

Subject: Possible strike, UOIT

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From: Dr Gary D Badcock

To: Glenna.Raymond@uoit.ca, president@uoit.ca, provost@uoit.ca

CC: Denise Martins, mrosenfeld@ocufa.on.ca

March 14, 2016

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

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

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

UOIT faculty believe deeply in the future of the University. Do you? The time has come for UOIT faculty members to have a collective agreement comparable to other universities across Ontario. UOIT Faculty need to have participation in university governance; they need fairness, equity and respect; and comparable pay and benefits with other universities across Ontario.

Tenure is the cornerstone of academic freedom, and is under sadly understood in the profession as an essential protection for faculty to teach responsibly, research creatively and serve the community imaginatively. The collective agreement needs to enshrine a more collegial peer review process; this is standard at most universities. Faculty play a key role at UOIT. Inclusive decision-making is important for the success of the university. It is our experience that meaningful input from faculty makes the university better.

Faculty members have responsibilities for teaching, research and service. Faculty at UOIT, like faculty elsewhere, 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 understand that UOIT has the highest student-professor ratio in Ontario. At the same time, faculty are among the lowest paid with the worst benefits. Surely you can agree that UOIT needs 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, finally, deserve the best possible education – with involved and engaged faculty who have fair workload and decent pay.

The Faculty Association at Huron University College stands together with the UOIT Faculty Association in supporting negotiations leading to a just and intelligent collective agreement.

Regards,

Dr Gary D Badcock
President
Huron University College Faculty Association