

# UOITFA Express

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“It has been swell, but it is time to step down...” *Hannah Scott, President, UOITFA*

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Senior Editor:  
Hannah Scott



**Hannah Scott,  
President, UOITFA**

I remember when the FA was formed. In July of 2007 a group of professors sat around the table and agreed that the university was ready for a Faculty association. At that table were Raymond Cox, Shirley Van Nuland, Barbara Perry, Molly Dragiewicz, Bill Goodman, Anthony Waker, and myself. We voted to form an association and then we each decided what we would contribute. Raymond Cox, became President, I stepped in to Vice President, and Shirley Van Nuland had been Treasurer at another institution so she was a natural choice for this position here. All of the others became representatives of their faculty and encouraged other faculties to do the same. Shortly thereafter Maurice DiGiuseppe came along as secretary. We created a constitution, and negotiated our first Collective Agreement. I have to say from the outset, I am impressed with how our Faculty Association has evolved and proud of the Membership that supports it.

When Raymond left, I eventually (and somewhat reluctantly) stepped in as Interim President. Although hesitant at first, I have to say I have never looked back. Training was provided by CAUT, OCUFA and other FA presidents and directors at the meetings I went to. As a new President I asked lots of questions. Now, even though I continue to ask questions, newer presidents look to me for some of the answers as well. Early in my post I decided that I would act only at the behest of the Membership and the executive. The membership would choose my mandate and the direction of the FA while I was in office. We surveyed the Membership and they were clear on their priorities: our Members wanted to see a normalized pay structure and tenure process. This last Collective Agreement, thanks to a fantastic and dedicated bargaining team and a supportive voting Membership, met its mandate. As all Collective Agreements should be, this CA is much improved over the first. The next will be even better.

Now, it is time to enter into a new era of the FA. As many of you know, I will be stepping down as of June 30, 2012. It has been a great experience. I will take my new position as Past President. We have never had one of these before, and I am happy to be the first. The person in this position is still active, but works as a chair of a few committees and elections and provides guidance to the new administration. At the discretion of the new Executive, I will probably also stay on as the FA's representative at the CAUT Defense Fund. Although I am not President, there will still be an active role for me.

I would like to encourage each and every one of you to seriously consider taking an active role in the FA. It is a fantastic experience.

Consider the following: Service to the FA is included as service to the university. Although there is a lot of competition for your service hours, I have found the FA to be time well spent, where change is effective. Everyone

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## ANNUAL GENERAL MEETING

WHEN: THURS. APRIL 19, 2012  
WHERE: RBC CONFERENCE ROOM  
(Formerly the faculty lounge) UB1058  
WHEN: 1 PM TO 2:30 PM

### Inside this issue:

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## So long... *Continued from page 1*

who has chosen service hours with the FA has gotten to understand how the system works and this helps us move within it. It has become a clear voice to administration about faculty concerns. For positions with more responsibility, there are course releases: one course release for the Vice President, two for the President. It is rewarding work, with occasional meetings in Ottawa and Toronto.

There are many perks to being active in this organization. For one, I have met many fantastic and interesting people while in this position that I would not have met otherwise. Although you meet many politicians in this job, I think the most valuable lesson I learned was from an FA Presidents' Forum offered by CAUT. At this meeting top Aids to various provincial leaders talked about how to get your message heard. More controversial was that these Aids made a recommendation about how the message was to be shaped. They all agreed that they did not just want to hear what was wrong with an issue; they wanted to see the beginnings of solutions to the problem that had been identified. These issues were, in their opinion, more likely to be put forward to

higher levels. I have taken this to heart in my daily practice as President. If we see a problem, we try to offer a possible solution to remedy the situation.

In this position I have also had the distinct pleasure of learning much about this university and its Members. They are a diverse group with a lot to offer. They are passionate about what they do and really do try to make the world a better place; each in their own way.

Our job, as part of the FA, is to protect Membership rights and to make this a better place to work for the Membership. Satisfied faculty make better teachers, better researchers, and better colleagues. Better researchers, teachers, and colleagues make a stronger university. As FA President, I make this university stronger, as will the new president.

The new President and Vice President will have time to choose a vision. The Membership will help. There are various levels of executive training provided by OCUFA and CAUT. There is also the Past President to talk to and the experience of others at other institutions. Both CAUT and OCUFA offer ongoing support to the Presi-

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### UOITFA Senior Executive:

**President:** Hannah Scott, vpuoitfa@gmail.com, (Downtown, Bordessa Hall), BH 512, x2653

**Vice President:** Sue Coffey, sgc0487@gmail.com (North Campus, Science Building) UA 3025, x6509.

**Treasurer:** Shirley Van Nuland, svannuland@rogers.com (Downtown, Education Bldg) EDU 523. x3419

**Secretary:** Maurice DiGiuseppe, Maurice.digiuseppe@gmail.com (Downtown, Education Bldg.) SS-EUD-521. X3823

**Chief Negotiator:** Marnie Ham, marnieham@gmail.com, (North Campus, ACE Bldg), ACE2023, x5724,

**Negotiator:** Maurice DiGiuseppe, maurice.digiuseppe@gmail.com (Downtown Campus, Education Bldg), SS-UED521, x3823

**Recorder:** Ann LeSage, quito.cali@gmail.com (Downtown Campus, Education Bldg), EDU520, x2886

**Senior Grievance Officer:** Andrea Slane, andreaslane@hotmail.com (Downtown, Bordessa Hall) BH 507, x2844

**Junior Grievance Officer:** Peter Berg, peter.berg@gmx.com (North Campus, Science Bldg) UA 4024, x2457.

### UOITFA Faculty Representatives

**Business & Information Technology:** Bill Goodman bill.goodman@rogers.com, (North Campus, Business Building), UB-4014. x2639

**Education:** Shawn Bullock, shawnslists@gmail.com, (Downtown, Education Building), EDU-516, x2898

**Engineering & Applied Science:** Mike Eklund, mike@eklund.ca, (North Campus, Engineering Building), ENG-1023, x1023

**Energy Systems and Nuclear Science:** Matthew Kaye, mattehkh@hotmail.com, (North Campus, Science Building), UA-3075, x3298

**Health Sciences:** John Samis, biochemistryreactions@gmail.com, (Main Campus, Science Building), UA-2075, x3760

**Science:** Franco Gaspari, francogaspari55@yahoo.ca, (North Campus, Science Building) UA-4013, x2980

**Social Science and Humanities:** Wesley Crichlow, wesleycrichlow@gmail.com, (Downtown, Bordessa Hall.), BH-322, X2651

## UOITFA Positions Open for Election

This has been a fantastic year for the Membership and the UOITFA. We have seen the resolution of a Collective Agreement and changes in policy that, for the most part, improve the quality of working conditions for Members. However, if this FA is to truly be a successful representative of the Membership, it needs to have new and different Members leading the charge. A strong FA has dedicated people that can test the Membership with new leadership, ideas, and change.

As this is a termination year, all positions are open for election. Some positions carry with them course release, while others have considerably less time requirements. All positions can be counted as part of your service requirement to the university, as set out in the Collective Agreement 2010-2015 found at <http://www.uoitfa.ca/CollectiveAgreement.html>. The positions listed below were taken from the UOITFA Constitution, found at: <http://www.uoitfa.ca/UOITFA Constitution Dec. 20, 2007.pdf>. We strongly encourage all to apply. The service is rewarding and service to the FA helps both you and your colleagues move towards improved working conditions. One also receives a strong understanding of how the university system works and how it compares with others in Ontario and across Canada.

**President** – According to 6.1 of the UOITFA Constitution the President shall: 1) preside at all meetings of the Association and at meetings of the Executive Committee; 2) enforce the Association's Constitution and By-Laws and be responsible for the smooth and efficient operation of the Association; 3) be the official spokesperson of the Association, unless otherwise designated; 4) co-sign all cheques with the Treasurer and sign all contracts; 5) serve ex officio on all committees, except Nominations and Elections 6) set the agenda for meetings of the Association and Executive Committee.

This position is currently awarded two course releases per academic year. Because of the responsibilities of this position these course releases come during regular teaching semesters and must be taken one in each semester (one in Fall and one in Winter). This position starts July 1, 2012, and has duration of two years. All training is provided by CAUT at the New President's Forum and regular meetings throughout the year at the President's Forum. The Past President is also available for consulta-

tion.

**Vice President** – The Vice-President shall: 1) perform the duties of the President in his/her absence. In cases of vacancy, the Vice-President shall succeed to the office of President until the election of a new President; 2) serve (ex officio) on the Negotiating Committee (S. 6.2 UOITFA Constitution).

This position is awarded one course release per academic year to be taken in the Winter semester. This position starts July 1, 2012, and has duration of two years. Training for this position is available through CAUT in the form of Executive training seminars.

**Secretary** – The Secretary shall: 1) issue notices for meetings of the Association and the Executive Committee; 2) maintain all records, documents and correspondence of the Association; 3) keep the minutes of Association and Executive Committee meetings; 4) oversee the communications activities of the Association (S. 6.3, UOITFA Constitution).

It is anticipated that many of the responsibilities of this position will be lessened by the hiring of a part time administrative assistant who will provide much needed continuity to the office. Therefore this position has no course releases associated with it. This position starts July 1, 2012 and has duration of two years. Training for this position is available through CAUT in the form of Executive training seminars.

**Treasurer** - The Treasurer shall: 1) be responsible for the care and custody of the funds and assets of the Association according to the usual practice; 2) present an account of the Association's finances at each General Meeting; 3) maintain books of account and make these available for inspection to the members of the Association on request 4) arrange for audits of the Association accounts, as necessary (S. 6.4, UOITFA Constitution).

This position starts July 1, 2012, and has duration of two years. Training for this position is available through CAUT in the form of Executive training seminars.

**Faculty Representatives** (one for each Faculty for a total of 7)- The Representatives shall: 1) ensure that the particular concerns of their constituents are brought to the attention of the Executive Committee; 2) communicate information back from the Executive Committee to their constituents (S. 6.6 UOITFA Constitution). This position lasts for 1 year starting July 1, 2012.

We wish you all the best and encourage you to *be the change*. The work is absolutely rewarding, and gives one insight and experience that is unsurpassed. Please contact us if you have any questions or comments about these positions and/or the elections process please contact any Member of the current executive, or the President, UOITFA, Hannah Scott at [ypuoitfa@gmail.com](mailto:ypuoitfa@gmail.com). \*\*

## OCUFA Seminar: Navigating the Academy: Lessons and Strategies for More Equitable Universities

A practical all-day session, grounded in real experiences, sponsored by the OCUFA Status of Women Committee

Friday, May 4, 2012 at the OBA Conference Centre, 20 Toronto Street, Toronto (8:45-4:00)

Keynote address to be given by Professor Carla Fehr, Wolfe Chair in Science and Technology Studies, University of Waterloo and co-Principal Investigator for ISE ADVANCE, a \$3.3 million US National Science Foundation grant testing strategies for promotion and retention of women and minorities in science, technology, engineering and mathematics. Professor Fehr has provided leadership to many academic and research communities to promote hiring and retention strategies that build diversity in those communities. She has a research background in both Biology and the Philosophy of Science and works in the philosophy of biology, feminist philosophy, and feminist science studies, among other research interests.

Workshop topics will cover tenure, promotion, race and gender; how academic excellence is defined and what it takes to excel in the academy; workplace bullying and how to deal with it; and saying yes to the right things as you build your academic career.

The workshop is for OCUFA faculty association members. Please specify any accommodations needed at registration. Space is limited so register now at [www.ocufa.on.ca](http://www.ocufa.on.ca) and follow the links. Registration fee is \$75.\*\*

### Program Agenda

8:45 AM : Registration and coffee  
 9:30 AM: Welcome: Professor Helene Cummins, SWC Chair  
 9:45 AM: Keynote: Professor Carla Fehr, Wolfe Chair in Science and Technology Studies and Chair in Science and Technology Literacy, University of Waterloo  
 10:45 AM: Break

11:00 AM: Tenure and Promotion: Intersections of Gender, Race and Class: Professor Michelle Webber, Brock University and Professor Gerald deMontigny, Carleton University  
 12:00 PM: Lunch (provided)  
 1:00 PM: How Academic Excellence is Defined and What It Takes to Excel: Professor Helene Cummins, Brescia University College and TBC  
 2:00 PM: Workplace Bullying and How to Deal With It : Professor Patricia Gentile, Carleton University and TBC  
 3:00 PM: Break  
 3:15 PM: Saying Yes to the Right Things: Managing Your Academic Career: Professor Shannon Dea, University of Waterloo\*\*

*Workshop topics will cover tenure, promotion, race and gender; how academic excellence is defined and what it takes to excel in the academy; workplace bullying and how to deal with it; and saying yes to the right things as you build your academic career.*

### Now Taking Applications: Senior Grievance Officer (SGO) and Junior Grievance Officer (JGO)

**Senior Grievance Officer (SGO) and Junior Grievance Officer (JGO)** - The grievance officers' duties are primarily to protect Faculty Members' rights under the Collective Agreement (CA), as a group and individually. Whenever a member brings a question or issue to the attention of the Faculty Association, the SGO considers whether the issue is addressed in the CA and if so, whether the administration has contravened the CA. The SGO always seeks advice from our contacts at CAUT, and based on that advice provides a recommendation to the FA Executive. The FA Executive then decides how to proceed. The JGO mainly serves as back-up to the SGO, keeping in the loop on issues in the event the SGO is away or unable to speak for

the FA (usually due to conflict of interest). Most interaction with the university administration is done by email and phone, with occasional in-person meetings, as needed. The SGO and JGO positions commence July 1, 2012. The SGO and JGO positions do not require any special prior knowledge – all needed training and support are supplied via the Canadian Association of University Teachers (CAUT), the Ontario Confederation of University Faculty Associations (OCUFA), our Chief Negotiating Officer, and the outgoing SGO. The terms are normally for two academic years, but are negotiable. The Faculty Association provides the SGO with two course releases each academic year. Please send your nominations or expressions of interest to our outgoing SGO, Andrea Slane, at [andreaslane@hotmail.com](mailto:andreaslane@hotmail.com) by April 1, 2012. She will be happy to answer any questions about these positions. \*\*

## Farewell Con't from pg. 2

dent and all FA committees in the form of resources and advice. They provide the continuity to the office. We also hope to bring in a part-time Administrative Assistant, to enhance that continuity. At 140 Members and growing, the office is needs a person to ensure that deadlines are being met, manage and file expense claims, answer phones and direct emails, make requests, organize executive and Membership meetings, write newsletters, maintain the office, conduct research into emerging issues, and so much more. We have to invest into our own infrastructure to ensure it works smoothly.

It is always my intention to leave a position in a better state than when I began. It is really all we can ask of anyone. I think I have done this and it is time for someone else to have this opportunity. I will miss the great people that I have had the privilege of working with. You know who they are. They are your executive and your representatives and others who are vocal about Faculty concerns at many university meetings. What you may not know is that they are also the quiet Members who would pass me notes and give the FA a heads up on upcoming issues. They are the ones who sent many of the executive and the bargaining team encouraging notes and expressed how happy they were with the developments this executive had made. They were the members who brought concerns forward to our Senior Grievance Officer for resolution and made the administration aware of our concerns. It was also the people who offered their time for an hour here and there to analyze numbers, to look at documents, or to provide an opinion. All of you made this a better place to work.

Our workplace is better because you knew that you could *be the change*. If you cannot be the next wave of change, then who should it be? What should the new executive look like? Maybe you should take people aside and ask them to be the one to help shape the next few years here at UOIT. Are you good with detail and numbers? Maybe you can be treasurer. Do you take



good notes? Maybe you can be the next secretary. Maybe you are the one who should help lead. If not you, then who? *Sincerely,*  
Hannah Scott\*\*

## CAUT supports Quebec students' protests to maintain accessibility

March 22, 2012—The Canadian Association of University Teachers joins with our colleagues in the Fédération québécoise des professeures et professeurs d'université (FQPPU) in expressing support for Quebec students currently opposing higher tuition fees announced by the Charest government. We also deplore the excessive force that has too often been used against student demonstrators.

Quebec universities require more funding, but shifting the burden to students and their families is counterproductive. CAUT's policy is that tuition charged to students must be kept as low as possible with the goal of moving toward a zero tuition policy. The reasons are many.

A high tuition policy makes post-secondary education less accessible to students with modest means. Access to post-secondary education should be decided by ability and interest, not family wealth or willingness to undertaken substantial debt. On average, university and college graduates more than pay the cost of their education due to the higher income they earn and the resulting higher taxes they pay.

Perhaps most importantly, as has been recognized for elementary and secondary education, the benefits of post-secondary education are societal as much as personal. As a society we all benefit by having doctors, engineers, librarians, nurses, and other educated professionals and personnel. Our costs for health, social services, and social assistance are reduced as our population is better educated. The cultural benefits are enormous.

Quebec students know this and are speaking out. We support them. But we also support the demand of many in the post-secondary sector in Quebec for more adequate public funding for universities and colleges. This is a difficult economic time that tests a society's true values. Regrettably, too many recent federal and provincial governments have valued lower taxes for corporations and the wealthy at the expense of education, health care and social welfare.

Canada is a rich country. Quebec's students are reminding all of us of what our priorities should be.

More on this article and other news by CAUT can be found at <http://caut.ca/pages.asp?page=490>. \*\*

**Article 20: Tenure & Promotion TIMELINE**  
 (PLEASE NOTE: THIS IS A GUIDELINE ONLY. PLEASE REFER TO ARTICLE 20 OF THE 2010-2015 COLLECTIVE AGREEMENT FOR DETAILS)

<b>YEARS</b>											
<b>YEAR 5</b>											
July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
									1		
<b>NOTES: COMMITTEES and EXTERNAL REFEREES</b> Tenure and Promotion Committee (TPC) (University-wide; 4 elected tenured Faculty Members from different faculties + 3 Provost-appointed tenured Faculty Members; Provost-appointed Professors may be Faculty Members or core faculty with administrative appointments, e.g., Associate Deans. Decision is by simple majority vote) Faculty Review Committee (FRC) (Faculty-based standing committee; minimum 3 tenured Faculty Members; no overlap with TPC) External Referees (ERs) (Up to 4 external referees; 2 from dean's list; 2 from candidate's list)									DEAN IN-FORMS CANDIDATE OF TENURE  DEAN AND CANDI-DATE FI-LIALIZE LIST OF EXTERNAL RESEARCH AND INTERNAL TEACHING REFEREES		

<b>YEAR 6</b>											
July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
	15	15	15	1	1	15		31	30		
	CANDI-DATE SUBMITS ALL TEN-URE PACK-AGE TO DEAN  DEAN NO-TIFIES CANDI-DATE OF COMPO-SITION OF FRC  TEACH-ING REF-EREE REPORTS TO DEAN  EXTERNAL RESEARCH REFEREE REPORTS RETURNED  DEAN SENDS PACKAGE TO FRC AND CANDIDATE  WITHIN 10 BUSINESS DAYS  CANDIDATE MAY RE-SPOND IN WRITING TO PACKAGE  WITHIN 10 BUSINESS DAYS			PROVOST NOTIFIES CANDI-DATE OF COMPO-SITION OF TPC  WITHIN 10 BUSINESS DAYS		DEAN SENDS PACKAGE AND FRC RECOM-MEN-DATION TO TPC  DEADLINE FOR CAN-DIDATE TO RESPOND TO FRC REPORT  TPC RECOM-MEN-DATION DUE TO PRESIDENT AND CAN-DIDATE		IF RECOM-MENDATION IS POSITIVE, PRESIDENT INFORMS CANDI-DATE, TPC, AND BOARD OF GOVER-NORS OF RECOMMEN-DATION  CANDI-DATE MAY APPEAL WITHIN 10 BUSINESS DAYS OF THE APRIL 30TH DECI-SION		IF NEGAT-IVE, PRESI-DENT IN-FORMS CANDIDATE BUT NOT BOARD OF GOVER-NORS  TENURE TRACK APPOINTMENT CONTINUES IF APPEAL LAUNCHED	
											1
<b>YEAR 7</b>											July