

**U OF T LIBRARIANS
IN PURSUIT OF THE MISSION OF THE UNIVERSITY
THROUGH MODERNIZED POLICIES**

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PRINCIPLES GUIDING UTFA AT THE TABLE

- Job security
 - Equity
 - Clarity
 - Transparency
 - Consistency
 - Collegial processes
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TIMELINE

- **1978:** [Policies for Librarians](#) established; however, UTFA never signed them because of the last-minute insertion of the financial stringency and financial exigency language (article 46iii) by the administration
- **2006-present:** Ongoing engagement, consultations, and updates provided through events, presentations, emails, newsletters, and meetings- these continue to reinforce the distilled principles that guide us at the table
- **January 31, 2018:** 1st Bilateral meeting after unanimous support for our proposals from from the ACALP Group; UTFA Executive; SBPW Committee and negotiation team; Appointments Committee; Librarians Committee; and UTFA Council
- **2018-2021:**
 - 27 bi-lateral meetings
 - 3 agreements ACHIEVED at this table that are now in existence, but located outside of the *Policies for Librarians*
 - [The Principles for Consultation – Annual Activity Report and Performance Assessment Policies/Procedures](#)
 - [The Librarian Vacation Policy](#)
 - [Librarian Research and Professional Development Days](#)
- **2021:** 4 mediations with Brian Etherington
- **2022:** Facilitation with Bill Kaplan – one evening occurred in the spring, as well as two evenings and a full day in fall
- **2023:** 5th facilitation with Bill Kaplan on January 16, 2023 and 4 more scheduled for the first ½ of 2023

WHAT WE ARE PURSUING

Section

Proposals based upon community input and principles

Promotions

- Clarity of criteria, process, and procedures
- Documentation, candidate and peer input (including peer evaluator submissions)
- Committee (where appropriate) structures and responsibilities
- Opportunities for professional development and experience across UTLS

Ranks

Clear definitions of roles and requirements

Librarian Research and Professional Development Days
(ACHIEVED)

- The agreed upon language clarifies that LRPD days are intended to be used to pursue self-directed research, scholarly activities, creative professional activities and/or professional development opportunities.
- It outlines the request and approval processes for both the annual amount of days allotted for librarians, as well as any requests for additional research and professional development days beyond the annual amount. Finally, it captures that in the event that the request is not approved, the basis for the decision will be provided in writing.

Research and Study Leaves

- Librarians included in the MoA Article 4

Responsibilities

- Emphasize the 3 areas of librarians responsibilities
 - Professional practice
 - Research, scholarly, and creative professional activities
 - Service

Strengthen Precarious Appointments

- Including
 - Scholars Portal appointments
 - CLTA
 - P-T appointments

Termination

- Clarity
- Removal of financial stringency and exigency language
- Language to ensure folks have the ability to appeal the decision

Transitional Language

- To ensure that librarians fully understand when and how the changes can/will impact them

WHAT WE ARE PURSUING

Section

Proposals based upon community input and principles

[Principles for Consultation – Annual Activity Report and Performance Assessment Policies/Procedures](#)
(ACHIEVED)

- Clarifies of purpose and mechanism for gathering and integrating representative feedback
- Ensures community representation and input through service and consultation
- Circulation of input and final decisions to all UTL librarians

Appeal

Appeals processes for denials of promotion and/or termination

Appointment of Librarian Administrators

- Clarity of process for appointment and review
- Collegial committee structures and procedures
- Administrative leave provisions
- Term limits

Chief Librarian and Campus Library Heads

- Clarity of appointment and review process, as well as role
- Term limits

EDI Language

Language to ensure equity, diversity and inclusion starting at the hiring phase and throughout the career of a librarian

Chief Librarian and Senior Librarian Administrators

Specify grounds for the removal of librarians from administrative positions

Job Postings

Consistency in duration, location, qualifications, and language

LIBRARIANS ARE CURRENTLY IN NEGOTIATIONS @ THE POLICIES FOR LIBRARIANS TABLE

UTFA's team

- Kathleen Scheaffer, Lead Negotiator, ICCIT, UTM
- Harriet Sonne de Torrens, UTM Library
- Whitney Kemble, UTSC Library
- Dan D'Agostino, Robarts
- Michael Attridge, Professor, St. Mikes
- Ken MacDonald, Professor, UTSC
- Emma Phillips (Goldblatt Partners LLP), Legal Counsel and Partner
- Danielle Sandhu, (Goldblatt Partners LLP), Legal Counsel

Administration's team

- Heather Boon, Vice-Provost Faculty and Academic Life, Lead Negotiator
- Angela Hilyard, Special Advisor to the Provost
- Kate Enros, Executive Director, Academic Life & Faculty Relations
- Larry Alford, Chief Librarian
- Julie Hannaford, Deputy Chief Librarian
- John Brooks, Legal Counsel

WHAT YOU CAN DO

REINFORCE EFFORTS

- Language, amplification, and reverberation are keys to ensuring success
 - Use "Faculty and LIBRARIANS" to amplify librarians' role in our academic community
 - Discuss our parallels and unique differences as academics and professionals with librarians, students, faculty, and staff colleagues
 - Ask for time in faculty councils and committee meetings to present these slides or to highlight our guiding principles and pursuits at the table
 - Link these slides to your email signature