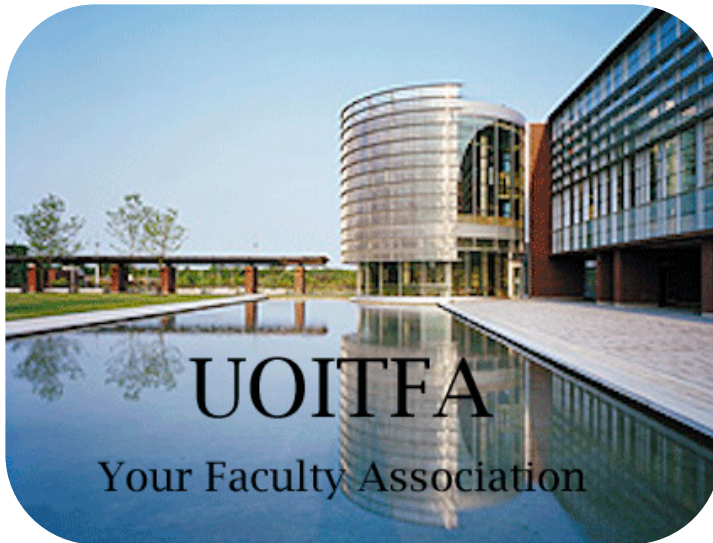


# UOITFA NEWS

## UOIT Faculty Association

*Working Together, Learning Together*



### President's Report:

At this time of our academic year, all faculty members are involved in their annual review and development of performance expectations for the following year. At the annual review, the Dean and the Teaching Faculty Member or Tenured/Tenure-Track Faculty Member will plan the Faculty Member's work for subsequent years and will establish the performance expectations.

The Collective Agreements for both Teaching Faculty Members or Tenured/Tenure-Track Faculty Members state that performance expectations are part of the workload plan. "Performance expectations will take into account the career stage of the Faculty Member, the Faculty Member's discipline and area of expertise, and the requirements of the University. The Dean and the Faculty Member will meet during the performance year as required to address perceived performance concerns and to make necessary adjustments."

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Performance expectations are to be based on the principles that they are 'fair, reasonable and equitable'. Let me give examples: if I am told that I need to obtain a grant in order to receive 'satisfactory' in the following year's annual review or I need to develop 5 videos in 3 weeks to support a laboratory for which I have responsibility in order to receive 'satisfactory' in the following year's annual review, neither expectation fits the principles of 'fair reasonable and equitable'. While I can prepare a grant application and can submit it, I have no control over the decision that the grant funders make. If this is an expectation to which I agreed, I would set myself up for failure if I wasn't awarded the grant because I have no control over the funders' decisions. In order to develop 5 videos to support the laboratory exercises that students need to complete, scripting, taping, editing and the myriad of other activities that are required may not be possible; furthermore, I may not have the technical expertise to complete this task. Neither expectation then is within my control. For a performance expectation to be reasonable, I need to recognize that I can complete it within the timeframe allocated. Performance expectations must be developed so that they can be achieved.

As I complete my time as President of the UOITFA and my previous five years as Treasurer, I note that we have grown greatly since the time that several past and present FA members sat in the Commons in July 2007 to develop a Faculty Association. As an Association we are indebted to those who worked in the early days and now move this work to current Faculty Association Members.

Shirley Van Nuland, UOITFA President



*Performance expectations must be developed so that they can be achieved.*

## Outgoing UOITFA Executive Committee and Council: Thank You!!!

### Executive Committee:

Shirley Van Nuland, President  
Hannah Scott, Past President  
Gary Genosko, Vice-President  
Maurice DiGiuseppe, Secretary  
Ferdinand Jones, Treasurer  
Mike Eklund, Member-at-Large  
Morden Shapiro, Member-at-Large

### Faculty Representatives:

Shantanu Dutta, FBIT  
Rachel Arris, FSSH  
Jennifer Laffier, FED  
Ahmad Barari, FEAS  
Tony Waker, FESNS  
John Samis, FHS  
Dhavide Aruliah, Science

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# Meet Your New Executive:

A warm welcome is extended to the incoming Executive Committee and Council, whose term will begin July 1, 2014.

## Executive Committee:

Gary Genosko, President  
Shirley Van Nuland, Past President  
Mike Eklund, Vice-President  
Wesley Crichlow, Secretary  
Ferdinand Jones, Treasurer  
Kimberly Nugent, Member-at-Large  
Anthony Waker, Member-at-Large

## Faculty Representatives:

Will Thurber, FBIT  
Rachel Ariss, FSSH  
Ahmad Barari, FEAS  
Anthony Waker, FESNS  
Ruth Simpson, FHS  
Yuri Bolshan, Science

The Faculty of Education still requires a faculty representative. Service to the Faculty Association is a valuable contribution to our community. While the work of protecting the rights of faculty at UOIT may not always bring accolades and praise, it is crucial in ensuring a fair and equitable work environment. If you are interested in learning more about service to the Faculty Association, please drop us a line at [uoitfa@gmail.com](mailto:uoitfa@gmail.com).

## UOITFA Committee Callout

Have you ever wondered how you can get involved in the FA? Are you looking to put your skills to work for Faculty Members at UOIT? Then join one of our committees!

The following standing committees are established by the UOITFA Constitution:

**Negotiations Committee:** Chaired by the Vice-President, this committee supports collective bargaining activities and the work of the collective bargaining team. According to the Constitution, there must be a minimum of one Teaching Faculty Member and one Tenured/Tenure-Track Faculty Member on this committee. This is a great space for those interested in strengthening our collective agreements.

**Finance Committee:** This committee is chaired by the Treasurer and oversees the financial health of the Faculty Association. It makes investment recommendations, examines the fiscal state of the association, and assists the Treasurer in preparing an annual budget. The committee is to include a minimum of at least one Teaching Faculty Member and one Tenured/Tenure-Track Faculty Member. If you enjoy crunching numbers, this committee is for you!

**Grievance Committee:** Co-chaired by the two Members-at-Large, this committee is responsible for reviewing grievances that come forward; a minimum of one Teaching Faculty Member and one Tenured/Tenure-Track Faculty Member shall sit on this committee. Grievances are among the most important work carried out by the Faculty Association. If you are interested in helping to improve the daily working lives of UOIT Faculty Members, this is the committee for you!

There is also an *ad hoc* committee open to members of the FA:

**Equity Committee:** The purpose of this is to explore issues of equity among faculty, and to advance equity in the profession.

Would you like to know more about any of these committees or are you interested in joining one? If so, please contact your FA at [uoitfa@gmail.com](mailto:uoitfa@gmail.com), or have a look at our newly updated website at [www.uoitfa.ca](http://www.uoitfa.ca) for more information on this and other FA activities.

## UOIT Teaching Faculty Ratify First Collective Agreement

After a year and a half of hard bargaining, Teaching Faculty Members have ratified their first collective agreement with UOIT. Teaching Faculty Members voted 69% in favour of the agreement. While there are still many gains to be made, the agreement serves as a good starting point in securing fairer and more equitable workplace treatment for UOIT Teaching Faculty Members.

Sincere thanks are due to all members of the bargaining team, including Shirley Van Nuland, Maurice DiGiuseppe, Richard Bartholomew and Ruth Simpson, and to past bargaining team members Marnie Ham and Ann LeSage.

Although the Collective Agreement is ratified, there still remains much work to be done in order to secure a fair deal for Teaching Faculty Members. Workload remains a major issue.

### UOITFA HIRES FIRST FULL TIME STAFF OFFICER



Christine McLaughlin  
UOITFA Staff Officer

We are pleased to introduce Christine McLaughlin as Staff Officer of the UOITFA. Christine completed an Honours degree in History and Master's degree in Canadian Studies at Trent University before undertaking a PhD in History at York. She has over a decade of experience in university teaching and academic unionism, while her research in labour issues leaves her well positioned to serve the Faculty Association. She has worked for the Canadian Labour Congress and in political, social and environmental campaigns across the city and province. Christine is also the Vice-Chair of Heritage Oshawa.



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Under the terms of the Collective Agreement, each Faculty is to establish a workload committee with representation from both the Faculty Association and the Administration to determine the “norms of the discipline” in setting workload standards. This is stated in the Letter of Understanding between the Faculty Association and the University.

“The objective of the working group is to examine the workloads of Teaching Faculty Members and to ascertain a fair, reasonable and equitable allocation of Teaching Faculty workloads. The process may take up to two years. The Faculty Association is entitled to appoint 2 or 3 members to the working group and the University appoints an equal number of members. The findings of this working group will be very important when it comes to assigning workload for Teaching Faculty members and determining equitable and reasonable workloads will, no doubt, be challenging work within Faculties.



*“The objective of the working group is to examine the workloads of Teaching Faculty Members and to ascertain a fair, reasonable and equitable allocation of Teaching Faculty workloads.”*

“I encourage you to consider volunteering to serve on your Faculty’s working group. Given the rather ‘ill-defined’ nature of the workload of (senior) laboratory instructors, it may be particularly valuable to have at least one member from this group sit on the working group. Even if you do not serve on the working group, you should be aware that one of its roles will be to collect and collate data on the workload of Teaching Faculty Members within each Faculty. In other words, the committee members will want to talk to you about just what it is that you do. No doubt, they will ask you about such things as enrollment, TA support, number of sections taught, number of different courses taught, how your teaching assignments are spread through the year, etc. Also note that the Collective Agreement states that ‘workloads shall be consistent with norms in the discipline,’ so it may be in your interest to research workload for Teaching Faculty Members in your discipline at other institutions.” (Adapted from Richard Bartholomew, March 8, 2014)

The Faculty Association appoints the Teaching Faculty Member representatives. Are you interested in representing the Faculty Association on your workload committee? If so, please drop us a line at [uoitfa@gmail.com](mailto:uoitfa@gmail.com).

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## UOIT FACULTY ASSOCIATION

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