

# Winter 2017 Newsletter

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## ADORABLE ANNOUNCEMENTS

**Liliana Maria  
Rodriguez-  
MacNeill**

was born June 8<sup>th</sup>, 2016!

*Congratulations to FSSH  
Senior Lecturer, Tim  
MacNeill!*



**Katherine (Kate)  
Louise Coffey**

was born April 28<sup>th</sup>, 2016!

*Congratulations to FHS  
Associate Professor, Sue  
Coffey!*

### Photos from the cover

Downtown students showing solidarity with Teaching Faculty

Graduate student showing solidarity with Teaching Faculty.

Bargaining team showing support for UOIT support staff's unionization drive. Bargaining team pictured from left to right: Christine McLaughlin, Elita Partosoedarso, Kimberly Nugent (Chief Negotiator), Namdar Saniei, Rupinder Brar.

Joshua Lowe  
(Junior Grievance Officer and Teaching Faculty in FBIT)

Ahmad Barari  
(FEAS Faculty Representative and Tenured, Tenure-Track Faculty member)

Nelson Lafreniere  
(Teaching Faculty member in FSc at Fair Employment Week in November.

### NOTICE TO ASSOCIATE PROFESSORS AND SENIOR LECTURERS

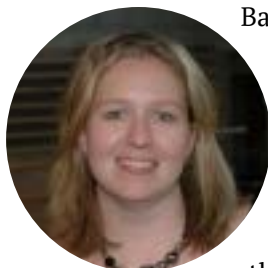
**The deadline to submit CVs to Deans for both Promotion to Full Professor and Promotion to Master Lecturer is:**

**MONDAY MAY 1<sup>st</sup> 2017**

**Please feel free to contact the FA at [director@uoitfa.ca](mailto:director@uoitfa.ca) with any questions regarding the process.**

## TF Bargaining Update

Kimberly Nugent (FA Chief Negotiator)



Bargaining preparations for our Teaching Faculty Member unit are well underway. This is the second round of bargaining for this group; the first Collective Agreement was ratified

in 2014. We are very pleased to see a high level of engagement thus far.

I would like to thank all the TF members who participated in the bargaining survey and faculty consults. A Lab-based teaching townhall also took place to facilitate discussions specific to this type of teaching. The key issues and priorities were developed into a bargaining mandate, and voted upon by the TF unit on March 28th. With a 98% vote in favour of the mandate, this strong show of support will empower the team at the bargaining table.

Over the past month, we consulted with faculty to review and discuss our bargaining mandate.

I would like to take this opportunity to thank the dedicated members of the Collective Bargaining Committee. Your support, research and dedication have been truly appreciated.

We had our first day of bargaining on April 5<sup>th</sup>, 2017!

If you have any questions, please feel free to contact me directly at [negotiations@uoitfa.ca](mailto:negotiations@uoitfa.ca).

## Student Surveys of Teaching and Equity

Mikael Eklund (FA President)



You may recall, we completed bargaining for the 2015-2018 Tenured and Tenure-Track Collective Agreement about one year ago. At that time we had a few outstanding items that we would like to update you on. There were two Letters of Understanding (LOUs) and the outstanding issue of workload assignment that was the subject of an estoppel letter.

Regarding the LOU on the use of student surveys of teaching, we have made considerable progress including a thorough review of the existing survey and its use, and the joint working group is in the process of finalizing its recommendations.

The Association is very hopeful that, while not all of our concerns will have been completely addressed, this will result in a significant improvement in the way these surveys are administered and used. Details will be shared soon, we expect.

The second LOU, on the issue of employment equity for faculty members, has seen slower progress. We are committed to complete the first stage, which is to agree to an employment equity action plan, before the end of the academic year. The committee, if this action plan is ultimately agreed to, will then continue to observe the results of the plan and make further recommendations as necessary.

**Annual  
General  
Membership  
Meeting**  
Tuesday April 25 - 1pm - G213

Nominations for Member-at-large, Treasurer, and Faculty Representatives are still being accepted!

## OCUFA holds 151st Board of Directors meeting in Toronto

On February 11 and 12, 2017, OCUFA held its second Board meeting of the 2016-17 academic year. The weekend provided an opportunity to discuss recent developments in higher education and review the organization's current priorities: faculty pensions, contract faculty and faculty complement, university funding, and university governance. And, at a special reception, the Lorimer Award for excellence in bargaining and the Status of Women Award of Distinction were presented.

### **Contract faculty and faculty complement**

OCUFA continues to spearhead initiatives aimed at advancing fairness for contract faculty. As part of this campaign, special contract faculty-specific issues of OCUFA Report are published quarterly, providing:

- information on the work of the Contract Faculty and Faculty Complement Committee;
- updates on the organizing contract faculty have been doing at the local level; and
- profiles highlighting the teaching, research, and service contributions of contract faculty members.

Following the record participation in CAUT's Fair Employment Week this past fall, the Contract Faculty and Faculty Complement Committee is now planning faculty association solidarity social events at both Western and Windsor universities. The committee is also planning a social media day of action for March 3 that will highlight the intersection between university governance and challenges facing contract faculty.

### **University funding**

Since 2015, the provincial government has been developing a new funding model for Ontario's universities. At the meeting, Glenn Craney, Assistant Deputy Minister in the Ministry of Advanced Education and Skills Development, gave a presentation on the structure of the new funding formula and the second round of Strategic Mandate Agreements, through which the new funding model will be implemented.

The new model will consist of three funding envelopes based on enrolment, existing special purpose grants, and differentiation priorities. While the first two funding envelopes are fairly straightforward, the addition of a differentiation envelope based on performance metrics, where some university funding will be at-risk, raises concerns for OCUFA. Although this new formula will be implemented through the upcoming round of Strategic Mandate Agreements – set to be completed in June – the government still has not offered clarity on exactly how the differentiation envelope will work or what metrics will be used to determine whether a university is meeting its performance targets. While the differentiation envelope will be in place for this round of SMAs, the government has confirmed that no funding will be "at-risk" until the third round of SMAs are implemented three years from now.

OCUFA has been in regular contact with the Ministry to articulate the faculty view that a performance-based funding model will harm the quality of education and negatively impact faculty, students, and institutions. Members will be kept up-to-date about the new funding model as more details emerge.

### **Collegial governance**

University governance, and a shift away from collegiality, continues to be a concern for members. To help develop strategies for addressing these challenges, OCUFA will be hosting a series of conference calls to share developments on individual campuses. During the first conference call, concerns were raised about lack of transparency in presidential searches, lack of meaningful engagement at Senate meetings, unrepresentative Boards of Governors, the importance of faculty input in the upcoming SMAs, and

unreasonable compensation for senior administrators.

The latter issue is one that has been raised in light of a recent proposal to dramatically increase compensation for executives at Ontario's colleges. The province has told the colleges that their proposals are out of line. Under the province's new Executive Compensation Framework, universities are also required to publicly post their own proposals for executive compensation increases by September 2017.

“Work continues on the initiative aimed at creating a voluntary multi-employer jointly sponsored pension plan (JSPP) in the university sector.”

#### **Pensions**

OCUFA continues to keep member associations up-to-date about changes to solvency regulations. In addition, OCUFA staff have been monitoring the possible implications of changes to current pension regimes. In the coming months, OCUFA will offer member associations pre-bargaining sessions focusing on pension strategies. Work continues on the initiative aimed at creating a voluntary multi-employer jointly sponsored pension plan (JSPP) in the university sector.

#### **OCUFA's 2017 pre-budget submission and other issues**

The details of OCUFA's 2017 pre-budget submission were reviewed at the meeting. While OCUFA has commended the government for aiming to make postsecondary education more accessible, there are serious concerns about the fact that faculty hiring is not keeping pace with student enrolment. Without more public investment, there is a real possibility that the quality of university education in Ontario will suffer. Board Directors also discussed recent collective bargaining developments, grievance trends, campus equity initiatives, and other important issues.

Guest speakers

In addition to Glen Craney, the Board heard from two other guest speakers: Paul Elliot, President of the Ontario Secondary School Teachers Federation (OSSTF) and Greg Lyle, President of Innovative Research Group Inc. Paul provided a presentation on the process that the OSSTF has undertaken to develop a shared benefits plan across the education sector. Greg discussed the results of an OCUFA-commissioned poll that compares perceptions of higher education in Canada and the US, as well as an Innovative Research poll which surveys and compares public sentiments that influenced last year's US election with those in Canada.

#### **Awards celebration**

Finally, this weekend's meeting provided an opportunity to celebrate exceptional contributions to the working conditions of faculty across the province. At a special awards luncheon, former Queen's professor and four-time Chief Negotiator for the Queen's University Faculty Association Allan Manson was presented with the Lorimer Award for his work to protect and promote the interests of Ontario's academic staff through collective bargaining. Then, Helene Cummins, an adjunct professor at Brescia University College and former Chair of OCUFA's Status of Women Committee, was presented with the Status of Women Award of Distinction for her work to improve the lives and working conditions of academic women.

The next OCUFA Board of Directors meeting will be held in May.



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## FA Executive

**President**

Mikael Eklund

**Vice-President**

Kimberly Nugent

**Secretary**

Yuri Bolshan

**Treasurer**

Ruth Simpson

**Member-at-Large (TF)**

Val Kapoustine

**Member-at-Large (TTTF)**

Tony Waker

--

**Past President**

Gary Genosko

**Senior Grievance Officer**

Hannah Scott

**Junior Grievance Officer**

Joshua Lowe

## FA Staff

**Executive Director**

Christine McLaughlin

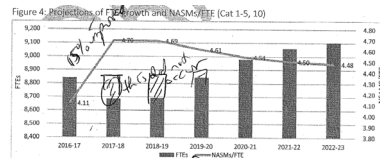
**Executive Assistant**

Denise Martins

## UOIT Budget and Enrolment Update

Mikael Eklund (FA President)

Many, perhaps all, of you are aware of the budget challenges that have been presented to the UOIT community over the past few years. This has led to first a gloomy five-year budget forecast model, and more recently a new and improved ten-year budget forecast. Both of these have been used to justify across the board budget cuts and a sense of constraint here at UOIT.



Notes from Academic Council, February 28, 2017: "Space", presented by Craig Elliot and annotated by Mike Eklund based on the updated slides shown at the meeting

A recent piece of good news was that the enrolment decreases that were predicted due to the decline in the student-aged population (and competition) in Ontario have not materialized. In fact, at the February Academic Council meeting this news was so recent that it didn't have time to make it to the on-line agenda package. The UOIT Chief Financial Officer, Craig Elliot, presented updated slides that showed modest growth in our current and predicted enrolment (as shown above). In fact, similar or even higher enrollment trends have been reported by our neighbours at Trent University as well.

This is good news, of course, and we look forward to any updates on the ten-year forecast that reflect this.

In terms of this ten-year forecast, it is important to note that the move from a five-year to a ten-year forecast has resulted (perhaps no surprise here) in further justification for restricting expenditures. In this case, it is in order to set aside funds in years one to five to cover predicted budget shortfalls in years six to ten. It is interesting that they are confident enough in those predictions to justify setting further funds aside from the budget surpluses while we are short on faculty, and support for teaching and research.

The other interesting item that was reported to the Board Audit and Finance Committee meeting in February was that, despite the budgetary doom and gloom for this current year, the projection for 2016-2017 (year end March 31) is to be an additional \$6 million dollar surplus position over and above the "balanced" budget, which includes a surplus going into the New Building Fund and other Restricted Asset funds. This surplus comes from an additional \$1.6M in revenue and a reduction in expenses by \$7.2M (less an additional \$2.8M in Capital Expenses funded from Operations). It will be interesting to see how the Board chooses to use this money. Will it go directly in to the New Building Fund? This money could also fully fund several new faculty hires for the duration of their ten-year budget forecast, or increase student aid, for instance.

Perhaps it is time to prepare an alternative budget. If you are interested in such a project, please contact office@uoitfa.ca.

## Decanal Search Processes

Mikael Eklund (FA President)

Late last term it came to the attention of the Faculty Association that there had been “irregularities” in some recent decanal searches. This was a major topic of discussion at our end of term social on December 15th, in fact.

Since then I can report that we have done extensive follow-up to determine what exactly happened. The major concern was in regards to the appointment of the new Dean of the Faculty of Education, although in the process other irregularities were also identified.

For the Dean of Education, it has been confirmed that there was no public consultation at all outside of that Faculty, and only limited notice to **Academic Council**. This was a clear violation of UOIT Policy, specifically 9.13 which requires through its Procedures that:

### *9.13.5 Faculty Dean Appointment and Renewal Process*

*6.6 The membership of the Search Committee will be public and communicated to the Provost’s Advisory Committee on Integrated Planning (PACIP), the Senior Academic Team, Academic Council and any successor bodies.*

*6.7 All members of the University community will be informed of the steps being taken to appoint the Dean and of the membership of the Search Committee.*

*a) All members of the University community will be invited to communicate opinions concerning candidates and to submit nominations.*

This search was started under the previous version of this policy, but that old policy had similar requirements and it was noted to Academic Council that once the new one was in place it would be the one that was being followed.

It was also confirmed that the candidate chosen would be stepping down from his Vice Presidential role here at UOIT to accept that position.

In that previous role the candidate was nearing the end of his first five year term and would have been up for renewal, presumably through an open process in which consultation with Faculty Members and the broader UOIT community would have taken place.

The end result is that no such broad consultation with the University community took place based on his performance in the Vice Presidential role, or on his suitability for the decanal role.

These matters have been raised to the Administration, at Academic Council and to the Board through its Governance, Nominations and Human Resources Committee at its meeting on January 25th.

At that meeting some other related issues that we have been made aware of were raised and brought to the attention of the Board through that committee including past searches and the development of such policies.

The Association is hopeful at this point that policies and procedures like these will be respected going forward, and that the Administration begins to take more seriously the consultative processes it is meant to follow and the input that it receives from them. We trust the Board will be more vigilant of these processes as well.

Finally, we urge the administration to create clear procedures for the selection and appointment of other Senior Administrative appointments, that are to this point missing from the UOIT Policy Instrument, and that this also include clear and inclusive consultative processes.



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### FA Faculty Representatives

**Science**

Sylvie Bardin

**Education**

-vacant-

**Engineering & Applied**

**Science**

Ahmad Barari

**Energy Systems and Nuclear**

**Science**

-vacant-

**Business & Information**

**Technology**

Kamal Smimou

**Health Sciences**

Elita Partosoedarso

**Social Science & Humanities**

Andrea Braithwaite

## Parking

Hannah Scott (Senior Grievance Officer)

### **Travelling between campuses? Don't pay for more parking costs than you have to!**

Are you a Member who travels between campuses often? Have you been paying for parking? If you pay for parking on either the downtown or the north campus, you do not have to pay again to park on another UOIT campus. Your Collective Agreement has Articles on this.

If driving between campuses, **Teaching Faculty** are entitled to reimbursement to the cost of a bus fare in the region for each trip taken:

*25.15 Transportation Between University Locations Unless the Employer provides a system of complimentary transportation, the Employer shall reimburse Faculty Members in the amount of the Durham Regional Transit cash fare for each one way trip between locations for work-related travel.*

Likewise, **Tenured and Tenure Track Faculty** have similar language:

*26.14 Transportation Between Campuses Unless the Employer provides a system of complimentary transportation, the Employer will reimburse Faculty Members in the amount of \$3.50 for each one (1) way trip between its downtown and north Oshawa locations.*

### **How do Members get reimbursed?**

Members can ask for reimbursement from the Planning and Budget officers. Faculty PBOs have the necessary codes to insure reimbursement. You do not have to do this each time you travel. Keep track of how many times you have done this, and then file when there is a sufficient number. For example, some Members note their travel trips in Outlook or some other form of calendar, and then when the time comes to claim them, the information (date, destination) are there. So if you travel from north campus to south campus for a meeting, and then return to north campus, you are entitled to claim two trips on that day. Although the amounts are small, after 10 trips this adds up (\$35 or more!)

### **Do I have to drive between campuses to be reimbursed?**

No. If you take the bus, Members can also be reimbursed for travel between campuses according to the applicable articles above.

### **Where and how do I park?**

Members can request from Parking Services a pass for the campus you require. For those on north campus, Members can request a SKU bar for your car that is read by the sensors at the Mary St. Garage. For those seeking to get parking on north campus when you pay for parking on south campus, you need to get a white key card. The default is set for Commencement Lot 1 (closer to Durham College Campus), so make it clear that you want to park in Founders 2 or 3 (closer to the UOIT campus). In either case, this extra parking pass will only cost the price of a refundable deposit for the SKU or the key (approximately \$20). Regardless of where this extra parking pass is, it will expire with your current parking pass, and will have to be renewed, along with your regular parking pass each year. Finally, although your PBO may ask you for what specific reason you were travelling between campuses, both Collective Agreements allow for reimbursement for travel between campuses. Your request for travel reimbursement should not be denied. If your campus travel is denied, reach out to your Grievance Officer at [grievanceofficer@uoitfa.ca](mailto:grievanceofficer@uoitfa.ca). Happy travels!



## Regarding events in the USA

Mikael Eklund (FA President)

The events of the past several months have been terribly shocking. The shooting in Quebec City resulted in the death of a colleague of ours at Université Laval, Khaled Belkacemi, professor at the Faculty of Agriculture and Food Sciences, along with five other victims.

In February I also forwarded you an advisory from the CAUT regarding travel to the United States which may affect many of our members, as well as many students here at UOIT.

Since then we have seen statements of concern from [CAUT](#), OCUFA, [Universities Canada](#), and the President of UOIT. There is also a call from the American Association of University Professors to sign a [petition to stand Against the Ban](#), which I urge you to sign.

The UOIT Faculty Association is committed to fostering a workplace environment free of bias, prejudice or discrimination of any form.

I have also called on the President of UOIT to follow the examples of several other universities in Canada in confirming UOIT's commitment to diversity, equity and human rights, and offering support to any members of the UOIT community affected by this. The University of British Columbia, for instance, [has created a task force to address the issue](#).

If any of you do run into issues related to your work at UOIT as a result of this and you are not receiving appropriate support from the University, please let the Association know so that we can try to help get them to do so.

“The UOIT Faculty Association is committed to fostering a workplace environment free of bias, prejudice or discrimination of any form.”



## Workload

Hannah Scott (Senior Grievance Officer)



Performance evaluation is just around the corner. The most pressing issue this academic year as identified by our Membership is the concern about workload, and in particular teaching workload. Our Members tell us quite regularly about their course loads, many of which do not include all the other work that they are continuing to do (undergraduate, graduate and doctoral supervision, increasing downloading of bureaucratic processes onto Faculty, more forms, more committee work, etc., increasing retention initiatives that demand faculty presence, and so on).

A number of events have been happening at the grievance table that might be helpful to you in your performance evaluations. We have recently settled a grievance with the Employer regarding teaching undergraduate honours theses students in the Faculty of Social Sciences and Humanities (FSSH). Of particular note in that resolution, the Dean in FSSH has agreed that they must consider thesis supervision when assigning workload. Theses, along with a number of other items listed in your Collective Agreements (CAs) shall be considered in assigning teaching workload. If faculty members have issues with their teaching workload, they can communicate with their dean to consider these extra teaching duties when assigning teaching.

### Teaching Faculty (TF)

16.04 c) states Members have the right to discuss revisions to their workload assignment with their deans and states they are aware that workloads can vary. The Employer must consider several factors when assigning workload, including but not limited to all those items listed under 16.04 d). Have a look at [Article 16](#) for more information.

### Tenured & Tenure Track Faculty (TTTF)

Like the Teaching Faculty, TTTFs also have the right to discuss revisions to their workload assignments with their dean. However the terms of their teaching workload are worded somewhat differently. Article 16.05 d) states that: Faculty Members' Teaching workloads may vary. The normal course load for a Faculty Member with a 40% Teaching load responsibility is the equivalent of a maximum of four (4) standard courses per year. More information about this article and other related workload issues can be found in [the TTTF Collective Agreement](#).

What is important to note is that all Members have an option of talking with their dean about their workload should they feel that issues are not being addressed. Is there a way that your workload can be adjusted to make sure your workload is reasonable? We would like to remind our Members that if you have an issue with your workload, Members can consider starting a conversation with your dean and or your FA should you want to see a change. If you are very concerned about your workload and/or cannot seem to find resolution with your dean, you can always contact your Grievance Officer at [grievanceofficer@uoit.ca](mailto:grievanceofficer@uoit.ca)

Of course, as always, if you have any questions or concerns going into your performance review, we encourage you to contact the FA office at [director@uoitfa.ca](mailto:director@uoitfa.ca).

“What is important to note is that all Members have an option of talking with their dean about their workload should they feel that issues are not being addressed. Is there a way that your workload can be adjusted to make sure your workload is reasonable?”

## Using social media to engage supporters & build solidarity

CAUT Bulletin (April 2017) - Read more by clicking [here](#)

The popularity of social networking sites has created new opportunities not only for academics to engage with a larger public to talk about their research, but also for academic staff associations to connect with their members, the community and students. In the recent strike at the University of Manitoba, social media giants Twitter and Facebook played an important mobilizing role.

“The administration followed us on Twitter. They could see the impact we were having, which was good for us,” says Eyllt Jones, chair of the University of Manitoba Faculty Association’s communications committee. “For the most part, we maintained separate streams of information from the administration by using distinct hashtags. This really helped keep the conversation mostly positive on our pages and created a friendly environment for our followers, which included many students.”

UMFA widely used Facebook and Twitter before and during the strike to circulate daily picket line leaflets, messages from their president, media coverage and letters of support. The union also posted visual content to their Facebook pages and the UMFA channel on YouTube.

“Members who were already active social media users spread the word, and we helped many UMFA members get active on Twitter for the first time,” says Jones. “Our social media presence reached far beyond our membership, to students, supportive faculty across the country, and people in our community. It was fabulous for our members to see that.”

Declining print media and broadcast television is more reason to use social media to find an audience that increasingly prefers digital media. And academic researchers are no exception in aiming to capitalize on the trend.

“Having these social media platforms allows me not only to recruit people for research but also give the findings directly back to them,” says Nathan Hall, an associate professor in the department of educational and counselling psychology at McGill University. In 2015 Hall conducted the largest-ever study on academic stress and burnout, surveying 9,000 faculty and graduate students in 80 countries online — people he reached through his extensive network on Facebook (430,000 followers) and Twitter (237,000) under the attention-grabbing *Shit Academics Say* (@AcademicsSay).

“I think there’s an increasing realization in academia that sharing is a good thing and that openness in general leads to positive outcomes, with open-access articles getting more citations and more views,” says George Veletsianos, Canada Research Chair in Innovative Learning and Technology and associate professor of education at Royal Roads University. “The downside, however, is that view-counts and follower data are a poor measure of researchers’ actual value and impact.”

As more academics take to social media to express opinions, issues of academic freedom are also arising. Last fall, New York University liberal studies professor Michael Rectenwald found this out the hard way. After creating a Twitter account called *Deplorable NYU Prof* to argue against “safe spaces” and “trigger warnings” he was placed on paid leave. After public outcry, the university rescinded the leave.

“Social media isn’t a good way to get across complex ideas, but it is enormously effective for creating community and sharing solidarity,” points out Jones. “At UMFA, we were able to show the administration that we had a committed and enthusiastic campaign by staying visible on social media. It definitely contributed to our sense of fun, of camaraderie; and those who followed us saw every day how much support our strike had. It kept our spirits high. It’s one of our tools now.”

