



# UTFA Newsletter

University of Toronto Faculty Association No. 1 (2011–12) April 10, 2012

## Annual General Meeting 2012

Wednesday, April 18, 2012 3:00 to 5:30 p.m.

Faculty Club  
Main Dining Room, 41 Willcocks Street

### AGENDA

1. **Minutes of the Previous Meeting\***
2. **Introduction of Jennifer Tsoung, Al Miller Memorial Award Recipient, and Yunjeong Lee, UTFA Undergraduate Tuition Award Recipient**
3. **Reports of the Officers\***
4. **Reports of the Chairs of Committees\***  
\* **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 2010–11 audited financial statements are attached.
5. **Changes to UTFA Constitution and By-laws – Motions**
6. **Apportionment – Motion**
7. **Special Topics:**
  - (i) *Looking back on the last decade at UTFA*  
Emeritus Professor George Luste
  - (ii) *Challenges in implementing the new workload policy and tricampus issues*  
Professor Judith Teichman
  - (iii) *Current bargaining, survey and Memorandum issues*  
Professor Scott Prudham
  - (iv) Discussion
8. **Remarks by the President-elect**
9. **Other Business**

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*Members are invited to stay after the meeting  
for a reception in the Faculty Club Lounge.*

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# UTFA Annual General Meeting 2011 – Minutes

Wednesday, April 20, 2011, 3:30 to 5:00 p.m.

Faculty Club – Main Dining Room – 41 Willcocks Street

W. Nelson called the meeting to order at 3:40 p.m.

## 1. Minutes of the Previous Meeting

T. Alloway, seconded by H. Rosenthal, moved that:

the minutes of the April 20, 2010 AGM be approved as distributed.

Carried.

## 2. Reports of the Officers

W. Nelson said that written reports were included in the *Newsletter* and asked the members if they had any questions of the Officers.

### Report of the President

There were no questions.

### Report of the Vice-President, Salary, Benefits and Pensions (and Workload)

There were no questions.

### Report of the Vice-President, Grievances

J. Poë called the members' attention to the report of the Vice-President, Grievances, which states, "With all due respect to those who helped Tutors and Senior Tutors gain the continuing ranks of Lecturer and Senior Lecturer in 1999, that policy change, because it was ill-conceived in some respects, marginalized the teaching stream." J. Poë said there is no documentation of any facts that would support the claim that the teaching stream has been marginalized. The changes that took place in 1999 may not have accomplished everything that UTFA sought, but did accomplish a great deal for the teaching stream.

C. Messenger responded, stating that an association grievance had been fought for four years to win the right for teaching stream faculty to count

scholarship and research toward their PTR and promotion to Senior Lecturer. Because the word "research" was avoided when the policy for the teaching stream was crafted, because they were not sufficiently conceived of as a scholarly stream, and because of the idea that teaching and research could be separated, that stream was marginalized until resolution was found in that grievance. Furthermore, the policy says that if an area of teaching is discontinued, a Senior Lecturer's position may be terminated. Senior Lecturers do not enjoy anything like tenure. So far, Senior Lecturers have not lost their positions, and the current administration does not appear to have any designs on those jobs, but planning must account for future uncertainty, and consequently negotiations are under way to strengthen security considerably. Some units have wrongly attempted to specify a narrow teaching area in order to try to terminate Senior Lecturers. UTFA Teaching Stream Committees have been identifying policy problems for years. Like other policies in the frozen policy framework, the Teaching Stream Policy may have looked good at the time and been entered into with the best of intentions but because it is frozen it is extremely difficult to change.

### Report of the Vice-President, University and External Affairs

There were no questions.

### Report of the Treasurer

There were no questions.

## 3. Reports of the Chairs of Committees

W. Nelson said that written reports were included in the *Newsletter* and would not be read at the meeting. He asked the members if they had any questions of the Chairs of Committees.

### Report of the Chair of the Appointments Committee

There were no questions.

## Minutes of the 2011 AGM

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### Report of the Chair of the Equity Committee

There were no questions.

### Report of the Chair of the Librarians Committee

There were no questions.

### Report of the Chair of the Membership Committee

K. MacDonald saluted the hard work that went into mediation and into the membership survey this year. The report indicates it is becoming increasingly difficult for faculty at U of T to negotiate and hold their ground in terms of their contribution to the governance of the university. He wondered how the role of faculty in university governance has diminished over the years and asked what faculty could do. U of T has not had a faculty senate in decades. He believes that the only way out of this dilemma is to join the over 70% of faculty across Canada who have already certified.

K. Kawashima introduced himself as an associate professor in the department of East Asian Studies, one of several departments slated for disestablishment by the Faculty of Arts and Science Academic Plan 2010. His department fought to save itself as did other departments. He believes that faculty needs to certify as a union to prevent further marginalization. Faculty are being disempowered by an Executive Committee takeover of the university governing structure. While fighting the 2010 academic plan, people did not realize that in October the Governing Council passed a resolution to arrogate executive power to the Executive Committee, which would act “on behalf of Governing Council” and would be given “final approval authority for the establishment and termination of academic units according to the University’s ‘strategic goals’.” Faculty in the arts and sciences are being used for tuition money to fund the professional schools, based on a fundamentally flawed budget model that has the University Fund at its financial core. In a situation where the Executive Committee has the authority to suspend university law and

faculty are not organized as a union they will be pushed aside. UTFA needs to attain legal status as a union to ensure faculty are not pushed around by administrators who are putting profit ahead of the fine teaching and research that faculty have all been employed to carry out.

The members applauded.

W. Nelson said that there would be ample opportunity in the future to discuss the question of certification but it was not part of the agenda.

#### 4. Introduction of Rawle Gavin Agard – Al Miller Graduate Award Recipient – and Alexandra Peng – Undergraduate Tuition Award Recipient

K. Weaver said that UTFA had never invited recipients of the Al Miller Graduate Award and the UTFA Undergraduate Award to the AGM before. However, he believes that these two awards are important, as this is UTFA members’ money at work, and thought it would be appropriate to invite the recipients to the AGM.

K. Weaver said that only one other faculty association offered similar awards: the University of Prince Edward Island Faculty Association. UTFA’s work is therefore almost unique.

K. Weaver said that Rawle Gavin Agard, the recipient of the Al Miller Graduate Award, was not able to attend the meeting. K. Weaver read a few passages from a statement he provided.

*Dear Members of the University and External Affairs Committee of the University of Toronto Faculty Association.*

*I cannot begin to express my gratitude and humble appreciation for the care and consideration that the Faculty Association has shown in selecting me as the 2010–2011 Al Miller Memorial Award recipient. From my understanding, the University and External Affairs Committee had the challenging task of choosing one recipient from a file of over five hundred applicants this year ....*

*With the generous support from the Al Miller Graduate Tuition Award, I plan on finishing my doctoral thesis and graduating this year. I can only imagine how difficult achieving this goal would have been without your kind support.*

*I thank you, again, for providing me with the financial assistance to sustain my research and complete my Doctoral Studies.*

*Rawle G. Agard  
PhD Candidate  
Department of Sociology in Education, OISE*

K. Weaver then introduced Alexandra Peng, the Undergraduate Tuition Award recipient.

Ms. Peng thanked the members for awarding her the UTFA Undergraduate Tuition Award. A third-year student at Woodsworth College, she studied in her first year in the Ethics stream of the Trinity One program and in her second year in the St. Michael's-sponsored Intercordia program, for part of which she volunteered in Ecuador for the Ministry of Education. She thanked the members for all their efforts and for making her experience at U of T a wonderful one.

The members applauded.

### 5. Changes to UTFA Constitution and By-laws – Motion

W. Nelson introduced J. Nogami, Chair of the Constitutional Review Committee.

J. Nogami drew attention to two documents: the UTFA *Newsletter* and a summary from the Constitutional Review Committee (CRC). The CRC's report reviews the changes being proposed.

J. Nogami said that the CRC was formed in November 2010 and began soliciting input from UTFA Council on what constitutional changes were desirable. The CRC also had recommendations coming from the 2010 Nominating Committee, outlined on the first page of the document as follows:

1. the issue of possible term limits for both the Executive Committee and the President
2. the possibility of the extension of terms for Executive members from one to two years, and the plans for succession for any member of the Executive, or for the Presidency
3. the manner in which the members of the Nominating Committee are selected, and the guidelines that they are given to follow
4. (a) the issue of the role of retired members on the Executive Committee, and (b) whether, in the spirit of encouraging new people to serve on the Executive Committee, it would be possible, under certain conditions, to include one person who is not a member of Council on the Executive Committee as a member-at-large
5. the role of the Office Committee
6. the rotation of the Chair for Executive Committee meetings

In December the CRC informed Council that it would be bringing forward proposed changes. In February the CRC came to UTFA Council with two motions, both very simple.

- One extended the terms of service of members of the Executive from one to two years. Currently only the president serves for two years. It was proposed that the term of service for members of the Executive be extended to two years, should the nominee choose to serve for two years: there is the option for the person to serve only one year. That was passed at the February Council meeting.
- The second motion established term limits for both the President and the members of the Executive, and it too was passed. There was also a poll asking what the duration of those term limits might be, and the most popular choice was six years with no possibility of extension.

With this input from Council the CRC revised the motions. They were discussed at length and approved at the March Council meeting. Some minor changes were made and the final language

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was distributed and put up on the UTFA website. J. Nogami said the CRC split the approval of the items into five separate motions so that it would be clear what is being voted on in each case. He proposed to bring each of the motions up for discussion and then potential approval one at a time.

### A) Term limits

*The Constitutional Review Committee, seconded by B. Horne, moved that term limits be established for the President and members of the UTFA Executive Committee, as follows: A President may serve for more than one two-year term but not more than six consecutive years. No member of the Executive Committee may serve in any one position on the Executive for more than six consecutive years. In both cases, the term limit includes consecutive time served prior to July 1, 2011. These term limits will take effect July 1, 2011, but will initially apply to affect members of the Executive to be elected in 2012.*

### Discussion

G. Luste raised several concerns regarding release time, the term limit issue, and also the issue of the office committee. He argued the changes would not achieve much.

He understands that this is a mechanism for renewal of UTFA to encourage new people to come in, with new energy. But he believes that renewal will ripple up from the base, by getting Council members more engaged, and getting full representation from all constituencies, providing a source of new leadership for the Executive and Presidency. UTFA instituted the Membership Committee as the first step in the renewal process; it has been effective and it is gaining considerable momentum.

He said that continuity and experience are extremely valuable when dealing with Simcoe Hall. As Vice-President, Salary, Benefits and Pensions, and later President, he faced a steep learning curve. A transition from one Administration or president to another requires continuity and institutional memory.

He is puzzled that there are no term limits for members of Council. He also thinks the senior officers should be staggered and there should be an overlap of officers for backup in case a person cannot perform their duties.

After briefly discussing the issue of term limits for senior administrators, he commented that other faculty associations had some very effective long-serving officers, such as Doug Lorimer at Wilfrid Laurier.

G. Luste also said he would speak to the issue of release time. The proposed changes state:

### **Article 11: Release times and stipends for the President and members of the Executive**

*11.1 So that potential candidates for positions on the Executive Committee will know the release times associated with those positions, the Executive Committee will establish the allocation of release time associated with each position on the Executive Committee including the President. This allocation will be subject to approval, with or without alteration, by Council. Every effort will be made to finalize the allocation applicable for the upcoming year no later than the February Council meeting. It is the expectation that the approved allocation will apply for the next academic year (i.e. commencing July 1), unless there are exceptional circumstances leading the Executive Committee to recommend, and Council to approve, the alteration of the previously approved in-year allocation of release time. Release time for any Executive Committee position will not normally exceed 0.8, except in exceptional circumstances and upon Council approval.*

*11.2 Stipends will continue in effect for individual Executive Committee positions, but are subject to adjustment by Council. Any such adjustment will normally not take effect until the next academic year (i.e. commencing July 1).*

Various members expressed a desire to speak.



W. Nelson said that, as Chair, he would allow G. Luste to continue to speak on release time, and then allow other members of the committee and membership to speak.

B. Horne challenged the decision of the Chair to allow G. Luste to speak on release time.

W. Nelson took a straw vote on the challenge to the Chair. The Chair's ruling was upheld.

G. Luste said elections were the way to replace an ineffective officer. There are already procedures in place for electing a President and the members of the Executive. He said that release time connects to the issue of service and provided some background information.

Release time refers to the allocation of funds from Simcoe Hall to one's home unit (or units if one is cross-appointed) which compensate the unit for the time the UTFA officer spends on UTFA matters instead of doing teaching or research or service in that unit. When George was elected Vice-President, Salary, Benefits and Pensions, in 2001–2002, the total allocation to UTFA was 2 full time equivalents (FTEs), each one frozen at \$60,000. The following year, it was negotiated up by 25% to 2.5 FTEs: he felt that in order to be effective he needed 100% release time, and if he took one full unit it would not leave much for the rest of the officers. Since that time the dollar value per FTE has gone up to \$164,000. For the past nine years his department was fully compensated for 100% of his time and he had spent 100% of his time at UTFA. The allocation of release time is presented in the audited financial statements. The other senior Executive members receive release time up to 0.5 FTE and, as there has been a surplus over the past few years, Committee Chairs receive release time of 0.1 FTE or \$16,000, which is about one course stipend for a full year. In the current round of negotiations UTFA is asking for an increase to 3 or 3.5 FTE.

The proposed motion would have the Executive, rather than the President, establish the allocation of release time, then require Council's approval and

cap any one allocation at 0.8 FTE. George said this could diminish a new President's effectiveness. If the new President is willing to do the job 100% of the time, why exclude this possibility? He said he was going to propose that the proposal be referred back to Council.

A member asked that the Chair of the CRC speak to the reasons for the proposed change.

J. Nogami said that the release time paragraph would be a new article in the Bylaws to be voted on separately. He emphasized that the CRC was only putting forward things in response to input and broad support from UTFA Council. The first new article was on term limits. G. Luste's objections about release time concern the final paragraph in the updated Bylaws.

J. Nogami asked B. Horne to speak to this.

B. Horne regretted that the President of UTFA was at odds with UTFA Council on these matters. The arguments that he makes are, in her view, not compelling. Participation in the affairs of the Association is not limited to people's term appointments. Typically the President has served in other Executive positions, and though he or she may not be able to continue as President, they can be involved on committees and return to the Presidency at a later point. B. Horne expressed concern that G. Luste was attempting a filibuster as there was an order of the day at 4:30 p.m. and the time was now 4:20 p.m. She stressed that the majority of the people on the Executive and not just the CRC had voted to have this brought forward. These kinds of changes can only take place at the AGM and require a 2/3 majority to pass. She encouraged the members to accept that the CRC did its job thoroughly and in good faith, and that the members of Council, representing everyone, looked at this matter thoroughly and supported it in good faith, and asked the members to do the same.

W. Nelson reproached B. Horne for suggesting that G. Luste was attempting a filibuster, saying he had a right to speak to such matters.

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W. Nelson asked G. Luste to reply to the points B. Horne made.

The members objected to this taking place.

S. Kant reminded the Chair that only the first motion was on the table.

B. Horne called the question.

W. Nelson said that the question had been called and asked for a vote on putting the question. It required a 2/3 vote.

Carried.

W. Nelson put the question for first motion (Item A – Term Limits).

Carried.

J. Nogami proposed that motions B, C and D be bundled together as one motion.

*The Constitutional Review Committee, seconded by J. Newman, moved:*

B) One- or two-year terms on the Executive Committee

*that the terms of service of the members of the Executive Committee be extended from one year to two years, as per the relevant language in Articles VI and VII of the revised UTFA Constitution dated April 12, 2011. Any member of the Executive can choose to serve for a one year term rather than a two-year term. This change will take effect July 1, 2011 and will affect members of the Executive to be elected in 2012.*

C) Other changes to the Executive Committee

*that the rules governing the composition of the Executive Committee be changed as per the language in Article VII of the revised UTFA Constitution dated April 12, 2011. This change will*

*take effect July 1, 2011 and will affect members of the Executive Committee to be elected in 2012.*

D) Nominating Committee

*that the article governing the Nominating Committee read as follows:*

*9.2 There shall be a Nominating Committee consisting of five members including either a member of the current Executive Committee or, failing that, a Past-President of the Association. Council must approve the Nominating Committee. The Nominating Committee shall compile a slate of nominees for the following positions where there is an upcoming vacancy, including those resulting from the expiration of a term of office: non-Presidential members of the Executive Committee (the three Vice-Presidents, the Treasurer, the Chairs of the Standing Committees, and the members-at-large).*

W. Nelson put the question for motions B, C and D.

Carried.

E) By-law changes

*The Constitutional Review Committee, seconded by J. Newman, moved that the UTFA By-laws be changed in accordance with the revised language dated April 12, 2011. These changes will take effect July 1, 2011 and will affect the operation of the Nominating Committee and the members of the Executive Committee to be elected in 2012.*

J. Nogami said that the final motion was being voted on separately because it dealt with Bylaw changes, largely providing detail about some procedural or implementation aspects of what had already been approved. The one exception was the new article specifying the 0.8 limit for release time for the President or any member of the Executive. His understanding was that it was customary for UTFA Presidents in the past not to be full time and the UTFA Presidency was never intended as a lifetime



appointment. The language G. Luste referred to had been specifically modified to allow an exception making it possible for the UTFA president to become 100% with the approval of Council. Certainly the current President, who has one year left to serve, would not be expected to go back to his department to ask for that 20% back.

J. Nogami called the question on the changes to the Bylaws.

W. Nelson put the question.

Carried.

The members showed their appreciation of the work of the Constitutional Review Committee through applause.

### 6. **ORDER OF THE DAY – 4:30 p.m.**

Guest Speaker – Mr. Martin Teplitsky

Topic: The future of public sector collective bargaining in Ontario: the role of the academy

G. Luste introduced Martin Teplitsky.

Mr. Teplitsky is renowned for his approaches to community justice and for his negotiating skills. G. Luste said that he had been a participant in some six different settlements that Mr. Teplitsky has mediated or arbitrated at UofT, from the 1987 settlement where G. Luste was a junior observer, to the Nancy Olivieri case, to our new pension governance, to the most recent compensation award. He can be blunt but he gets results, and that is what counts.

Martin Teplitsky received his LL.B. from the University of Toronto in 1964 and was called to the Bar in 1966. From 1975 to 1980 he was a law professor at Osgoode Hall, and in 1980 was named Queen's Counsel. He has a full-time practice including civil and criminal litigation, arbitration, mediation and fact-finding. Mr. Teplitsky has acted as an arbitrator in numerous disputes in both the

private and the public sectors. He has delivered numerous papers and has written a book, *Making a Deal: The Art of Negotiating*.

Mr. Teplitsky is also an innovative supporter of community justice and numerous charitable causes. He founded the Lawyers Feed the Hungry Program, providing meals to Toronto's homeless, and helped launch Law in Action Within Schools (LAWS) at the Faculty of Law.

In 2006, the Law Foundation of Ontario honoured Mr. Teplitsky with the Guthrie Award for his commitments to social justice causes and legal education, and in January 2011, at a ceremony at Queen's Park, Martin Teplitsky was named to the Order of Ontario.

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Martin Teplitsky said that he likes coming back to U of T, of which he is proud, and thinks that what makes it such a great centre of learning are the faculty.

In Mr. Teplitsky's view, the future of public sector collective bargaining is very grim in Ontario and Canada. The evidence that suggests this conclusion includes the following facts:

The vitriol about public sector employees and their compensation, on both sides of the border, is at the highest level since he began as a labour arbitrator. There are increasing numbers of newspaper articles and editorials attacking public sector employees, labour arbitrators, and the labour arbitration process.

Without any real basis, there are claims that public sector employment is more remunerative than private sector and that public sector wage increases are higher than the private sector's. Some of this stems from the structure of bargaining – that is, local bargaining versus province wide bargaining. And the mythology ignores the significant differences within the public sector of compensation levels between

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workers in large urban centres and those from smaller centres and rural areas.

The particular attacks on labour arbitrators, and interest arbitrators in particular (the scheme under which UTFA bargains), are more aggressive than historically. Mr. Teplitsky is concerned about the frequent attacks on arbitrators, not because the sensibilities of arbitrators might be offended, but because these attacks harm the process in several ways.

First, the general shortage of interest arbitrators is caused in part by the fact that some arbitrators are unwilling to suffer the abuse and refuse these assignments.

Second, these attacks undermine the integrity of the process and the acceptability of awards in the eyes of both the public and the affected employees.

Third, these attacks divert us, as a society, from finding appropriate solutions for our economic problems. Interest arbitrators are good scapegoats: they generally lack any effective means of reply.

Mr. Teplitsky noted that the attack against arbitrators had intensified since the restraint legislation of the previous year because no arbitrator in Ontario paid any attention to it.

Conservative leader Tim Hudak issued a policy statement about interest arbitration in which he concluded that the system was broken and he was going to fix it. He said that arbitrators thumb their noses at governments, likely referring to Mr. Teplitsky's probably ill-chosen expression that he was not "a minion of government." Mr. Teplitsky does not regret anything he wrote in his recent award but does regret using an expression that diverts attention from more important matters.

A troubling recent development in the world of public sector collective bargaining was a paper written by Don Munroe and delivered to the Canadian Bar Association on November 26, 2010. Don Munroe has over 40 years' experience. But

what he wrote in his paper, titled "Government Intervention in Collective Bargaining Disputes – The Changing Landscape," is troubling. Since he was speaking as a neutral some of what he had to say was scary.

His basic thesis is that governments, at least in B.C., no longer trust arbitrators because arbitrators ignore ability to pay. Speaking about Mr. Teplitsky's award in the matter with U of T, Don Munroe said, "all of what Mr. Teplitsky said may be correct or at least defensible in legal theory. But I doubt that it will do much to restore or to shore up government confidence in unconstrained interest arbitration as traditionally practiced by labour relations professionals."

Mr. Teplitsky is concerned that a respected neutral now says that arbitrators are supposed to worry about whether the government likes them or not. Obviously governments have been trying to get arbitration to work for them. Governments do not like the unpredictability of the results from arbitrators. Putting ability to pay in legislative schemes is an obvious attempt to influence outcomes. And the restraint legislation and policies of the previous year were an effort to influence arbitrators to give zero increases – on the theory, if anybody would believe it, that the government would not give any funding to U of T if it negotiated any increases in excess of zero. Mr. Teplitsky's award marked the first time in the 25 years or so that he had been mediating/arbitrating at U of T that he had had to issue an award. If the restraint legislation had not been there, a deal between the parties would have been struck. The fact is that free collective bargaining includes the right to negotiate in good faith – that is, both parties have to be negotiating in good faith, which includes the government – and a duty of consultation.

Mr. Teplitsky also thinks that the future of public sector bargaining is not bright because of the general economic situation of government, which drives wrongheaded initiatives (like trying to fix interest arbitration). Health care costs continue to rise. Older people account for 70% of health

care spending. There will be more of them. All governments talk about maintaining universal health care, but nobody is specific about how this is going to be funded going forward. User fees, interestingly enough, seem to be accepted without much complaint by the public in university life, as the government gives the universities the right to raise tuition fees on a regular basis in lieu of funding them more generously.

However, no government wants to introduce user fees for health services and no one wants to reduce service for the same reason – it's politically almost impossible. So people (and governments) prefer to blame public sector employees and labour arbitrators. It is scapegoating masquerading as policy, but if we don't push back and if we don't get a government that is going to come to grips with our health care needs and their funding, public sector employment will always be under severe attack in this province. Part of the tragedy of all of this is that very few people understand how much we rely on public sector employees, with whom we interface every day in many aspects of our life.

What can we do about all of these things? What is the role of the academy?

First, there need to be independent studies to determine whether or not public sector employees are doing better than private sector employees. Where there are not direct comparables between the public and the private sector some sort of job evaluation evidence needs to be gathered. There is no reason why the public sector should be paid more than the private sector and there is no reason why it should be paid less. If some public sector employees are better compensated than private sector comparables, we need to know why: is it the fault of the employers or the arbitrators?

In fact, it is often the fault of public employers, especially in sectors of uniformed services – like police officers and firefighters. The City of Toronto has driven firefighter compensation throughout the province – largest fire department, biggest city, and it therefore drives the other settlements. It had

nothing to do with the arbitrators. They just follow but they are the ones who get blamed.

The problem is a lack of any real comprehensive data for whether, in fact, public sector employees generally are better paid or not, or whether their benefits or pensions are better. The government has not collected sufficient data on total compensation – that is, not just salaries but benefits and pension – which in turn puts pressure on arbitrators. Interestingly enough, we do have the software and the capability in Ontario to do this.

Mr. Teplitsky said it was a disgrace that the government hadn't done anything about collecting this data and requiring that it be submitted so that interest arbitrators could know what they were talking about in applying the principle of total compensation. The government could also mandate that all contracts start and end at the same time. In the post-secondary education and health care sectors start dates and end dates are all over the place, so when you are trying to compare one group to another it is very awkward. It would be a simple thing to say, start all your bargaining on the same day, and end it on the same day.

Mr. Teplitsky concluded with remarks on the need for pension reform in the public sector, particularly for legislation on unfunded liabilities. If we are going to continue with defined benefit plans in the long term, we need joint management of those plans, as is the case with OMERS and plans like it. It is not satisfactory to have employers in charge of these huge funds worth more than their enterprise and probably unable, when push comes to shove, to pay off the deficit.

Mr. Teplitsky said we need to take some initiative toward studying problems in an objective way instead of relying on all the rhetoric that currently afflicts the subject of public sector bargaining.

He thanked the members for their attention.

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The members thanked Mr. Teplitsky for his talk through applause.

### 7. Special Topics:

- a. Workload Implementation
- b. Pension Plan Update
- c. Other Matters

Due to time constraints these issues were not discussed.

### 8. Other Business

There was no other business.

J. Rosenthal, seconded by E. Sousa, moved that:

the meeting adjourn.

Carried.

The meeting adjourned at 5:15 p.m.

Chris Penn  
Administrative Assistant

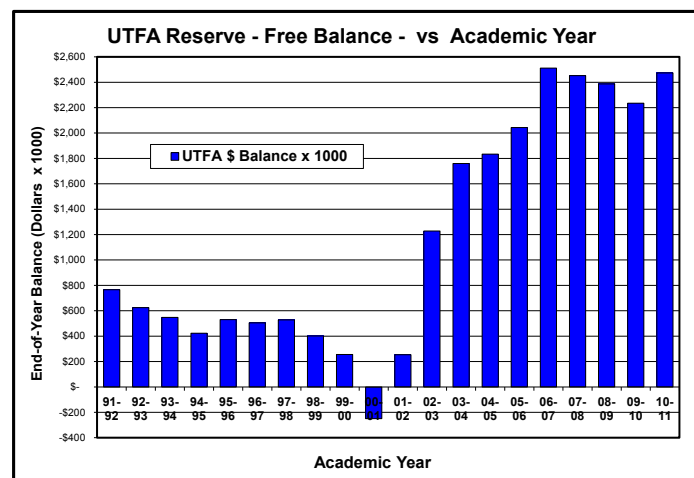
# REPORTS OF OFFICERS AND CHAIRS OF COMMITTEES

## Report of the President

### UTFA finances: An update from the last AGM

As of June 30, 2011, the University of Toronto Faculty Association had a continuing healthy *positive* net worth of almost \$2,500,000. As reported in a prior special newsletter, our investment losses as a result of the 2008–09 market downturn were minimal and have been fully recovered. While

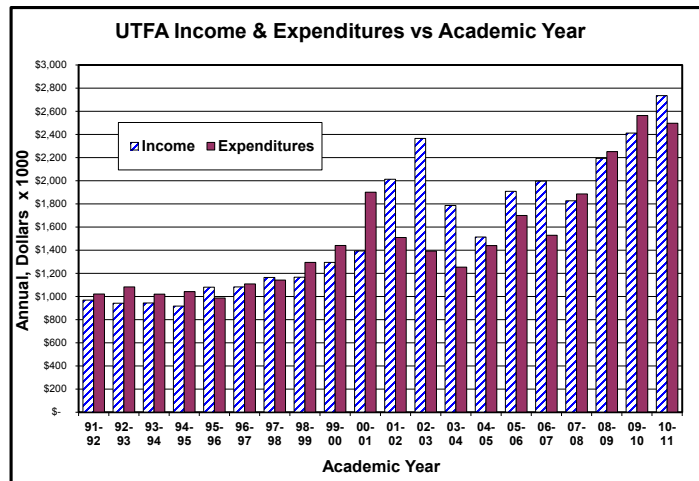
the surplus is welcome and important, a large reserve is *not* the purpose of the Association. It does, however, provide UTFA the means by which it can serve its members more effectively. The reserve gives us the ability to handle emergencies and unanticipated expenses and allows UTFA to initiate projects that had not been budgeted at the start of the year.



As the second chart indicates, our total expenses, in relation to total income, from year to year, are not always smooth. During the 2010–11 year we had not yet accrued all the extra legal and actuarial costs incurred for our ongoing negotiations regarding salaries, benefits and pensions. The Association must never allow the lack of adequate financial reserves to compromise its ability to represent, and negotiate for, its membership. This includes not only salary and benefit negotiations, but also Association and individual grievances with the Administration on behalf of our members as well as consequences of policy changes.

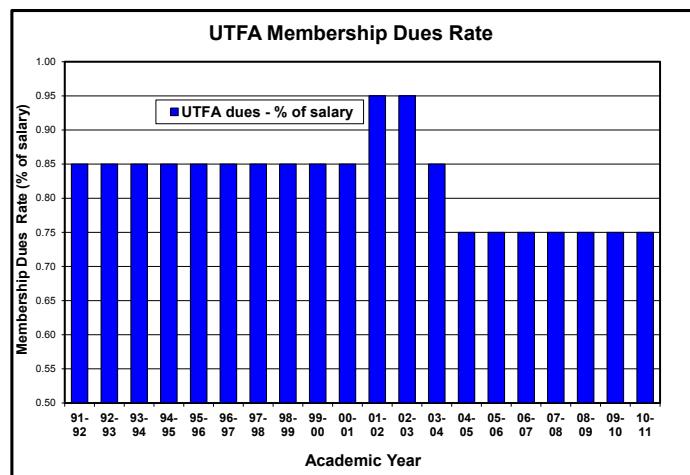
The somewhat bumpy nature of our past income-expenditure profile has been discussed thoroughly in previous AGM reports. The increased income for 2008–09 reflects the absence of a dues holiday in 2008–09, in contrast to the previous two years. And the income to UTFA can come in lumps when new negotiated salary settlements are retroactive. Members should also keep in mind that about \$700,000 of your annual dues is passed on to CAUT and OCUFA, our national and provincial associations, to cover their operating costs, which include services to member associations.

## Report of the President



The dues mil rate remains at 7.5 (0.75% of salary). The chart below shows our dues profile since 1991–92. If our reserves should increase by any significant

amount in the future, UTFA Council will again be asked to consider further dues holidays – in lieu of decreasing and then again increasing our mil rate.



### Personal Reflection on UTFA Finances

In my own personal life and in my years of stewardship of UTFA’s finances I have always tried to keep in mind the following guidelines:

- First, live and spend below your income, that is, frugality is the best practice. The aim is to avoid eventual financial shortfalls and the ensuing corrections that could be destructive. From 1999 to 2002 that scenario was the reality for UTFA.

At one point the external auditor, reflecting on our poor financial status and trend, did not want to verify that UTFA was a viable going concern.

- Second, not only spend UTFA money as if it were your own but better still, be aware that the money comes from our members. We have a fiduciary responsibility to all of them to spend it wisely and frugally.
- And finally, when dealing with new costs, always distinguish between a one-time-only new cost and a structural ongoing new cost. It



is the ongoing costs that are cumulative and can add up much more than may seem to be the case at first.

### UTFA Membership

As of early 2012, there are about 2,948 faculty and librarians employed at the University of Toronto who could be dues-paying members of UTFA. Approximately 2,617, or 89%, are actually paying dues. Another 331 are not and of these only 12 are redirecting their dues to a charity. The other 319 are voluntary non-members who pay no dues to anyone because they were grandfathered when the dues were made compulsory in the 1998 settlement. The number of grandfathered non-dues paying faculty is slowly decreasing each year as retirees are replaced by new hires who must contribute to an ongoing cost that benefits everyone. UTFA also has about 47 dues paying members from the Federated Colleges. About 465 retired faculty, librarian, and surviving spouse members pay an annual membership fee of \$50. Our retired colleagues have four of the 60 constituency seats on UTFA Council.

### Personal Reflection on UTFA Membership

UTFA has a very diverse and complex membership. One challenging distinction is the one between many senior tenured faculty, who have security and on average are the highest paid faculty, and the untenured, lecturers, contract, and part-time faculty who have a much lower average salary, yet feel they are working just as hard and contributing just as much to the mission of the University as the more affluent. Understandably the have-not or have-less group is more supportive of change in the status quo (and relatively more supportive of certification) than the senior tenured faculty. This bifurcation or two-tier reality is not static. Budgetary constraints are forcing more hires in the lower salary range and in the non-tenure stream than at the tenured end, which means that in time the have-nots will become the more dominant voice at the university. About five years ago I initiated the effort to form a Membership Committee as an ad hoc committee of UTFA, because it was clear that we needed to

better inform and engage our members in issues that are important to them and to this university. A few years later the Membership Committee was made a standing committee of Council and the Chair of this committee was thus made a permanent member of UTFA Executive. I believe this important initiative has served UTFA well and will continue to do so in the future.

### Pension Plan and Governance

After many years of effort by UTFA to improve governance of our pension plan, there is now a Pension Committee (PC) of Governing Council, with a total of 20 voting members. It has four business meetings during the academic year. While UTFA appoints 5 of the 20 members of PC, UTFA members represent about two-thirds of all pension liabilities. In addition there is the President's Investment Advisory Committee (IAC), and the UTAM Board, which oversees the management of UTAM but has no stated role in UTAM's investment issues. At minimum this is a most unusual pension oversight structure. I will be chairing the PC for the next two years and am hopeful that we can do some good work. The following PC issues concern me:

- (i) Transparency of investments and assets. Do we know where pension funds are invested?
- (ii) Complexity of investments. Do we really understand how assets are invested?
- (iii) Valuations. What is the validity of UTAM's valuations of illiquid (non public market) assets?
- (iv) Cost issues. Why are UTAM unit costs so high? Costs raise the bar on required returns.
- (v) People. Investment management people are key to any success.

### The Continuing Pension Plan Deficit

Our pension plan has been underfunded for some time due to too many years of missing pension contributions to the plan (euphemistically referred to as "contribution holidays"). The contribution

## Report of the President

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holidays started in 1987 and were allowed because of favourable market returns and unfortunate changes in actuarial assumptions. In 2008–09 market conditions cratered. The pensions asset base shrank by almost 30% – from \$3 billion to \$2 billion – and never came back, like other pension plans did. In comparison to 43 other university pension plans across Canada, U of T is dead last in investment performance from 2001 to 2010. The details of how UTAM lost its pension way can be found on the UTFA website at: <http://www.utfa.org/content/pension-issues>. Simcoe Hall now acknowledges that there may be a one billion dollar shortfall to the pension plan. My analysis suggests the real shortfall is more likely to be closer to \$2 billion. And unfortunately this deficit could easily increase in the decade ahead – as the world’s economy struggles to deliver in a delevering world. Eric Sprott writes that “public sector pension shortfalls ... are outright frightening.”

### Personal Reflections on U of T’s Future

Perhaps I can describe myself as a “despairing optimist.” Why? U of T’s mission statement is very worthy. Our mission calls on us “*to be an internationally competitive public teaching and research university.*” And we have achieved and deserve our international standing. But I do not believe we are given the resources to maintain it. Why? Here are some reasons:

- (i) The income from very large and ever growing undergraduate student numbers helps support our professional faculties and our research programs. This is not sustainable and is reported further at [http://utfa.org/sites/default/files/webfiles/pdf\\_files/Inf%20Rep-11-final.pdf](http://utfa.org/sites/default/files/webfiles/pdf_files/Inf%20Rep-11-final.pdf) In the fourteen years from 1997 to 2010 the FTE student number increased by 58% but the full time faculty count decreased by 26 over the same time period.
- (ii) Faculty salaries once averaged 36% of the operating budget. Today they account for 23% – a one-third reduction. This is not sustainable and is reported in more detail

at [http://www.utfa.org/sites/default/files/webfiles/pdf\\_files/2012-Jan-09%20%20Inf%20Rep-20%20%20final.pdf](http://www.utfa.org/sites/default/files/webfiles/pdf_files/2012-Jan-09%20%20Inf%20Rep-20%20%20final.pdf)

- (iii) Living in the GTA is expensive. Housing cost increases near the St. George campus have outpaced salary increases for new faculty. Commuting long distances from lower cost housing does not increase research productivity.
- (iv) Pension deficits will probably continue to increase, adding continuing pressure on the operating budget even if faculty should increase their pension contribution rates in the near future.
- (v) In my view there needs to be some form of official differentiation between the basic purposes of the various universities in Ontario and a corresponding and appropriate funding differentiation. But the political winds are not blowing in that direction.
- (vi) If the two-tier faculty distinction grows it could result in unproductive polarization and tension.

Enough. I have only touched lightly on a few of the many issues I could discuss.

I thank and acknowledge the support of my many colleagues on Executive, on Council, and at RALUT. I am also grateful to the UTFA office staff for their hard work. Thank you to all for contributing to our success this past year and the years before.

Finally, I appeal to newer and younger members of UTFA to make sure they get involved. Your teaching and scholarship can be all-consuming. But at the same time, joining with fellow faculty members to make the University of Toronto an even finer institution will be time well spent, and hopefully of immense importance for future generations.

George Luste  
President  
[luste@utfa.org](mailto:luste@utfa.org)

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

A new agreement for July 1, 2011, to June 30, 2012, remains a work in progress. Negotiations between UTFA and the Administration began in May of 2011. We entered bargaining with a determination to try to make the process work, and certainly without rushing off to arbitration. By the end of December, however, it was clear we would require third party assistance. So we moved to the mediation phase of negotiations with the assistance of Kevin Burkett in the third weekend in January, and completed our most recent day of mediation on March 31.

While mediation continues, and while we remain committed to attempting to reach a negotiated agreement, we have also scheduled arbitration dates with William Kaplan on June 2 and 3, 2012, in case we need them.

The Administration remains intent on securing pension contribution increases from us. While we recognize the plan's difficulties, we have been equally intent on resisting efforts to make our members pay for the disastrous investment decisions over the years that have put this plan into such debt. We are also determined to secure salary increases reflecting those already negotiated by other faculty associations and unions in the university sector. While we recognize that the overall economic climate is challenging, the pre-eminence and special mission of the University of Toronto rely fundamentally on the work you do; in turn, your compensation must continue to reflect as much.

This round of negotiations has also been animated by an ongoing deliberation, at times quite public, over the adequacy of our Memorandum of Agreement (MoA). The Administration has insisted on the status quo. In contrast, we have been looking for ways to enhance the voices of faculty and librarians in the determination of important, non-monetary conditions affecting our work, including in areas such as appointments policies, academic freedom, and governance in academic planning. In this round of negotiations, UTFA has tabled substantive, constructive proposals to amend currently frozen tenure policies, proposals for a new professional stream, and a new policy focusing on

improving the participatory and procedural aspects of academic planning as they involve faculty and librarians.

Our proposal on the procedural aspects of academic planning arose directly out of concerns widely held among our membership that academic freedom and academic excellence have come under threat due to inadequate provision for shared and collegial governance in proposed program openings or closures, amalgamations, relocations, etc. Too often we have seen participatory and open deliberations and consultations sacrificed in the name of fiscal or administrative expediency. Maintaining this university's deserved reputation for excellence depends on faculty and librarians being directly and meaningfully involved in shaping the configuration of academic programs and units. To date, we have not been able to engage with the Administration in any real or productive bargaining over the procedural aspects of academic planning, despite our having tabled a proposal in June of 2011.<sup>1</sup> This has been a disappointment, to say the least.

More generally, it is vital to underscore that our differences with the Administration on the non-monetary issues in question extend beyond the specifics to fundamental change in the way we approach these issues. Guided by input from members over the course of the last two years, we proposed structural change to the MoA to broaden the scope of its bargaining article. The bargaining article of the MoA is the only mechanism we have that provides for mature, rigorous and accountable negotiations. But its scope is limited. We continue to seek a way forward in negotiations to deal with reform of the MoA in order to make UTFA more effective and to enhance good governance at the University of Toronto more generally.

Our discussions with the Administration continue to be collegial, and we remain hopeful that agreement can be reached. As you will appreciate, due to the fact that we remain in mediation, it is difficult to report anything more specific. However, if we are

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<sup>1</sup> Please see our proposal on academic planning on the UTFA website [here](#).

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

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not able to reach agreement in mediation, we will be proceeding to arbitration for a settlement covering the period expiring June 30, 2012, as required by the terms of Article 6 of the MoA.

Since we are already nine months past the end of our last settlement, a one year arbitrated deal would have us back in bargaining right away! However, if we cannot reach a negotiated deal on fair and reasonable terms, we will have no alternative. Certainly, in our view, an arbitrator will be more reasonable across the range of unresolved monetary issues (keeping in mind that only the monetary issues can be arbitrated) than any proposals we have yet received from the Administration. Stay tuned.

Meanwhile, let me take this opportunity to thank you, our members, for your patience and support. You can always submit feedback and suggestions to [bargaining@utfa.org](mailto:bargaining@utfa.org). We love to hear from you. I also want to thank the remarkable men and women who make up the UTFA bargaining team. In the current round, they are:

George Luste, UTFA President, Professor Emeritus, Department of Physics

Luc Tremblay, UTFA Vice-President, University and External Affairs, Associate Professor, Faculty of Physical Education and Health

Judith Teichman, UTFA Appointments Chair, Professor, UTSC Social Science (Political Science)

Sherri Helwig, Program Supervisor, Arts Management Specialist and Humanities Co-op Programs, Senior Lecturer, Department of Humanities (Visual and Performing Arts and Humanities)

Helen Rodd, Professor, Department of Ecology and Evolutionary Biology

Helen Rosenthal, Senior Lecturer Mathematics (retired)

Victoria Skelton, Librarian, Industrial Relations and Human Resources Library (Newman)

All best for the remainder of the academic term and for a productive, safe, and enjoyable summer.

Scott Prudham  
UTFA Vice-President, Salary, Benefits and Pensions and Chief Negotiator, Professor, Department of Geography and Program in Planning cross-appointed to the Centre for Environment

## Report of the Vice-President, Grievances

### Tenure Issues and Timeliness

This last year saw unconscionable delays in tenure decisions. In some cases, in response to inquiries from UTFA, the Provost's office indicated that some units submitted tenure files extremely late. In these cases, faculty did not receive tenure decisions from President Naylor until well into the fall. But it is also true that candidates did not receive timely tenure letters from the President even when their dossiers were submitted on time.

The President sometimes asks for more external letters and/or more information after receiving and reviewing tenure files. In a few of these cases, faculty who submitted their dossiers well over a year ago – and then were asked to offer more evidence – still do not have a response from the President. In tenure statistics UTFA has very recently received from the Administration, these files are labeled “pending.”

UTFA has repeatedly and vigorously complained to the Administration about needless delays. The Administration has assured UTFA that it will make every effort to provide responses to tenure recommendations in a more timely manner in future. Needless to say, the extreme delays cause the tenure candidates involved to suffer considerable stress.

UTFA is currently dealing with a small number of tenure files in which the tenure candidate has received a tentative negative decision from the tenure committee. One of the reasons provided is that the candidate failed to demonstrate competence in teaching. In recent years, I have seen tenure committees rely on slim evidence to make this claim, typically a few graduate student letters. Most tenure files include relatively few student letters, whether graduate or undergraduate, and yet some tenure committees draw negative conclusions from them.

On the other hand, tenure committees seldom believe that they have enough evidence to conclude excellence in teaching. As a result, the superb teaching in our tenure stream has not been adequately recognized. The failure to assess and

record excellent teaching may have an undermining effect on the reputation of the University and on the academic and professional profiles of our faculty. The variation among divisional guidelines on assessing effectiveness in teaching only complicates this issue and underlines the need to re-visit the assessment of teaching at U of T.

### Teaching and Professional Stream

I am grateful to the Grievance portfolio legal staff, the Teaching Stream Committee, the Appointments Committee, the UTFA Executive, the Salary, Benefits and Pensions Bargaining Team, and part-time colleagues in some of U of T's professional faculties, all of whom have contributed to the process of developing policy for a new stream, formerly referred to as Professor of Practice. Over the past several years, UTFA, especially through the strong advocacy of the Teaching Stream Committee, has repeatedly articulated the broad goals of a new policy. To name only a few of these goals: improved security of the academic appointment; an improved review process; three levels of appointment analogous to those in the tenure stream; and improved rank titles. I must thank Brock MacDonald, chair of the Teaching Stream Committee, who attended meetings with me and Edith Hillan over a number of months in 2011 in our attempts to advance discussions of the new policy. These policy negotiations are now in mediation at the SBP table, for which Scott Prudham is the chief negotiator. I continue to be hopeful that we will see a new policy emerge, although a timeline cannot be safely predicted.

### Grievance Committee

This year the UTFA Grievance Committee (whose members represent all three streams) discussed a variety of issues, including appointments policy, the tenure appeals process, the Policy on Appointment of Academic Administrators, and the workload grievances process. A workload adjudicator has yet to be appointed. Later this spring, the Committee will discuss possible revisions of UTFA's Policy on the Provision of Advice and Representation.

## Report of the Vice-President, Grievances

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### Grievance Portfolio Statistics

UTFA is handling approximately 90 open files. In 2010–11, 85 candidates were reviewed for tenure, of whom 81 were granted tenure. Tenure committees made negative recommendations in three cases, and President Naylor accepted those recommendations. In four tenure files, the President asked for more information. He granted tenure in three of those files, and one is pending. Tenure was granted based on excellence in research in 70 files and on excellence in both teaching and research in 2 files. The University made appointments at the rank of professor in 9 cases. Last year 11 librarians were reviewed for promotion to permanent status and 18 teaching stream faculty for promotion to senior lecturer. All were successful.

### Tenure Workshop

Once again this year the Grievance portfolio will sponsor a tenure workshop: May 4, 2:00 to

3:30 p.m., at the Health Sciences Building, 155 College Street, Room HS106. This workshop will also cover the three-year review. All are welcome.

### Thanks

In closing, I would like to say how much I appreciated both UTFA's General Counsel, Heather Diggle, and Counsels Alison Warrian and Reni Chang for their extremely hard work this year. I would like to thank, too, the lawyers of Sack Goldblatt Mitchell. A heartfelt thanks to Marta Horban and Chris Penn for providing support to the portfolio in recent months. Finally I would like to thank the UTFA Grievance Committee: Mounir AbouHaidar, Claude Evans, Roy Gillis, Helen Grad, Shashi Kant, Linda Kohn, George Luste, Brock MacDonald, Jun Nogami, Dennis Patrick, Henri-Paul Sicsic, and Judith Teichman.

Cynthia Messenger  
Vice-President, Grievances

## Report of the Vice-President, University and External Affairs

“Il nous faut peu de mots pour exprimer l'essentiel. Il nous faut tous les mots pour le rendre réel.

- Antoine de Saint-Exupéry

Relying on Saint-Exupéry's wisdom, a few words will suffice here but a lot more will be needed to implement the few plans we've set for ourselves.

### Engaging with Students

One of my first endeavours was to engage more with student leaders. We invited them to a committee meeting primarily devoted to academic governance and I've worked closely with them. For instance, in the context of the highly debated Access Copyright agreement, two students and I made three speeches at Governing Council.

### C. B. Macpherson Memorial Lecture

While we are waiting for a current invitee to respond, I encourage all UTFA members to think creatively about potential lecturers for the future, and send your recommendations to me directly at [tremblay@utfa.org](mailto:tremblay@utfa.org).

### CAUT and OCUFA

I attended my first CAUT Council meeting and two OCUFA Board of Directors meetings. The most important part of the CAUT Council was the discussion on how easily academic freedom can be restricted, and therefore how critical it is that we strive to protect it. On OCUFA's side, Ontario's new Minister of Training, Colleges and Universities addressed our Board of Directors about challenges



## Report of the Vice-President, University and External Affairs

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ahead. I also encourage all of our members to learn about and consider engaging in OCUFA's Advocacy Campaign.

### Awards

The UTFA Undergraduate Tuition Award recipient is Yunjeong Lee and the Al Miller Memorial Award recipient is Jennifer Tsoung. I am truly delighted to be introducing these outstanding students at this AGM. I hope that UTFA will further build its student support in the coming years.

It is also important to recognize our own outstanding colleagues. Please consult the CAUT (<http://www.caut.ca/pages.asp?page=322>) and OCUFA (<http://ocufa.on.ca/ocufa-awards/>) awards pages and consider nominating one of your peers.

### The U&EA Committee

Many thanks to Lino Grima, Helen Grad, Mary Alice Guttman, Linda Kohn, Reid Locklin, Jody

Macdonald, Victor Ostapchuk, and Kent Weaver for their invaluable support and contributions. The committee made decisions on the student awards, streamlined the application process for the student awards, engaged in university governance processes and generated countless suggestions for potential C. B. Macpherson lecturers. As chair, I deeply appreciate their participation and assistance.

### The UTFA Office Staff

Chris, Marta and Marie have been instrumental in helping me fulfill my duties and I am extremely thankful that they did so with smiles and kindness. As for Heather and Alison, their support is simply outstanding as they provided me with prompt and efficient assistance while I tried to navigate through soporific documents that are crucial to our academic lives.

Luc Tremblay  
Vice-President, University and External Affairs

## Report of the Treasurer

This is my last report as treasurer. For the past 7 years it's been, for the most part, a rewarding experience to serve UTFA in this capacity. There were many challenges but I do hope that some of my efforts have brought about improvements in the transparency and stability of the financial reporting and accounting procedures.

The Association remains in good financial health. We have an accumulated reserve fund of approximately \$2,400,000 which represents about one year of dues. The UTFA investment policy prescribes that the fund is divided into thirds: cash, liquid bonds, and liquid equities. This diversification of the funds has minimized the effects of market fluctuations.

The Financial Advisory Committee meets in October and April to review the investments in the Association's reserve fund. This year the members

of the committee were George Luste, Michael Meth, Louis Florence, and Laurence Booth. I thank them for taking the time to meet and for the engaging discussions.

The treasurer relies on the UTFA bookkeeper and business officer to provide information and to look after the day-to-day financial operations of the Association. I wish thank Lyze Dowden and Marta Horban for their support.

Attached to this newsletter are the Association's Audited Financial Statements for the fiscal year ending June 30, 2011. I wish to thank Donna Mehta of Cowperthwaite Mehta for her advice and for the timely completion of this year's audit.

Dennis Patrick  
Treasurer

## Report of the Chair of the Appointments Committee and Workload Advisory Committee

As chair of the Appointments Committee, I have been involved in ongoing consultations on our proposed changes to tenure policy. The Committee has provided important input on the proposed changes, considered further revisions to our proposal in response to members' comments, and offered advice on communication with members on the ongoing discussions. As on other issues, there have been differences of opinion among faculty on various aspects of our proposal. As chair of the Appointments Committee, my principal responsibilities are listening to the views of members and building consensus.

Other issues that have come before the Appointments Committee include proposals for the new teaching and professional stream and for reform of the Librarians' appointments policy. In a meeting held in December, the Committee gave unanimous support for the reform of the appointments policy for Librarians and for the integration of Librarians' appointments policy into the Policy and Procedures for Academic Appointments (PPAA). The Appointments Committee also considered reports on the development of the New Stream and held a joint meeting in February with the Teaching Stream Committee during which members heard a report on the development of the Stream and provided feedback. The Appointments Committee will be considering administrative appointments policy, an issue raised by a number of our members, in the near future.

The Workload Advisory Committee has met twice since the summer of 2011, and has required a high degree of commitment from committee members. We have been actively involved in addressing concerns raised by members and in seeking ways to ensure that local workload committees engage in discussions that fully address issues of equity in the protection of time for scholarship. We are pleased that workload currently occupies a noticeable place on the UTFA website (the right-hand side of the home page). Here we have provided access to the most important workload documents along with important updates on workload issues. This new arrangement has been effective in encouraging

members to raise workload concerns. I have personally met with various members uneasy with workload implementation in their units, and I have responded to many emails on workload issues. I and other members of the Workload Advisory Committee have also met with deans in order to broaden our perspective on the challenges of implementing this new policy. In response to the difficulties some units have had in arriving at a consensus for their workload documents, we sought and obtained an extension for the submission of unit workload documents. Once UTFA has received all of the workload policy documents, the Workload Advisory Committee will begin to examine these documents with the objective of producing a document on best practices. Our goal is to contribute to this university's reputation for excellence by protecting time for scholarship for all faculty and librarians.

The Workload Advisory Committee will be providing representatives to the Tri-campus Workload Committee, a committee established by our new Workload Policy. The Tri-campus Committee, charged with examining differences in workload for the same discipline among the three campuses, will begin its work in the next month. This committee's work will be important in ensuring the protection of research time for our colleagues on the east/west campuses who have been, and will likely continue to be, faced with increasing enrolments.

I have also continued work on the tri-campus salary issue, a matter stemming from my report as Equity Chair. I am a member of a joint Administration/UTFA working group that is attempting to understand how these salary discrepancies came about.

As chair, I would like to thank the members of the Appointments and Workload Advisory committees for their support and hard work during the past academic year.

Judith Teichman  
Chair, Appointments Committee and  
Workload Advisory Committee

## Report of the Chair of the Equity Committee

In 2007, UTFA's longstanding Status of Women Committee changed its name and mandate to the Equity Committee to reflect the breadth and intersection of issues related to equity, diversity and inclusion affecting our membership, and to situate these concerns within the larger context of social justice. The issues reflect those named in the Ontario Human Rights Code and the Employment Equity Act, and include concerns related to disability and accessibility, race, culture, ethnicity, Aboriginal status, sexual and gender orientation, age, and family status, as well as gender.

From 2009 to 2011 the Committee, chaired by Judith Teichman, conducted and released a major Equity Report examining faculty and librarian salaries. It identified gender to be a continuing salient differentiator across the University, and pointed out that there are significantly lower faculty salaries at UTSC and UTM than on the St. George campus. Collecting data on salary as it relates to race and ethnicity was suggested as a future direction. The issues of tri-campus salary inequality are currently being discussed by a joint Administration/UTFA working group that will attempt to understand how the discrepancies came about.

The focus of the Equity Committee of 2011–2012 has been to understand the scope and breadth of how multi-faceted and intersecting inequities impact our diverse members. We are in the early stages of this process and began by speaking with individual members, reviewing the Report of the Speaking Up Survey 2010, the University's Employment Equity Survey 2010, and the Faculty of Arts & Science Report of the Working Group on Differences in Male and Female Faculty Responses to the Speaking Up Survey (2008), as well as reports from other institutions.

We have also been in discussion with CAUT and OCUFA and member organizations to understand the scope of their policies and initiatives in addressing the equity needs of their members and how they have incorporated related issues into bargaining. These have included clauses related to

accommodation of academic staff with disabilities, non-discrimination, positive action to improve the status of women (with a focus on appointments), and violence in the workplace.

Among the broad issues identified from this preliminary research are: the misconception that equity and diversity imply the dilution of excellence; barriers that inhibit the open discussion of issues related to race, ethnicity and culture; ineffective mentoring that affects faculty well-being and retention; differences in negotiating skills that result in unfair disparities in salaries, the lack of transparency in PTR decisions; inconsistent awareness and practices related to diversity in recruitment and hiring; the increase in stress and stress-related illness; workload; and respect.

For the coming year the Committee plans to continue to dialogue with members through multiple formats in order to identify priorities, key initiatives and actions. Improving communications about UTFA's commitment to equity, diversity and inclusion has been and will continue to be a priority. We are in the process of developing more informative and comprehensive material for the equity section of the website as well as collaborating with the Membership Committee to become more broadly accessible.

I'd like to express my appreciation to the many UTFA members who have shared their thoughts about issues of equity and diversity at the University – we will be incorporating many of their ideas in plans for moving forward. I would like to thank Claude Evans, Noel McFerran, Chi-Guhn Lee, Kevin Komisaruk, Judith Teichman, Scott Prudham, Cynthia Messenger, and Judith Taylor for their participation on the Equity Committee.

If you have a concern related to equity or diversity, or would like to participate in a conversation about related issues, please contact me at [guberman@utfa.org](mailto:guberman@utfa.org). Please consider joining our Committee.

Connie Guberman  
Chair, Equity Committee

## Report of the Chair of the Librarians Committee



On August 1, 2011, Larry Alford was named Chief Librarian for the University of Toronto Library System (44 libraries). Larry Alford's interest in working with both the community and UTFA on matters of concern and importance to the membership has been welcomed by all. The UTFA Librarians Committee has met with him as a group and individually in the past year as issues arose.

In June 2011 the UTFA Council passed a motion that reaffirmed "...academic librarians be recognized as full partners in the research and teaching goals at this institution and that meaningful decision-making roles for academic librarians be embedded into the structure of the institution and the libraries to ensure collegial participation and shared governance..." In October the Appointments Committee approved a motion to address the appointment policies for the academic librarians at U of T. This initiated a series of presentations to UTFA Council, the Executive, and the Appointments Committee about the 40-year-old Policy for Librarians.

A letter is being sent to the Provost by George Luste, President of UTFA, requesting a meeting to discuss these matters. As the first step, the Librarians Committee is seeking higher minimum qualifications for the hiring of academic librarians, national advertising for posted positions, longer application timelines, postings that include equity statements concerning the hiring of minorities, and peer reviews.

Members of the Librarians Committee organized town halls in September, for the librarians to discuss the new workload policy, attended monthly meetings, wrote letters of support for our colleagues at McMaster University (May 2011) and for colleagues in Japan after the tsunami (March 2011), welcomed new librarians to the community, and met with colleagues seeking guidance or advice through the year.

Committee members have been active beyond the mandate of the committee: Vicki Skelton is

a member of the UTFA bargaining committee; Sheril Hook represented librarians on the Provostial Advisory Group on Academic Planning; Jeff Newman and Suzanne Meyers Sawa were members of the Joint UTFA Librarians & Administration Committee; and Marcel Fortin and Shelley Hawrychuk participated on the Library Council. Kent Weaver was on the 2011 UTFA Nominating Committee and was asked to assume the responsibilities of Chief Returning Officer in the 2012 election for a new President of UTFA. Our four representatives on UTFA Council were Jeff Newman, Shelley Hawrychuk (UTM), Vicki Skelton, and Sarah Fedko (UTSC).

With the support of UTFA Executive, members of the Librarians Committee and the faculty associations at Ryerson, York and McMaster universities, a national symposium was organized at the University of Toronto, entitled "Academic Librarianship: A Crisis or Opportunity?" on November 18, 2011.

The UTLibrarians blog, <http://utlibrarians.wordpress.com/>, maintained by the Librarians Committee, is an active website, keeping the community informed about local and national developments. In the past year 349 posts were written and more than 19,000 viewers visited the website. And lastly, the activities of the Chair have included attending the CAUT Librarians Conference in Ottawa on October 26–27, 2011, entitled "The Aggrieved Librarian" and sitting on sub-groups formed by UTFA executive to address the Access Copyright contract and the new policy on grading, in particular, the part dealing with disruptions, and on the UTFA Apportionment Committee.

In the coming year, we will further our efforts to secure an updated librarians policy and to define the role of academic librarianship in response to the changing work environment.

Members of the 2011–2012 UTFA Librarians Committee are Sarah Fedko, Marcel Fortin, Shelley Hawrychuk, Sheril Hook, Noel McFerran, Suzanne Meyers Sawa, Jeff Newman, Fabiano Rocha, Lisa

Sherlock, Andrea Shier, Victoria Skelton, Michelle Spence, Christina Tooulas-Santolin, and Kent Weaver.

Harriet Sonne de Torrens  
Chair, Librarians Committee

### Report of the Chair of the Membership Committee

Member outreach and communication has assumed a central position in the mandate and everyday functioning of our faculty association. The last academic year concluded with a formal report on the Outreach and Communications Project, initiated in 2008 to “increase the effectiveness of UTFA in representing its members and their interests by more effectively engaging, communicating, and informing the membership.” The June 2011 report reviewed findings of a year of events engaging members in dialogue about UTFA’s role in representing faculty interests, and about the provisions governing its relationship with the university Administration. Dialogue took the form of 28 focus groups across disciplines on three campuses; a forum on Governance in Academic Planning; a post-AGM forum; and a major bargaining survey, as well as several more informal platforms. The top concern to emerge was a perceived threat to basic principles that members consider core to their profession – professional autonomy, academic freedom, collegiality, and shared governance. The threat is understood to derive from a variety of sources, including corporate philanthropy and the centralization of governance decisions at U of T. No clear consensus emerged on how to best secure a strong voice on these issues. The proposals submitted for the current and ongoing round of negotiations reflect a middle-of-the-road position that seeks to reform our existing MoA by expanding the scope of its bargaining article.

This academic year the committee’s emphasis has shifted from broad diagnostics to collaborating with Council members to achieve more regular communication with constituencies – whether through reporting on UTFA matters at unit-level meetings, soliciting participation in UTFA surveys and elections, or hosting focus groups. In September we organized three public fora on Fair Bargaining

aimed at clarifying our bargaining proposals and soliciting feedback. Attendance was animated by a series of letters from the Provost’s office directly challenging UTFA’s initiative to institutionalize collegiality and shared governance. In a series of 17 focus groups over the fall we heard both consenting and dissenting views about our bargaining platform. These resulted in some modifications to specific proposals, and also in a reaffirmation that our middle-of-the-road approach to reform of the MoA is the surest means to reflect majority member desire for a stronger faculty voice in university governance, while preserving our existing framework for engagement with the Administration. This position was confirmed in two Council votes and by the January questionnaire organized by the Bargaining Team.

The collaboration with Council members has established an expectation that UTFA will continue to be a genuinely “interactive” organization in the months and years to come – proactively drawing out members’ views, testing the ideas of the leadership with its members, and developing strategies from their interaction. The connection of our outreach to bargaining has generated interest and a desire to communicate with UTFA among skeptics and supporters alike, and our ability to act reflexively on behalf of the membership depends on continuing to engage a full range of views.

The work of renewing the association continues. Today there are fewer Council vacancies than in years past, and record rates of attendance and participation in Council meetings. An ever wider circle of Councillors has been enlisted to serve as panelists in public fora and become actively involved in other committees. Renewal brings fresh ideas. The “It’s Time” pamphlet conveying the rationale for our bargaining proposals resulted



## Report of the Chair of the Membership Committee

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directly from Councillors' enhanced role in member engagement. The "I am UTFA" video, featuring a broad cross-section of faculty and librarians at U of T and produced by Paul Hamel and Judith Taylor for release prior to the 2012 AGM, resulted from discussions within an expanded and dynamic Membership Committee about how to diversify our mode of outreach.

My thanks go to Committee members for their service and initiative this year, and my appreciation

to Council for the responsiveness to our outreach efforts. Let me add a special thanks to the UTFA office staff, especially Chris Penn and Marta Horban, for their terrific assistance on all of the Committee's undertakings.

Katharine Rankin  
Chair, Membership Committee

## Report of the Chair of the Teaching Stream Committee

Three major issues have been the focus of the Teaching Stream Committee's attention during the 2011–2012 academic year: implementation of the new Workload Policy, negotiations for the creation of a new stream, and the new online teaching evaluations.

### Workload

Preparation of unit workload policies under the Workload Policy and Procedures for Faculty and Librarians (WLPP) has involved problems for many teaching stream faculty. In some cases, process was the problem: despite WLPP requirements, in some units teaching stream faculty were not included on Workload Policy Committees and had little or no opportunity to contribute to workload policy development. In other cases, problems reflected long-standing workload practices that treated teaching stream faculty inequitably; implementing the WLPP brought such practices to light in several units and has given teaching stream faculty the leverage to press for positive changes (sometimes against considerable resistance from the Administration). Finally, some problems were not peculiar to the teaching stream but were issues for all faculty, e.g., some administrators' efforts to avoid addressing such important aspects of workload as availability of TA support.

Throughout the year, I've worked with Judith Teichman and UTFA's Workload Advisory

Committee to support teaching stream faculty in this process, via meetings and consultations with concerned faculty and with deans and other administrators on all three campuses. This work is ongoing. Once the approved workload policies for all units are available, we'll need to review them and monitor their implementation next year to ensure that all units adhere fully to WLPP requirements.

### New Stream Negotiations

Negotiations between UTFA and the Administration have been under way for some time concerning the creation of a new stream, to incorporate the present teaching stream and faculty holding various non-tenured positions in professional faculties. A working group co-chaired by Cynthia Messenger for UTFA and Vice-Provost Edith Hillan for the Administration has been meeting since 2009, and this year I joined these discussions. Although there is substantial verbal agreement on many aspects of the new stream, the administration has yet to define its position on others, notably the FTE percentage that would be the threshold for part-time appointments to have continuing status.

This year UTFA prepared a draft policy proposal to govern the new stream. It is largely the work of Cynthia Messenger, with some input from me and substantial input from UTFA legal counsel Heather Diggle and Alison Warrian; many of its details also reflect years of work in past Teaching



## Report of the Chair of the Teaching Stream Committee

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Stream Committees. A special joint meeting of the Teaching Stream Committee and the Appointments Committee was held in February to review the draft policy. After follow-up work, the proposed policy was put forward in the current Salary, Benefits and Pensions negotiations. If these negotiations do not lead to progress, we'll continue to press for implementation of the new stream via the working group.

### Online Teaching Evaluations

Most members will know that the university is phasing in the new online teaching evaluations via pilot projects in a handful of units this year – four departments in FAS and at UTM, plus the Faculty of Nursing. We've pressed the Administration to address several concerns, including security and timing of the evaluations, potential problems with student participation, and possible negative impacts on pre-tenure and pre-promotion faculty. We've received assurances that measures are being taken to address these concerns, including "grandfathering" on-paper evaluations for pre-tenure and pre-promotion faculty at their request. The Administration has also said that data from the pilot projects will be shared with us. We'll examine that data closely when it becomes available and we'll

monitor the impact of the new evaluations on our members on an ongoing basis.

### Promotion to Senior Lecturer Workshop

UTFA will be presenting a workshop to assist teaching stream faculty members preparing for the promotion process. It will be held on May 2 in Room 1210 in the Bahen Centre, 40 St. George Street, from 9:30 a.m. to 1:30 p.m. All members of UTFA's teaching stream are welcome to attend. To register, please email [faculty@utfa.org](mailto:faculty@utfa.org) before April 25, 2012.

### Thanks

In conclusion, I want to express my appreciation to all the members of the Teaching Stream Committee this year: Matthew Allen, Don Boyes, Jim Clarke, Shadi Dalili, Tyler Evans-Tokaryk, Connie Guberman, Sherri Helwig, Bill Ju, Kevin Komisaruk, Jody Macdonald, Hazel McBride, Cynthia Messenger, Suzanne Meyers Sawa, Geeta Paray-Clarke, Judith Poë, Margaret Procter, Rosa Sarabia, and Bart Testa.

W. Brock MacDonald  
Chair, Teaching Stream Committee



# AUDITED FINANCIAL STATEMENTS

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**UNIVERSITY OF TORONTO FACULTY  
ASSOCIATION**

**FINANCIAL STATEMENTS**

**JUNE 30, 2011**

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*Cowperthwaite Mehta*

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

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### 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, 2011 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 generally accepted accounting principles 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 effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of membership fee revenue, the financial statements present fairly, in all material respects, the financial position of the University of Toronto Faculty Association as at June 30, 2011, and its financial performance and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

*Cowperthwaite Mehta*

Chartered Accountants  
Licensed Public Accountants

September 25, 2011  
Toronto, Canada

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


**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**BALANCE SHEET**

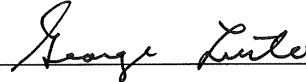
**AS AT JUNE 30, 2011**

	2011	2010
<b>ASSETS</b>		
Current assets		
Cash (note 4)	\$ 233,422	\$ 203,576
Marketable securities (note 5)	2,407,890	2,203,731
Accounts receivable	13,666	11,903
Prepaid expenses	<u>9,124</u>	<u>7,308</u>
	<u>2,664,102</u>	<u>2,426,518</u>
Capital assets (note 6)	<u>59,426</u>	<u>73,357</u>
	<u>\$ 2,723,528</u>	<u>\$ 2,499,875</u>
<b>LIABILITIES AND FUND BALANCES</b>		
Current liabilities		
Accounts payable and accrued liabilities	\$ 249,066	\$ 264,436
Fund balances		
Invested in capital assets	59,426	73,357
Contingency reserve (note 7)	750,000	750,000
Unrestricted	<u>1,665,036</u>	<u>1,412,082</u>
	<u>2,474,462</u>	<u>2,235,439</u>
	<u>\$ 2,723,528</u>	<u>\$ 2,499,875</u>

Approved on behalf of the UTFA Council:


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see accompanying notes

## Audited Financial Statements

### UNIVERSITY OF TORONTO FACULTY ASSOCIATION

#### STATEMENT OF CHANGES IN FUND BALANCES

FOR THE YEAR ENDED JUNE 30, 2011

				2011	2010
	<u>Unrestricted</u>	<u>Invested in capital assets</u>	<u>Contingency reserve (note 7)</u>	<u>Total</u>	<u>Total</u>
Balance, beginning of year	\$ 1,412,082	\$ 73,357	\$ 750,000	\$ 2,235,439	\$ 2,386,748
Excess (deficiency) of revenue over expenses	239,023			239,023	(151,309)
Purchase of capital assets	(33,134)	33,134			
Amortization	<u>47,065</u>	<u>(47,065)</u>			
Balance, end of year	<u>\$ 1,665,036</u>	<u>\$ 59,426</u>	<u>\$ 750,000</u>	<u>\$ 2,474,462</u>	<u>\$ 2,235,439</u>

see accompanying notes

Page 4



## Audited Financial Statements

### UNIVERSITY OF TORONTO FACULTY ASSOCIATION

#### STATEMENT OF OPERATIONS

FOR THE YEAR ENDED JUNE 30, 2011

	<u>2011</u>	<u>2010</u>
<b>REVENUE</b>		
Membership fees (note 8)	\$ 2,492,309	\$ 2,282,174
Investment income	177,768	62,700
Operating subsidies (note 9)	<u>66,393</u>	<u>67,033</u>
	<u>2,736,470</u>	<u>2,411,907</u>
<b>EXPENSES</b>		
Legal, audit and consulting	786,295	827,063
Staffing and related	666,901	709,247
CAUT (Canadian Association of University Teachers) fees	366,475	338,755
OCUFA (Ontario Confederation of University Faculty Assoc.) fees	312,537	289,699
Stipends	101,122	98,608
Rent	59,312	59,312
Outreach	47,352	77,018
Meetings, conferences and training	38,717	39,881
Office and general	34,915	36,215
Office equipment	9,297	9,265
Insurance	8,592	8,403
Committee expenses	8,442	18,323
Tuition scholarships	6,406	4,991
Library	2,400	2,993
Advertising and communications	819	2,498
Donations and contributions	800	
Amortization	<u>47,065</u>	<u>40,945</u>
	<u>2,497,447</u>	<u>2,563,216</u>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FOR THE YEAR</b>	<u>\$ 239,023</u>	<u>\$ (151,309)</u>

see accompanying notes

## Audited Financial Statements

### UNIVERSITY OF TORONTO FACULTY ASSOCIATION

#### STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED JUNE 30, 2011

	2011	2010
<b>OPERATING ACTIVITIES</b>		
Excess (deficiency) of revenue over expenses	\$ 239,023	\$ (151,309)
Non-cash items:		
Amortization	47,065	40,945
Net change in non-cash working capital items (below)	<u>(18,949)</u>	<u>152,841</u>
Cash provided from operations	<u>267,139</u>	<u>42,477</u>
<b>INVESTING ACTIVITIES</b>		
Increase in marketable securities	(204,159)	(34,046)
Purchase of capital assets	<u>(33,134)</u>	<u>(6,543)</u>
Cash used for investing activities	<u>(237,293)</u>	<u>(40,589)</u>
<b>NET CASH ACTIVITY FOR THE YEAR</b>	29,846	1,888
<b>CASH, BEGINNING OF YEAR</b>	<u>203,576</u>	<u>201,688</u>
<b>CASH, END OF YEAR</b>	<u>\$ 233,422</u>	<u>\$ 203,576</u>
Net change in non-cash working capital items:		
Accounts receivable	\$ (1,763)	\$ 4,072
Prepaid expenses	(1,816)	991
Accounts payable	<u>(15,370)</u>	<u>147,778</u>
	<u>\$ (18,949)</u>	<u>\$ 152,841</u>

see accompanying notes

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**JUNE 30, 2011**

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**1. THE FUND**

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.

**2. SIGNIFICANT ACCOUNTING POLICIES**

The Association follows accounting principles generally accepted in Canada in preparing its financial statements. The significant accounting policies used are as follows:

**Marketable securities held-for-trading**

The Association has classified their marketable securities as "held-for-trading". The marketable securities are recognized at fair value based on market prices. 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, 2011

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##### Revenue recognition

The Association follows the deferral method of accounting for revenue. Membership fees revenue is comprised 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 organization, 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 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.

### 3. FINANCIAL INSTRUMENTS AND RISKS

#### Fair value of financial instruments

The fair value of cash, accounts receivable, and accounts payable and accrued liabilities is approximately equal to their carrying value due to the short-term maturity of these instruments.

The fair value of marketable securities is approximated by their quoted market value.

#### 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.

**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**JUNE 30, 2011**

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**4. CASH**

Cash is composed of:

	<u>2011</u>	<u>2010</u>
Cash in bank	\$ 232,492	\$ 162,777
TD Waterhouse cash balance	630	27,050
Petty cash	300	300
Cash equivalents	<u>                    </u>	<u>13,449</u>
	<u>\$ 233,422</u>	<u>\$ 203,576</u>

**5. MARKETABLE SECURITIES**

Marketable securities, which are classified as held-for-trading and are held by TD Waterhouse, are composed of the following, at market value:

	<u>2011</u>	<u>2010</u>
Mutual funds	\$ 1,356,175	\$ 2,203,731
Guaranteed investment certificate	750,000	
Equities	<u>301,715</u>	<u>                    </u>
	<u>\$ 2,407,890</u>	<u>\$ 2,203,731</u>

**6. CAPITAL ASSETS**

Capital assets, recorded at cost, are as follows:

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2011</u>	<u>2010</u>
Furniture and equipment	\$ 107,821	\$ 83,121	\$ 24,700	\$ 27,540
Computer equipment	<u>31,090</u>	<u>7,363</u>	<u>23,727</u>	<u>13,880</u>
	<u>\$ 138,911</u>	<u>\$ 90,484</u>	48,427	41,420
Leasehold improvements			<u>10,999</u>	<u>31,937</u>
			<u>\$ 59,426</u>	<u>\$ 73,357</u>

**7. 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.

## Audited Financial Statements

### UNIVERSITY OF TORONTO FACULTY ASSOCIATION

#### NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2011

#### 8. MEMBERSHIP FEES

Membership fees are from the following sources:

	<u>2011</u>	<u>2010</u>
University of Toronto	\$ 2,442,035	\$ 2,249,895
Retired members	21,400	11,253
University of Victoria College	15,955	13,699
University of St. Michael's College	8,819	3,400
University of Trinity College	<u>4,100</u>	<u>3,927</u>
	<u>\$ 2,492,309</u>	<u>\$ 2,282,174</u>

#### 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 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 teaching release times equivalent to 2.5 full time employees ("FTE") (2.5 FTE in 2010). For the year ended June 30, 2011, the release times were as follows:

	<u>2011</u> <u>FTE</u>	<u>2010</u> <u>FTE</u>
President	1.0	1.0
Vice President - Grievances	0.4	0.5
Vice President - Salary, Benefits and Pension	0.4	0.4
Vice President - University and External affairs	0.1	0.1
Treasurer	0.1	0.1
Chair - Appointments Committee	0.1	0.1
Chair - Equity Committee	0.1	0.1
Chair - Librarians Committee	0.1	0.1
Chair - Teaching Stream Committee	0.1	0.1
Chair - Membership	<u>0.1</u>	<u>    </u>
	<u>2.5</u>	<u>2.5</u>

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



**UNIVERSITY OF TORONTO FACULTY ASSOCIATION**

**NOTES TO THE FINANCIAL STATEMENTS**

**JUNE 30, 2011**

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**10. CONTRACTUAL OBLIGATION**

The Association is committed to minimum payments under an operating lease agreement for office equipment expiring June 30, 2015. Future annual minimum lease payment are as follows:

2012	\$	4,906
2013		4,906
2014		4,906
2015		<u>4,906</u>
	\$	<u>19,624</u>

**11. CONTINGENT LIABILITIES**

Two individuals have commenced proceedings against the Association for damages. Neither the possible outcomes nor the amount of possible settlement from one of these proceedings can be foreseen at this time. A provision for the second has been made in these financial statements.

## Promotion to Senior Lecturer Workshop

Bahen Centre,  
40 St. George Street, Room: BA1210

**Wednesday, May 2, 2012**  
9:00 a.m. to 1:30 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. The workshop is open to all Teaching Stream members of the Association.

Members should register by email to [faculty@utfa.org](mailto:faculty@utfa.org) before April 25, 2012, with their name, department and/or faculty and rank (e.g., lecturer). Participants will receive information packages.

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



Wheelchair Accessible

## Tenure Workshop

Health Sciences Building,  
155 College Street, Room: HS106

**Friday, May 4, 2012**  
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 Faculty Association.**

Members should register by email: [faculty@utfa.org](mailto:faculty@utfa.org)

**The workshop will focus on the following:**

- The three-year review
- The tenure process



Wheelchair Accessible