, Grievance Assistant. He also recognized and thanked UTFA counsel, Alison Warrian, Reni Chang, and Heather Diggle, for their work.

S. Prudham noted that the AGM is an opportunity for members to engage with UTFA's leadership but also for the leadership to engage with members, and members with one another. We are in the middle of an unprecedented process of revisiting some fundamental questions about the role the Association plays in representing faculty and librarians at this university.

S. Prudham noted that he was recently acclaimed for a second term and thanked those who encouraged him to stand again for the presidency.

1. Minutes of the Previous Meeting

The minutes of the 2013 Annual General Meeting were approved as distributed.

2. Introduction of Phillipa Chong and Lucia Kwan as the Al Miller Memorial Award Recipients and Christopher Avetikyan as the UTFA Undergraduate Tuition Award Recipient

L. Tremblay, Vice-President, University and External Affairs, introduced the UTFA student award recipients.

L. Tremblay outlined the parameters of the Al Miller Memorial Award and the UTFA Undergraduate Tuition Award. He noted that the competition for these awards is intense and the decision process lengthy.

L. Tremblay introduced Christopher Avetikyan, recipient of the UTFA undergraduate award. Christopher is at University College, studying Financial Economics with a major in Public

Policy. He is a co-founder of the Financial Newsroom Club, which holds weekly discussions about world finance, economics, and politics. With this award, Christopher also plans to strengthen his extracurricular contributions, especially as a peer mentor for the Economics Study Centre.

L. Tremblay introduced Lucia Kwan, one of the recipients of the Al Miller graduate award. She is a PhD candidate in the Department of Ecology and Evolutionary Biology. Lucia was a co-president of her department's graduate student association and created a graduate student seminar and journal club series, which are held for and by graduate students. She has been volunteering for over six years for Let's Talk Science, a non-profit outreach program.

The second recipient of the Al Miller award could not be present. Phillipa Chong successfully defended her PhD dissertation in Sociology in December. While at U of T, Phillipa made significant contributions to the community as a student mentor and as founder of a professional development group. As a Junior Fellow of Massey College she organized a Run for the Cure team for the Canadian Breast Cancer Foundation. She has recently been selected as a Postdoctoral Fellow in Sociology at Harvard University.

3. Reports of the Officers

4. Reports of the Chairs of Committees

J. Newman noted that the written reports would not be read at the meeting, as they were in the Newsletter, along with the 2012–13 audited financial statements. However, the President, Vice-Presidents, Treasurer, and Committee Chairs would be prepared to answer any questions.

There were no questions.

5. Guest Speakers: Order of the Day, 4:00 to 5:00 p.m. Professor Neil Guppy, Sociology, University of British Columbia, and Professor Sheila Slaughter, University of Georgia Institute of Higher Education

J. Taylor introduced herself as an Associate Professor in Sociology and Women and Gender Studies, as well as an UTFA Council representative and Membership Chair on the UTFA Executive Committee.

J. Taylor introduced the guest speakers' topic: "The Politics and Corporate Direction of Research in North American Universities." She outlined the process for the talks by the guest speakers and questions from members.

S. Prudham introduced Neil Guppy, Professor of Sociology at the University of British Columbia. His areas of expertise are Education, Immigration, and Social Inequality. He holds both a BA and a BPE from Queen's University, and an MSc in Human Kinetics and a PhD in Sociology from the University of Waterloo. He has authored or co-authored and edited or co-edited eight books and has published countless refereed journal articles. The title of his talk was "The Long Reach of Government in Steering the University."

N. Guppy said that he would be talking about the Canada Foundation for Innovation (CFI) and the question, Who is it that universities are accountable to, and given that the universities are us, who, therefore, are we accountable to? His focus is on government and in particular on how the CFI is re-engineering or reshaping universities.

The CFI has had an important impact on universities since the mid-1990s. But is the CFI the right way to spend \$10 or \$15 billion? N. Guppy asked, To what extent has the more-or-less flat prestige hierarchy of Canadian universities changed over the past decades, and how does something like CFI factor into that? He said that he worries that we are losing sight of the university at large. Is the CFI actually stimulating innovation in this country and are there alternative ways to think about that?

N. Guppy argues that there is an unevenness in the resources that go to different fields, and that the CFI is exacerbating this stratification of knowledge.

The CFI is a federal initiative to provide money for education, which is a provincial responsibility. Former presidents of UBC and U of T convinced the federal government that it ought to invest more money in the science side of universities and in infrastructure. The federal CFI contribution generates provincial and institutional contributions, but "torques" to some extent what goes on in university research.

Initially, CFI came up with five categories to fund. There are about 6,000 projects and over \$4 billion has been distributed. Substantial amounts have been put into the areas of health, engineering, and the natural and physical sciences. The category of arts is exaggerated because it includes a computer

science project worth \$13 million that has been misclassified. The presidents of UBC and U of T have recently argued that Canada should give more money to those universities that are internationally ranked. Presidents of universities not in the Top Five oppose that idea.

N. Guppy said that the second thing he wanted to focus on, after financial changes, were organizational changes, for example, the growth of university administration. In one sense, CFI is responsible for that, because almost all CFI units employ lawyers who work on intellectual property management issues, and many of them also employ architects, sometimes on contract, who are also part of the administration.

The sense of the splintering of the university is worrying. St. Michael's Hospital used to be known as a fantastic teaching hospital. Now it has become a very good research hospital. So has Mount Sinai. And the CFI has put a lot of money into the research side of our hospitals. There is a kind of centrifugal force occurring here. N. Guppy does not believe that CFI causes all of this but there is a variety of pressures leading in a certain direction.

N. Guppy said he initially thought the CFI was a good idea. But now we see lots of innovation in IT, but not in agriculture, or in transportation, etc. So how might we prime the innovation pump? To some extent, it's got to do with Social Science issues: intellectual property rights, pricing mechanisms, and the way in which information flows through networks. We need to identify the social and political obstacles to innovation.

S. Prudham then introduced Sheila Slaughter. She is the Louise McBee Professor of Higher Education at the University of Georgia. Her appointment is in the Institute of Higher Education at UGA in Athens, Georgia. She has a BA and an MA in English Literature from the University of Wisconsin, Madison, and a PhD from the Educational Policy Studies Program at Madison. She is the author of several books including 1997's landmark volume, co-authored with Larry Leslie, *Academic Capitalism: Politics, Policy and the Entrepreneurial University*. Professor Slaughter has also published many journal articles. The title of her talk was "How US Boards of Trustees Shape Research within US Universities and the Government." S. Prudham welcomed Sheila Slaughter.

S. Slaughter said it's a central dogma that research generates technology, intellectual property, development, and economic growth. This calls for bridging the gap between universities

and industries. Knowing more about how this integration occurs may help understand the consequences it could have for universities.

A private university trustee is often CEO of one company and sits as a director on multiple other company boards. She had a National Institutes of Health project to determine whether there was a systemic conflict of interest between university boards of trustees and their work to make universities operate more like firms and generate revenues. The project looked at “university as firm” conflicts, which occur when universities are involved in commercializing.

When a university is operating as a firm, institutional administrators and trustees act as corporate rather than academic managers. They’re trying to enhance the value of their intellectual property. University officials thus become economic actors seeking to maximize revenue for the university. The economic goal may conflict with research integrity and many other issues, like academic freedom and the ability of academics to have any voice in the direction of the university.

S. Slaughter said that they then looked to see how often university trustees were working in the same research area as the university. And they found that trustees’ corporations’ patenting within the same patenting class as the universities they served grew over time from 5% in 1997, to 19% in 2001, to 26% in 2005. It shows a real trend to patenting in the same classes.

Universities are basically functioning as corporate labs for their trustees. And trustees represent science corporations that create channels with academe that allow them to draw on academic research that benefits their corporations. S. Slaughter hypothesizes that there’s an executive science network made up of trustees and senior management that runs through the top research universities, because they all sit on each other’s boards.

All of this involves decisions about what universities are going to do in which faculty have no input. We see universities segmenting, with some faculty, who are involved in these projects, largely in the Sciences and Business and the like, doing very well, and those in the Humanities not so well. Universities are intimately tied to the infrastructure of corporations. This is a whole new way to look at the future of universities.

A lengthy question period followed, covering a variety of the topics addressed by Professors Guppy and Slaughter.

J. Newman and S. Prudham thanked the guest speakers.

The members showed their appreciation through applause.

6. Special Joint Advisory Committee Report

S. Prudham said that the Special Joint Advisory Committee (SJAC) was created in April of 2012 by a mediation agreement in order to look at making changes to the appointment policies for our two faculty streams; to review the role of faculty and librarians in academic planning; and to examine the strengths and weaknesses of the MoA and look for ways to modernize it. There is a significant appetite for change from the status quo in the role UTFA plays in representing its membership. Our colleagues want more accountability and more participation. Many colleagues do not feel that their voices are being heard.

Academic planning controversies are one of the things that galvanized our attention to this problem. The MoA doesn’t say anything about academic planning or academic restructuring. It’s not recognized as a core issue that we would deal with. The MoA is a product of the time when the main friction between faculty and the Administration was salaries and how they were determined. So the strongest mechanism that we have to represent membership is actually collective bargaining over minimum compensation. But we don’t have nearly that kind of foundation and strength in the negotiation of non-monetary issues (with the exception of workload).

One of the things we hear in our outreach is that while many colleagues want change they are wary of certifying as a union. They want to change the scope of what’s formally negotiable but there’s a great resistance among our colleagues to certification. The main thing that we hear about is an aversion to the use of strikes to resolve bargaining disputes. Our proposal coming into the SJAC process was to expand the range of issues that we can negotiate using binding arbitration, which is what we use for resolving economic and now workload issues. However, the Administration does not want to expand the scope of what is formally arbitrable. The SJAC process was set up as an alternative to the status quo on the one hand, i.e., just leaving things as they are, and on the other hand, certifying.

P. Downes addressed the issues facing the tenure and promotion subcommittee, in particular the debate over extending the tenure clock to six years.

C. Messenger addressed issues confronting the teaching stream in the SJAC talks, including security of initial and

continuing appointments, recognition of discipline-based scholarship, and professorial title. She believes that some gains have been made to date even though the process is slow. She commended the useful role played by the facilitator, the Honourable Frank Iacobucci.

S. Prudham reported that the main committee of the SJAC process has been dealing with two issues: (1) reviewing the strengths and weaknesses of the existing MoA and looking for ways to modernize it; (2) negotiating policy on the procedural aspect of significant academic restructuring or reorganizing initiatives.

Mr. Iacobucci has asked both parties to redouble their efforts to try to reach some sort of agreement. The original due date for this process was September 1 of last year. That was extended to April 1 and just before this meeting Council agreed to a deadline of June 30.

A lengthy question and answer period followed the SJAC report, covering many of the issues involved in the negotiations themselves, including a discussion about the role of certification as a possible future course of action.

7. Other Business and Questions from the Floor

S. Christoffersen from Management noted that she wrote a letter this week to wish the SJAC team well.

K. MacDonald reported that the language around certification that apparently concerned some members came out of a report that was written with a focus on options. The options are meant to facilitate discussion in the aftermath of the SJAC process should it not succeed. The report was simply meant to serve as a basis of discussion. He advised members to read the

report. A lot of their questions may well be answered. It is on the UTFA website.

T. Zoric introduced herself as the Chair of UTFA's Equity Committee. Referring to the guest speakers' presentation, she talked about segmentation and hierarchy in the University as the issues forming the background to desires for certification.

R. Locklin also commented on the conditions needed before a certification drive was feasible.

P. Downes suggested that anyone at the meeting concerned about certification should put their energy into speaking with the Administration about the key issues.

S. Prudham said that he is hopeful that this process can work, but if it doesn't we've got some tough questions that we'll have to confront together.

J. Newman thanked the Executive and Council for their work and also thanked the two guest speakers.

The members showed their appreciation through applause.

M. Meth, seconded by B. MacDonald, moved that:

the meeting adjourn.

Carried.

The meeting adjourned at 6:10 p.m.

Chris Penn
Administrative Assistant



GEORGE LUSTE

1940–2015

The University of Toronto Faculty Association mourns the death and salutes the life of our friend and colleague George Luste. While we share the sadness felt by all of his family and friends, we also want to celebrate the fine career of this remarkable man.

Professor Luste served on the Council of the University of Toronto Faculty Association for many years before being elected president, an office he held from 2002 to 2012. That decade was marked by its fair share of turbulence and controversy. George quickly established his own style of leadership – dogged, relentless, fact-based advocacy on behalf of the faculty and librarians he served.

This style was especially effective in his pursuit of one of his favourite causes during his years as president – an improved and sustainable pension plan at the University of Toronto. George’s lengthy and detailed “Information Bulletins” on pension issues became almost legendary. They were certainly entertaining. Armed with unassailable logic and his own considerable investing experience, George offered withering critiques of the University’s investment record. Putting Administration and UTAM noses out of joint never deterred him.

His determination on pensions resulted in his becoming a member of the University’s newly-formed Pension Committee in 2010, on which he served as chair from 2012 to 2014.

George presided over significant changes in the life and work of UTFA. He advocated and supported a major new initiative in outreach and communication, resulting in the formation of UTFA’s Membership Committee, which in turn played a major role in organizing support for the inclusion of workload within the scope of Article 6 of the MoA. George stood up for the certification campaign run by our colleagues at the University of St Michael’s College. George Luste supported real reform; he knew UTFA needed to change and he was not content to stick with the way things had always been done.

George Luste was a big-hearted, generous, strong-minded man. He found peace and solace paddling through the Canadian wilderness, and joy in his marriage to Linda and in his loving family. We are all blessed to have had that remarkable man among us. And I for one will never forget that big laugh.

Scott Prudham
President



UTFA Executive Committee 2014–2015, from left: Harriet Sonne de Torrens, Scott Prudham, Paul Downes, Linda Kohn, Ettore Damiano, Rosa Sarabia, Paul Hamel, Judith Taylor, Michael Attridge, Claude Evans, Terezia Zoric, Cynthia Messenger, Michael Meth.

Staff Directory

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UTFA Workshops

TENURE WORKSHOP

Health Sciences Building
155 College Street
Room 106

Thursday, April 30, 2015
2:00 to 3:30 p.m.

The University of Toronto Faculty Association is presenting a workshop on the three-year review and the tenure review.

This workshop is open to all members of the Association.

Members should register by email to faculty@utfa.org before April 27, 2015.

The workshop will focus on the following:

- The three-year review
- The tenure process

TEACHING STREAM PROMOTION WORKSHOP

Claude T. Bissell Building
140 St. George Street
Room 205

Friday, May 1, 2015
10:00 a.m. to 1:00 p.m.

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

Members should register by email to faculty@utfa.org before April 28, 2015, with their name, department and/or faculty and rank (e.g., lecturer).

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