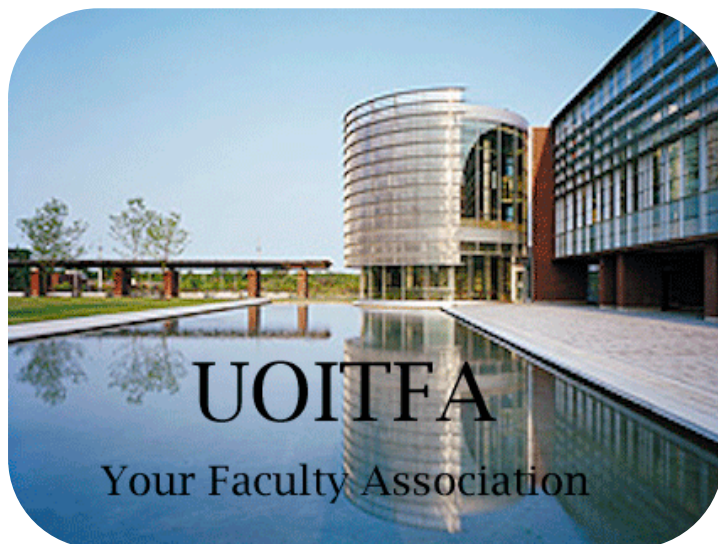


# UOITFA NEWS

## UOIT Faculty Association

*Working Together, Learning Together*



The Faculty Association has moved. Our office can now be found in UA2045. Please come by anytime to see our new space.

The UOITFA is also hiring. Our Executive Assistant (EA) position is currently vacant. A full job posting will be available on our website

throughout August. If you know of anyone who may be interested in this position, please have her or him forward a resume and cover letter to the attention of Christine McLaughlin, UOITFA Staff Officer, at [uoitfa@gmail.com](mailto:uoitfa@gmail.com) no later than August 29, 2014.

### ISSUE 2: SUMMER 2014

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## Tenured/Tenure-Track Faculty to Negotiate New CA

It's a bargaining year for Tenured and Tenure-Track Faculty Members at UOIT. The current Collective Agreement (CA) is set to expire in June of 2015. From consulting our members to prioritize issues and goals to comparing our CA with other faculty agreements across the province, there is a lot to be done in preparation for bargaining. Fortunately, FA work counts as University Service.

The Chief Negotiator is also entitled to a course release for each academic term. Your CA governs the terms and conditions of your workplace, so please consider lending a hand to bring our collective agreement in line with those in place at other Canadian universities. Contact us at [uoitfa@gmail.com](mailto:uoitfa@gmail.com) if you can volunteer some time towards improving your workplace.

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## Arbitrator Upholds Collegial Governance at University of Saskatchewan

The administration at the University of Saskatchewan has garnered much negative publicity lately. They became the focus of international condemnation when they attempted to strip Dr. Robert Buckingham of tenure in the wake of his public criticism of TransformUs, a form of program prioritization that has been the subject of much academic critique. Although Dr. Buckingham was not reinstated in his administrative role, the decision to strip him of tenure was reversed, and the UofS President was fired.

Soon after the Buckingham fiasco, the UofS earned itself more negative publicity when

the President overturned a Tenure and Promotion Committee decision to grant a faculty member tenure. Drawing on the long tradition of collegial governance in universities, arbitrator Andrew Sims ruled that the president did not have the right to veto the tenure decision. Unfortunately, the administration has appealed – we will continue to monitor this important case, and the impact it has on a long tradition of collegial governance in our universities, as it unfolds.

What does this mean for UOIT faculty? Tenure and promotion is governed by the UOITFA Collective Agreement.

**Continued on page 4**



*University of  
Saskatchewan:  
Arbitrator Sims rules  
president does not have  
veto power over tenure  
decisions, upholds long  
tradition of collegial  
governance in  
universities.*

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## Upcoming General Meeting



*Please stop by our general meeting in  
September and have your say in your  
FA.*

The UOITFA will be holding a general meeting, tentatively scheduled for Tuesday, September 30 at 4:10 p.m. with a social to follow. Continental snacks will be provided.

The main purpose of this meeting will be to discuss bargaining priorities and issues. This will be a great opportunity for you to have your say as we prepare to negotiate a new agreement.

The UOITFA will also be presenting a budget for membership approval for the 2014-15 fiscal year.

More information will follow closer to the meeting date. In the meantime, if you would like to see anything addressed at this meeting, please contact your faculty association at [uoitfa@gmail.com](mailto:uoitfa@gmail.com).



## Have You Aired Your Grievances Lately?

The UOITFA Grievance Committee is up and running thanks to our committed volunteers. This committee is co-chaired by UOITFA Executive Members-at-Large Kimberly Nugent (Faculty of Science) and Tony Waker (Faculty of Energy Systems and Nuclear Science). Faculty Representatives Rachel Ariss (Faculty of Social Sciences and Humanities) and Ruth Simpson (Faculty of Health Sciences) are also key members of this committee. UOITFA President Gary Genosko and Vice-President Mike Eklund have also been working hard to ensure member issues are being dealt with as fairly and swiftly as possible.

### What is a grievance?

A grievance is any alleged violation of your Collective Agreement or the law. The process for filing a grievance is laid out in Article 11 of both the UOITFA collective agreements. Your Faculty

Association has carriage of all grievances, so please contact us if you would like to file a grievance.

### Should I wait to see if things improve before notifying my Faculty Association?

No. Our current agreements assign very strict timelines for filing grievances. A grievance can be denied simply for missing any of these deadlines. Your Faculty Association cannot act in your best interest if we are not aware of what is happening, so please come to us immediately with any workplace issues.

### Should I try to resolve my issue with my dean or HR before coming to the Faculty Association?

No. The first step of the grievance process allows you to seek an informal resolution with your dean.

**Continued on page 4**



## Grievances (Continued from page 3)

However, if the proper procedures are not followed, a very legitimate grievance can be denied. All too often, we become aware of member issues only after one of our members is facing discipline. This can be avoided if your first stop is your FA office.

### What if my workplace issue isn't covered in my CA?

All language is open to interpretation. Although we are limited in what we can grieve by the language in our agreements, we may be able to address your workplace issue through another angle. If the necessary language does not yet exist, we can also address this in future rounds of bargaining, so please come to us with all your workplace concerns.

### Can I be disciplined or discriminated against for filing a grievance?

No. Your CA states "there shall be no reprisals of any kind" for participation in the grievance and arbitration procedure.

### Should I notify my Faculty Association about any and all workplace issues I experience?

Yes, please. We are here to protect and enhance your workplace rights. The more you communicate with us, the better equipped we are to improve your workplace now and in the future.

## Collegial Governance (Continued from page 2)

Our current agreement grants the President final say in all tenure and promotion decisions. Collegial governance is therefore subject to the power and authority of one person, which is contrary to a tradition of collegial governance enjoyed at many other universities.

Events at the University of Saskatchewan are therefore of particular import for the UOIT community. Faculty members across the country will undoubtedly be watching events unfolding at the University of Saskatchewan closely – will a long tradition of collegial governance be upheld, or will this key tenet of academic freedom be eroded? How will this in turn affect universities across the country?

Are you interested in learning more? Further information on this important case can be found on the website of the University of Saskatchewan Faculty Association at [www.usaskfaculty.ca](http://www.usaskfaculty.ca).

You can also find out more on the website of the Canadian Association of University Teachers (CAUT) at [www.caut.ca](http://www.caut.ca).

Update: A tentative agreement between the UofS and its FA will remove presidential tenure veto power; a ratification vote will be held in the Fall.

## UOIT FACULTY ASSOCIATION

### Executive:

President:  
Gary Genosko

Vice President:  
Mikael Eklund

Secretary:  
Wesley Crichlow

Treasurer:  
Ferdinand Jones

Members-at-Large:  
Kimberly Nugent  
Anthony Waker

Past President:  
Shirley Van Nuland

### Faculty Representatives:

FBIT:  
Will Thurber

FEEd:  
Vacant

FSSH:  
Rachel Ariss

FEAS:  
Ahmad Barari

FESNS:  
Anthony Waker

FHS:  
Ruth Simpson

Science:  
Yuri Bolsan

### Staff:

Staff Officer:  
Christine McLaughlin



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## Faculty Association Service Opportunities

Did you know that Faculty Association service counts towards your university service requirements? If you are interested in learning more about these committees, or are able to volunteer your time, please contact your FA at [uoitfa@gmail.com](mailto:uoitfa@gmail.com).

The FA has a number of committees open to members:

### Collective Bargaining or Negotiations Committee:

The Negotiations Committee represents the interests of UOITFA Faculty Members in bargaining with the university administration. The Collective Bargaining Committee advises and supports the activities of the Negotiations Committee. As this is a bargaining year for Tenured and Tenure-Track Faculty Members, it is particularly important to have full representation on these committees. There are currently a number of open positions for Tenured, Tenure-Track and Teaching Faculty Members.

### Finance Committee:

Chaired by the Treasurer, this committee is responsible for ensuring the fiscal health of the association, making investment recommendations and helping to prepare an annual budget.

### Teaching Faculty Workload Committee:

According to the "Letter of Understanding Regarding Transition Years on Workload Assignment," which is appended to the Teaching Faculty Collective Agreement, "the University and Faculty Association shall establish a joint working group in each Faculty to examine the assignment of workload of all Teaching Faculty Members in that Faculty for the 2015-16 and 2016-17 Academic Years." In order to prepare, the FA will be forming an ad hoc committee to begin the workload discussion and gather information.

Thanks are due to the three members who have already volunteered from the Faculty of Health Sciences. However, we still require two or three Teaching Faculty Members from every other faculty. This is an important initiative for determining future workload standards, so please consider volunteering your time – it may result in more spare time for you in the future.

### Equity Committee:

This committee investigates equity issues at the university, advocates for more equitable policies and practices where needed, and liaises with equity representatives from other Canadian Faculty Associations through the Canadian Association of University Teachers.

### Governance Committee:

By Maurice DiGiuseppe, Committee Chair

The UOITFA Governance Committee was created through a motion passed at last year's AGM (2013) with the task of studying and analyzing UOIT's current governance structure and making recommendations for its improvement. The Committee has had three formal working meetings to date and many informal discussions by phone, email, and casual encounter. In particular, we have been analyzing UOIT's three principal governance documents: the UOIT Act, the UOIT Bi-Laws, and the UOIT Administrative Handbook. These are the three documents that determine the university's administrative structures and guide their decision-making processes. Needless to say, the provisions contained in these documents must be discharged in compliance with the provisions in our two collective agreements. To date, our committee has analyzed these documents for accuracy, unity, and coherence, and has proposed motions at Academic Council (AC) to correct some (often) long-standing errors, omissions, inconsistencies, and misinterpretations, some of which have had (and continue to have) deleterious effects on our ability to share in the university's governance.

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Examples of issues already brought to the AC's attention include the inequitable composition of the AC in terms of the proportion of teaching versus non-teaching members on AC; an inconsistency in the By-Laws and the Administrative Handbook as to how the chair of Academic Council should be determined (i.e., by election or administrative appointment).

These are only a few examples of internal governance issues we have addressed to date, and more work needs to be done in this area.

In addition to examining internal governance issues, we are also analyzing our university's overall governance structure to those of comparable universities. In this work we are studying the differences between uni-cameral, bi-cameral, and multi-cameral governance structures in terms of benefits and drawbacks with the goal of eventually making recommendations for changes to our current system of governance. If you are interested in joining the committee, please contact me. We are always looking for new members.

*Please consider joining a UOITFA committee; your efforts will not only benefit you, but all faculty members at UOIT.*

*Contact [uoitfa@gmail.com](mailto:uoitfa@gmail.com) to sign up today!*



## ACADEMIC COUNCIL HANDBOOK

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Do you have a story, opinion piece, or interesting project you would like to share?  
If so, please consider submitting a piece or idea to *UOITFA News*.

The newsletter is a seasonal publication intended to convey important information to and foster community among UOIT faculty.

Faculty submissions are always welcome – please send your ideas or articles to [uoitfa@gmail.com](mailto:uoitfa@gmail.com).

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## UOIT FACULTY ASSOCIATION

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