

Delivered by E-mail to:

Glenna Raymond, Chair, Board of Governors  
Tim McTiernan, President  
Deborah Saucier, Provost

March 15, 2016

Dear Ms. Raymond, Dr. McTiernan and Dr. Saucier,

In just a few short days, the University of Ontario Institute on Technology (UOIT) could be facing its first ever faculty strike. There is not much time to avoid this outcome and it is essential that the UOIT administration take steps immediately to reach a fair and just settlement with the UOIT Faculty Association who believe deeply in the future of the University.

The bottom line is that UOIT faculty members deserve to have a collective agreement comparable to other universities across Ontario. To begin, Tenure is the cornerstone of academic freedom, and is an essential protection for faculty to teach, research and serve the community. The collective agreement needs to enshrine a more collegial peer review process; this is standard at most universities.

Second, UOIT has the highest student-professor ratio in Ontario. At the same time, faculty are among the lowest paid with the worst benefits. If the administration hopes to reach desirable student outcomes, faculty must be compensated fairly for their work. *The Effect of Institutional Expenditures on Employment Outcomes and Earnings* study conducted by Griffith and Rask<sup>1</sup> backs these claims as it found that investing in instructional costs yields key returns on investment, including better undergraduate employment outcomes, especially for disadvantaged students.

The solution is for UOIT administration to move to comparable pay with other Ontario universities. To offer such poorly paid faculty a zero wage increase over three years – at a time when other universities are increasing faculty wages – is unconscionable. Students deserve the best possible education – with involved and engaged faculty who have fair workload and decent pay.

Faculty play a key role at UOIT. Inclusive decision-making is important for the success of the university. Meaningful input from faculty only makes the university better. Faculty members have responsibilities for teaching, research and service. Faculty at UOIT are very concerned about workload and the balance of faculty responsibilities. The faculty need fair and equitable evaluations and to be treated with respect.

I support the UOIT Faculty Association and insist that you negotiate a fair collective agreement that avoids a strike. Your administration has an opportunity to take a leadership role in making positive changes that will support the success of your institution now and in the future.

Regards,

Melissa Jean  
President, Brescia Faculty Association

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<sup>1</sup> [https://www.ilr.cornell.edu/sites/ilr.cornell.edu/files/cheri\\_wp167.pdf](https://www.ilr.cornell.edu/sites/ilr.cornell.edu/files/cheri_wp167.pdf)