

UOITFA Express



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The UOITFA is back at the bargaining table

The University of Ontario Institute of Technology Faculty Association (UOITFA) is back in bargaining with the administration as our inaugural collective bargaining agreement (CA) expired as of June 30, 2010. The provisions of the contract still continue along with some temporary modifications contained in the Transitional Agreement until we negotiate our next contract. Our negotiation team at the table is Marnie Ham (Chief Negotiator) and Maurice Di Giuseppe and Ann LeSage. They are backed up by the Executive comprised of Raymond Cox (President), Hannah Scott (Vice-President), Shirley Van Nuland (Treasurer) and Maurice DiGiuseppe (Secretary) doing double duty. We receive advice and support from our affiliations with the Ontario Confederation of University Faculty Associations (OCUFA), Canadian Association of University Teachers (CAUT) and the CAUT Defence Fund. More importantly, the strength of the negotiation team comes from the members themselves in giving their united support to the team. As bargaining progresses, communications will be conducted through membership meetings, newsletters (UOITFA Express) and bargaining updates from Hannah Scott, emails, and liaison thru the Faculty Representatives. Shortly you should be receiving a faculty survey from UOITFA asking your opinion on what to prioritize for bargaining.

Following from our collective agreement we have established the position of Senior Grievance Officer. As I announced earlier, Andrea Slane is our go-to person. CAUT has provided a set of principles dealing with grievances which I am providing for you. "A grievance is a formal allegation that there has been a violation of the terms and conditions of employment. Every

*Continued,
page 4....*



Dr. Andrea Slane, Senior UOITFA Grievance Officer Associate Professor, Faculty of Social Sciences & Humanities.

UOITFA Welcomes New Senior Grievance Officer

The UOIT FA would like to extend a very warm welcome to the newest member of our team. Dr. Andrea Slane will fulfill a very important role negotiated by our first collective agreement. As Senior Grievance Officer, Dr. Slane will act as an intermediary where Members have a grievance. She will also assist in helping Members to understand their rights under the Collective Agreement. Finally, where there are significant issues that arise, the Grievance Officer will advise the Negotiation Team about any outstanding issues arising from the grievance process.

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Inside this issue:

- University quality is declining report says.** 2
- UWO Faculty vote to STRIKE.** 5
- Student's grades suffering due to increased work load.** 6
- OCUFA Conference.** 7
- Support grows for long form census.** 8

OCUFA News: Ontario faculty report decline in university quality

OCUFA Press Release, Sept, 14, 2010.

- Larger classes, fewer full-time replacements cited as main causes for deterioration
- New full-time faculty hires and expanded research grants given top priority

TORONTO – Faculty and librarians at Ontario universities are reporting deteriorating quality in the education being provided to students. In a recent questionnaire, 42 percent of respondents said that quality had declined between 2005 and 2008. This perception of decline shot up to 57 per cent when asked about the direction of quality over the past year.

“We are expecting more from our universities with ambitious participation targets, research mandates and a continued role in our broader society. Yet, our frontline faculty and librarians are telling us that we are in a downward spiral,” said Prof. Mark Langer, President of Ontario Confederation of University Faculty Associations (OCUFA) and a faculty member at Carleton University. “This is a disturbing result and a clear warning bell for our universities, our governments and our students as we attempt to deliver quality education to an ever increasing number of students.”

Questionnaire Highlights

- Over 55 per cent of respondents reported larger classes over the past year - Ontario already has the worst student-faculty ratio in the country at 26 to 1.
- Forty-six per cent reported that retiring or departing full-time faculty in the past year have not been replaced. When there are new hires, they are most often contract or limited-term appointments.
- Thirty-eight per cent reported a decline in the amount of out-of-class assistance available to students.
- Thirty-nine per cent reported the decreased use of essay-style exams as a way to cope with larger classes.
- Fifty-one per cent reported the cancellation of classes or programs to meet budget constraints.

“Bigger classes, deferred hiring, and the outright cancellation of programs are the exact opposite direction in which Ontario should be heading,” concluded Dr. Langer. “We need to do a better job for our students by providing new investment in our universities to hire new full-time faculty and expand our research capacity.”

Investment Priorities

To support the teaching mandate of universities, faculty and librarians overwhelmingly supported new full-time hires (79.1 per cent) as the best way to support teaching, ahead of professional development, expanded use of technology, and new buildings. To support the research mandate of universities, the expansion of research grants (72.8 per cent) was the top priority identified, ahead of support for indirect research costs and new buildings.

For this survey, OCUFA invited Ontario university faculty and librarians to respond to an on-line questionnaire. The questionnaire asked about a range of issues including class size, faculty hiring, research capacity, departmental

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New from Statistics Canada: FINANCIAL INFORMATION OF UNIVERSITIES AND COLLEGES, 2008/2009 & REPORT ON TUITION FEES 2010/2011

Financial information of universities and colleges, 2008/2009, from the Canadian Association of University Business Officers (CAUBO) was released in the Statistics Canada Daily on Friday, July 30, 2010.

CAUBO provides financial data on the major degree-granting institutions in Canada. The CAUBO data are an important part of the Statistics Canada's Financial Information of Universities and Colleges Survey.

Aggregated data for degree-granting institutions that are not members of the CAUBO organization will be released at a later date. Data on university tuition fees for the 2010/2011 academic year will be released on Thursday, September 16 in the Statistics Canada Daily. The Daily can be downloaded at no charge from the Statistics Canada website (www.statcan.gc.ca).

The data are from the survey of **Tuition and Living Accommodation Costs for Full-time Students at Canadian Degree-granting Institutions (TLAC)**. The survey was administered from May to June 2010.

The provincial averages are weighted with the latest related enrolments available which are 2008 in this case. If the number of enrolments is unknown for certain given programs, these programs are excluded from the averages. The same student enrolment figures are used for the weighting of both years 2008/2009 and 2009/2010, thereby permitting comparison of changes in the tuition fees only. Starting this year, the MBA programs have been excluded from the national and provincial weighted average in order to eliminate the impact of the high cost of these programs on the overall tuition fee average.

Dental, Medical and Veterinary Residency Programs offered in teaching hospitals and similar locations that may lead to advanced professional certification are excluded.

For Quebec, for the last 10 years, and for Nova Scotia, since 2007/2008, the weighted averages take into account the different fees paid by "in province" and "out of province" students.

It is important to note that tuition fee increases are generally regulated by provincial policies.

Since the distribution of enrolment across the various programs varies from period to period, caution must be exercised in making long-term historical comparisons.

Data in this release do not take into account the student financial assistance or tax rebate provided. Tuition fees and additional compulsory fees shown represent only a portion of all costs incurred for attending university.

TO OBTAIN MORE INFORMATION Statistics Canada's Education Statistics Program, to order data, or to enquire about the concepts, methods or data quality of these releases, contact Client Services (telephone: 1 800 307-3382 or 613-951-7608; fax: 613-951-4441; TTY: 1 800 363-7629; email: educationstats@statcan.gc.ca), Tourism and the Centre for Education Statistics Division, Statistics Canada, 150 Tunney's Pasture Driveway, Ottawa ON, K1A 0T6.**

Report, Continued...

budgets, student preparedness and the overall quality of education being delivered to students. Over 1,400 responses from all Ontario universities were received between March 10 and April 17, 2010.

Founded in 1964, OCUFA represents 16,000 faculty and academic librarians in 26 faculty associations across Ontario. For more information, please visit the OCUFA website at <http://www.ocufa.on.ca>. **

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Academic Matters is now available online.

OCUFA has changed the format of this leading Academic magazine to a predominantly online format at <http://www.academicmatters.ca/>. Paper versions of this informative magazine

are still available for a subscription fee. The Magazine comes out twice yearly. To keep informed readers can subscribe to an update service which

will alert subscribers when a new issue is available along with brief summaries of topics covered inside (<http://www.academicmatters.ca/Subscribe.gk>). The online version of Academic Matters is still free to all who are interested. **



Back to the Table, *Continued...*

member of the bargaining unit has the right to fair representation by the association, for all disputes with the employer, and at every stage of the grievance process. Grievances may be on behalf of individuals, groups or the association. The academic staff association should have exclusive carriage for all grievances. The association should have the right to file a grievance on every matter covered by the collective agreement.”

To understand the negotiated grievance procedure, read the Collective Agreement found at <http://uoitfa.ca/CollectiveAgreement.html>

Andrea can be contacted if you believe the CA is being violated or you are being disciplined: andrea.slane@uoit.ca. Further information on her role will come in future newsletters.

Some comments on the Ontario Government initiative (first announced on March 27th of this year) to have the broadened public sector (we are part of this) accept a zero-zero (Year 1 and 2) in the next negotiated CA. This supposed voluntary wage restraint is not a fait accompli.

I have participated in several meetings with other faculty association presidents in Ontario, lawyers, other unions, OCUFA, and CAUT over the summer. Arbitrators have not upheld this government policy suggestion. And the provincial government has allowed many loopholes such as no restraint on municipalities which includes police and firefighters. Moreover, the government has accepted annual progress through the rank increments (which typically amount to 2 to 3%) as not being counted in this 0%

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*Raymond Cox,
President, UOITFA*

and 0% wage restraint. The McGuinty government has not legislated this wage restraint nor defined the repercussion to university funding if it is violated although they have alluded to a vague threat. The premise that broadened public sector workers are to blame for the government budget deficit is ludicrous. Furthermore, the idea that the private sector has suffered in the recent recession and financial market meltdown whereas the public sector has gotten off easy is another fallacy. A large part of the deficit is the decision of the Liberal government to bail out private firms. Our individual investment pension portfolios have suffered great

losses as UOIT has a defined contribution pension plan. This is not sabre rattling, these are merely the facts. Finally, a contract with some years of low salary increases can be coupled with subsequent large increments to catch up as well as improvement of working conditions and procedures.

I ask that when you see the bargaining team walk through the halls or coming and going to campus that you show your support and wish them well. Wishing you a good semester in your professorial duties to teach, research and provide service.

Last, but certainly not least, we would like to wish each and every one of our Members a wonderful Thanksgiving holiday. **

Best Regards,
*Raymond Cox
President, UOITFA*



UWO faculty vote 87 per cent to support strike action, if necessary

OCUFA: Faculty at the University of Western Ontario voted by a decisive 87 per cent in favour of strike action, should the current negotiations between the faculty association and the university administration fail.

The strong vote at Western shows members of the University of Western Ontario Faculty Association are backing their negotiating team's efforts to win improved salary and working conditions for the faculty members.

Faculty negotiators at Western are also resisting employer proposals that would strip faculty of privacy protection and eviscerate their hard-won promotion and tenure system. The employer has not yet made an economic offer.

A government conciliator has been working with the parties since September, but so far no agreement is in sight. The staff association at Western representing administrative and technical staff is also scheduling a strike vote.

The collective agreement covers all faculty at Western, including tenured faculty, and full-time and part-time contract academic staff.

Strike vote at Carleton this week

Meantime, the Carleton University Academic Staff Association (CUASA) held an information meeting for its members last Friday in preparation for a strike vote Oct. 4 and 5.

Ian Sakinofsky, chair of OCUFA's Collective Bargaining Committee and OCUFA Research Director Donna Gray attended the meeting to share information and solidarity greetings from OCUFA and its member faculty associations across the province.

Members of the Canadian Union of Public Employees, who are administrative and technical staff

at Carleton, have voted 83 per cent in favour of strike action.

Bargaining at other faculty tables is proceeding.

Administration claw back threats are baseless

At some university bargaining tables, administrators are uttering what are being described as "thinly veiled threats" that if faculty do not accept two years of compensation freezes, the government will reduce the university's funding.

Universities are different from other sectors of the broader public sector in that no government transfer payments are specifically allocated for compensation. Therefore, there is no indication that the result of collective bargaining will trigger any punitive action by the government.

As one faculty negotiator said, "The veil is a lot more substantial than the threat."

For more information on this story, and other university news please go to <http://www.ocufa.ca/> and click on NEWS. Other stories include: **The Bargaining Wire: Are universities engaging in bad faith bargaining?** and **Data Check: Universities CAN afford more than zero-compensation raises**.

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Paid work during school year hinders students' studies say profs.

- Student work is increasing at same time professors warn that students are less prepared
- Professors strongly support expansion of remedial programs at universities

TORONTO — University students working during the school year are hindering their academic success, according to the results of a recent questionnaire sent to Ontario university faculty and librarians. Sixty-four per cent of respondents agreed that paid work during the academic year hindered academic achievement. In addition, 33 per cent of respondents said that the amount of paid work outside the classroom has increased over the past year.

“Ontario students are caught in a bind. Many need to work during the school year to meet the rising costs of their education, but that paid work is often a barrier to their progress and achievement,” said Prof. Mark Langer, President of the Ontario Confederation of University Faculty Associations (OCUFA) and a faculty member at Carleton University. “For the 2010/2011 academic year, the average Ontario undergraduate tuition bill is up 5.4 per cent to \$6,307— which is almost \$1,200 more than the national average of \$5,138. Successive Ontario governments have allowed tuition fees to increase at double the rate of inflation over the past decade, while operating grants have not kept pace with expanding enrolments. The result is that today close to 50 per cent of the cost of university education is borne by Ontario students and their families.”

The results of the questionnaire also show concerns over student preparedness.

- Forty-one per cent of respondents report that incoming students are less prepared for university education than those entering in the previous year.
- Respondents cited concerns with writing skills, numeracy, critical thinking, research skills and time

management.

To help student preparedness, many universities offer remedial programs to incoming students as a way to address these skills and knowledge gaps. According to the questionnaire results, many respondents want universities to expand these programs and to a lesser extent make them mandatory.

- Forty per cent of respondents agreed that universities should expand remedial programs.
- Twenty-three per cent agreed that remedial programs should be mandatory for all first-year students. Priority areas for remedial education cited by faculty (respondents were allowed to pick more than one priority) include:

Writing skills – 69.6 per cent
Critical thinking – 49.8 per cent
Research skills – 33.0 per cent
Numeracy – 29.0 per cent

“Our students are facing huge pressures that we are not adequately addressing,” said Prof. Langer. “We expect our students to pay for a larger share of their education, engage in more paid work, attend larger classes, have less interaction with faculty, and pursue remedial courses on top of their regular studies to succeed in a demanding university curriculum. This is a recipe for disaster.”

OCUFA invited Ontario university faculty and librarians to respond to an on-line questionnaire. The questionnaire asked about a range of issues including class size, faculty hiring, research capacity, departmental budgets, student preparedness and the overall quality of education being delivered to students. Over 1,400 responses from all Ontario universities were received between March 10 and April 17, 2010.

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Conference: The Race to Globalize Higher Education, Jan 21-22, 2011

The Ontario Confederation of University Faculty Associations (OCUFA) will be holding a 1 ½ day conference on Friday, January 21 and Saturday, January 22, 2011 at the Sutton Place Hotel, Toronto, Ontario.

"The Race to Globalize Higher Education" will bring together speakers and participants from universities, research institutes, government, and the private sector in Canada, the United States, and Australia.

The fee for those registering on or before October 30, 2010, is \$350.00, which includes continental breakfasts, lunch, refreshments and all materials. The registration fee after October 30, 2010 is \$400.00. The student rate is \$150.00. To register, please click here to register: <http://www.ocufa.on.ca/conferences.c2011reg.gk>

Day 1, Friday June 21, 2011

8:30 – 9:00: Registration and continental breakfast

9:00 -9:15: Welcome and introduction

9:15 -10:15 : Presentation—
"Public perceptions of the internationalization of higher education: release of polling data" Andre Turcotte, Professor, School of Journalism and Communication, Carleton University and President, Feedback Research

10:30 -Noon: Keynote address—
"Globalizing Canadian universities: an overview" Glen Jones, Ontario Research Chair in Postsecondary Education Policy and Measurement, Associate Dean Academic, OISE/ University of Toronto

Noon-2:00: Lunchtime keynote address : "The Australian experience of internationalizing higher education" V. Lynn Meek, Professor and Director of the Centre for Higher Education Management and Policy, University of New England, Australia

2:15 – 3:30: Panel—"Internationalizing students, faculty, and curriculum" Government and university initiatives aiming to tap into an international student "market" and aggressively recruiting students to Canadian campuses has implications for curriculum, support services, and faculty recruitment. Are there opportunities in this emphasis on international student recruitment? To what extent is curriculum being internationalized to meet the needs of domestic and international students? What resources are available to do so? What are past and possible future trends? Are instances of university reliance on private sector providers of "bridging programs" for international students isolated cases, or do they point to future directions? How has the global outreach of Canadian uni-

versities affected international faculty recruitment?

Panelists: Roopa Desai Trilokekar, York University; Qiang Zha, York University; Sheryl Bond, Queen's University.

3:30- 3:45: Refreshment break

3:45- 5:00: Panel - "Canadian universities venture abroad, and international universities arrive onshore" Canadian universities have established "offshore" programs and campuses in various locations around the globe, including China, Iran, India, Singapore, Qatar and Egypt. At the same time, U.S. and Australian universities, for example, have established programs in Canada. How extensive is this activity? What is the motivation? What is the impact on Canadian universities? What safeguards are in place to protect quality, academic freedom and collegial governance? **Panelists:** Pari Johnston, AUCC (to be confirmed) ; Ian Lee, Carleton University

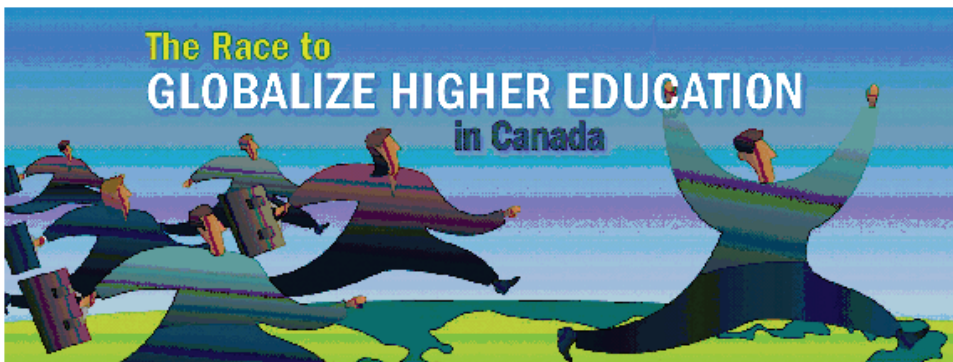
Day 2, Saturday, January 22

8:30 - 9:00: Continental breakfast

9:00 -10:15: Keynote address: TBA

10:30 – 11:45: General discussion, starting with short commentaries "Developing higher education internationalization policies that meet the needs of the university community and international students: Options for the university community." What would these internationalization policies and programs look like? What is preferable? What is possible? **Commentators:** Sheila Embleton, York University and Kumari Beck, Simon Fraser University

11:45-Noon: Concluding remarks **



CAUT News: Support Grows for Long-form Census

From: <http://caut.ca/pages.asp?page=917>

Released Sept. 3, 2010—More than 300 organizations have joined the call for reinstatement of the mandatory long-form census since the federal government announced the shift to voluntary disclosure.

“Stakeholders ranging from the business community, to university researchers to social justice advocates are raising their voices to oppose this move,” reads an [online petition](http://www.gopetition.com/petitions/keep-the-canadian-census-long-form.html) (<http://www.gopetition.com/petitions/keep-the-canadian-census-long-form.html>) to overturn the government’s decision that has collected more than 16,000 signatures.

The government axed the long census questionnaire for the upcoming round of national sampling in 2011 amid assertions it had received privacy complaints from many Canadians, but has presented no evidence to this effect. The short-form census remains mandatory.

The change was made without any consultation or input from the broad range of people and groups affected by the decision.

The government also ignored advice from Statistics Canada, whose head quit in July over the government’s assertion the agency had agreed that a voluntary replacement would be as statistically sound.

“Provincial governments use data exclusively available from the long-form census to guide services for their communities as well as develop policies for elementary, secondary and post-secondary education,” said CAUT executive director James Turk.

Local governments and school boards rely on census data to plan for the future, he said. “Decisions informed by demographics of neighbourhoods are made on where to locate schools, transportation services, community and social services, day cares and language program for new Canadians.

“Only the detailed long-form census can provide enough information to determine the needs of communities and their social and demographic characteristics,” Turk said. “For example, it is the only reliable source of information on the location and numbers of Aboriginal Canadians.”

He pointed out that new businesses use long-form census data to decide where to set up shop, examining measures such as education levels, incomes and occupations in particular areas. Companies selling products use census data to know where to focus their marketing, where to locate stores and what products to offer in which outlet.

“The mandatory long-form census is used as the reference point, a benchmark, for other important surveys, such as the Labour Force Survey used to measure unemployment and other key aspects of employment incorporated in the national economic accounts,” said Michael Ornstein, director of the Institute for Social Research at York University who appeared with Turk on behalf of CAUT before a Parliamentary committee examining the census controversy.

He said cancelling the mandatory census prevents Canada from evaluating the quality of, and taking measures to correct information from, Statistics Canada’s and other databases — thus undermining the entire system of Canadian social and economic statistics. This includes “standard” surveys needed to compare Canada with the OECD and other countries.

The government plans to replace the mandatory long-form census by mailing a new voluntary survey to 30 per cent of households next year at an estimated additional cost of \$30 million.

“From research, we know that response will be substantially lower — particularly among certain groups, such as young people who tend to be more mobile, poorer people, very well off people, and those not from English-speaking communities,” Ornstein said. “Whereas the mandatory census had a consistently solid response rate of 95 per cent, a voluntary survey’s rate will be between 60 and 75 per cent, meaning the results will be biased no matter to how many households the survey is sent.”

With the support of the NDP and the Bloc Quebecois, the Liberals are tabling a private member’s bill to reinstate the long form census when Parliament returns this fall.

CAUT’s August 27, 2010 presentation before the Standing Committee on Industry, Science and Technology can be viewed on line at <http://parlvu.parl.gc.ca/Parlvu/ContentEntityDetailView.aspx?ContentEntityId=6470>. **

