



UOITFA Express



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Seasons Greetings and Happy Holidays: Membership in UOITFA has privileges

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As we approach the holiday season, all of us could probably benefit from saving a little cash when we can. Membership in UOITFA has privileges. Your membership allows many different types of discounts and privileges that you may not be aware of. Discounts and privileges are offered by OCUFA, CAUT, and UOITFA Memberships. Below you'll find a summary of benefits available to you:

Ontario Confederation of University Faculty Association (OCUFA)

Edvantage is a rewards program created especially for the members of Ontario's education community to which members of OCUFA also have privileges. Edvantage partners offer elite discounts and savings for the education community and their families throughout the entire province. Whether you are looking to travel, be entertained, buy insurance, become a gym member, or more -- you'll be able to find exclusive savings with Edvantage! Some popular partner names include: Apple, GoodLife Fitness, Hakim Optical, ListenUP! Canada, Maple Leafs Sports and Entertainment, Ontario Teachers Insurance Plan, Scholars Education Centre, and many more. Visit the Edvantage Web site (<http://www.edvantage.ca/english/main-e.asp>) to see how this card gives you ACCESS to exclusive offers throughout Ontario.

OCUFA represents its 24 member faculty associations through on-campus support and public advocacy. They provide research and logistical services to support collective bargaining (especially important to us now as we begin to negotiate our next collective agreement) and grievance management at individual universities. OCUFA also takes the needs and concerns of the members directly to Government, other higher education stakeholders, the media, and the citizens of Ontario. This is done through public campaigns, publications, and direct meetings with politicians and policymakers. What is very important to UOITFA is the lobbying that OCUFA does on behalf of all faculty associations.

OCUFA currently produces three publications of interest to the higher education community:

- *Academic Matters*. A flagship publication, Academic Matters is a forum for thoughtful and thought-provoking, original and engaging discussion of current trends in postsecondary education and consideration of academe's future direction.
- *Ontario University Report*. This biweekly email newsletter keeps members updated with the latest news about postsecondary education and OCUFA's activities.
- *Trends in Higher Education*. In this ongoing research series, OCUFA provides timely and in-depth analysis of an issue facing higher education in Ontario.

The Ontario Confederation of University Faculty Associations is the voice of 15,000 university faculty and academic librarians across Ontario. They seek to maintain and enhance the quality of our province's higher education system, and to advance the professional and economic interests of their members.

Canadian Association for University Teachers (CAUT)

Your UOITFA membership keeps you connected with CAUT and provides you with an opportunity to participate in its various activities, including service on standing committees. You'll also receive:

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Inside this issue:

UOITFA President's update	2
Software: Open Office	3
UWOFA wins annual wage increases	4
Public sector wage increases outpace public sector	5
T&P Workshop resources	6
Timetable for T&P 2010-2011	7



UOITFA Presidents Letter: Updates on bargaining, grievance, payroll, and kudos to the *Express* from CAUT!

Hello everyone.

Your UOITFA is active on many fronts. First, I want to thank you for participating in the faculty survey. This will help the bargaining team (Marnie Ham, Maurice DiGiusseppe and Ann LeSage) tremendously in prioritizing your concerns. The results will be reported to you in aggregate form separately. The bargaining team is aiming for face-to-face negotiations to begin in January with a high frequency of sessions in order to come to a resolution far quicker than our inaugural collective agreement (CA). Our Chief Negotiator Marnie will give you more information in this matter.

Elections were held to form the new tenure and promotion as well as tenure and promotion appeals committees to process those applications under our new system as delineated in our CA.

After several meetings with OCUFA and participation by CAUT that I attended it is now clear that the attempt by government to enforce a zero-zero compensation scheme, in the broadened public sector which includes universities, has fallen apart. Several arbitrators have rendered decisions, which become precedence setting, repudiating the government edict. The only alternative left to the government to carry on with their stated goal is to pass legislation. This course of action does not appear politically viable. OCUFA continues to lobby the provincial government and I will be attending CAUT Council where I have a scheduled one-on-one meeting with our MP to make the case for continued federal government support of higher education and specifically the University of Ontario Institute of Technology.



Dr. Raymond Cox, President, UOITFA

Returning to closer to home issues UOIT administration continues to struggle with their payroll system in addition to the collection of our dues. Shirley our Treasurer is working hard each and every month since June to initiate corrections in our paystubs. I encourage you to examine your paystub each month and please notify us, payroll and HR of errors.

Hannah our Vice-President continues to wear a second hat as communications officer preparing the UOITFA Express (given an honourable mention by CAUT for being

Your FA Reps

Business & Information Technology:

Jennifer Percival (North Campus)
UB-4037. X2833

Education:

Janette Hughes (Downtown)
SS-UED-524, X2875

Engineering & Applied Science

Marnie Ham (North Campus)
U5-23, X3703

Energy Systems & Nuclear Science:

Anthony Walker (North Campus)
UA-3032, X3441

Health Sciences:

Robert Weaver (North Campus)
UA-3053, X3705

Science:

Franco Gaspari (North Campus)
UA-4013, X2980

Social Sciences & Humanities:

Wesley Crichlow (Downtown Campus)
DTB-322, X2651

Bargaining Team

Chief Negotiator

Marnie Ham (North Campus)
U5-23, X3703

Negotiator

Maurice DiGiusseppe (Downtown Campus)
SS-UED521, X3823

Grievance Officers

Senior Grievance Officer

Andrea Slane (Downtown Campus)
DTB507, X2844

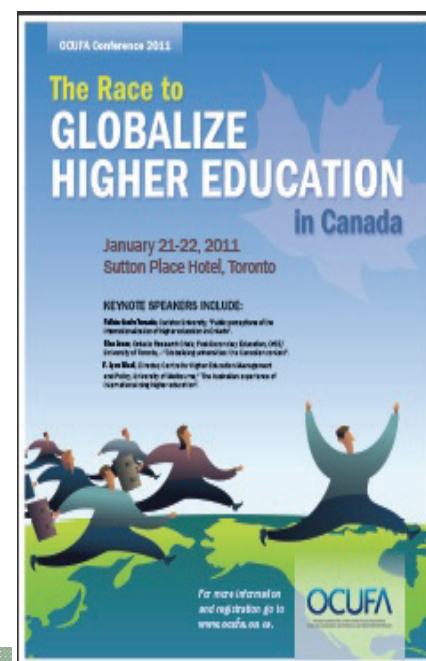
Grievance Officer

Anthony Waker (North Campus)
UA3032, X3441



THE RACE TO GLOBALIZE HIGHER EDUCATION IN CANADA CONFERENCE: JAN. 21-22, 2011, TORONTO

"The Race to Globalize Higher Education", hosted by the Ontario Confederation of University Faculty Associations, will reflect, from a variety of perspectives, on current government and university initiatives to recruit international students and faculty to Canadian campuses and to establish programs and campuses in other countries. It will also look at the comparative experience of other jurisdictions and release new polling data on public perceptions regarding the internationalization of Canadian campuses. The conference will bring together experts and participants from universities, research institutes, government, and the private sector in Canada, the United States, and Australia



President's letter, *Continued...*

one of the finest FA newsletters in Canada). The negotiation team will soon be issuing bargaining updates to you to keep you informed of what progress is being made at the table and also educating us on what other university faculties have but that we lack.

Our Senior Grievance Officer (SGO), Andrea Slane, has been busy addressing inquiries on the compliance to the CA by administration. If you believe there has been a violation please contact our SGO. In addition, Tony Waker has volunteered to be a Grievance Officer for the hopefully rare times when an issue involves the need for 2 grievance officers to retain confidentiality and prevent a conflict of interest.

The first meeting of the joint committee between the administration and faculty association took place recently. Issues discussed revolved around the execution of the provisions of the CA and how to handle some difficulties in implementation.

Finally, we are only as strong when we are a team. The lightning rod of the FA in the upcoming months is the negotiation team. Again, whenever you see Marnie, Maurice or Ann please give them your support and flash them the V for Victory sign with your first and second index fingers. Have a good semester, *Raymond Cox* **

Software: Interesting Find, Open Office

Many things come across the editor's desk, but this is a true find and we thought we would share it. OpenOffice is an open-sourced software that is free for all those who are interested. It essentially functions like Microsoft Office, but without the cost (and some might say without a lot of the aggravation). According to The Scout Report (<http://scout.wisc.edu/Reports/ScoutReport/Current/>) "OpenOffice continues to grow and change, and this new version of the program is worth a look. The OpenOffice suite includes applications that allow users to make text documents, spreadsheets, diagrams, and databases. This latest version includes templates for professional writers, and export tool for functionality with Google Docs, and enhanced blog publishing. This version is compatible with computers running Mac OS X 10.4 and newer." In essence, you can do almost everything MSOffice can, on any system. For more information about this program, please visit: <http://www.openoffice.org>. **



CAUT: UWOFA wins annual wage increases despite Ontario government's

CAUT: The University of Western Ontario Faculty Association (UWOFA) has become the first academic staff union in Ontario to negotiate a new collective agreement with salary increases in each year of the agreement since the Ontario government tried to impose a wage freeze policy on unionized public sector workers.

UWOFA won scale increases in a four year agreement of 1.5% for each year for regular staff, and up to 1.9% for each year for contract academic staff. Additional money has also been set aside for full-time members to be awarded through the application of career and salary comparison data.

The union also fought off the employer's attempts to interfere in the academic life of its members through changes to language on academic responsibilities, conflict of interest, discrimination and harassment and discipline.

The 1600 unionized full and part-time faculty members at Western had been without a contract since June 30, 2010.

"This was an extremely tough round of bargaining," said James Compton, UWOFA President. "And I'm pleased to see that the membership endorsed the deal, and the hard work of our Negotiating Team."

The deal, reached at the strike deadline, was ratified by 86% of voting members, and then approved by the university's board of governors on November 16.

"This was an extremely tough round of bargaining," said James Compton, UWOFA President. "And I'm pleased to see that the membership endorsed the deal, and the hard work of our Negotiating Team."

Elsewhere in Ontario, CUPE 3906 members ratified a new agreement last week for sessional contract academic staff at McMaster University without increases in the first two years, but with a 3% across-the-board increase in the third year of a three year deal. That increase rises to 4% when combined with a doubling of their benefit fund in the third year. They also won language limiting the employer's ability to split single courses between multiple sessional faculty in order to avoid the accrual of seniority credits.

The general staff bargaining unit in the Northern Ontario School of Medicine Faculty and General Staff Association reached its first collective agreement after a twelve-week strike. The settlement included a 3.25% across-the-board scale increase in the first year of a three year deal. Members also received a \$2,000 lump sum payment and protection against contracting out and scheduling abuses.

For more information about this article, or CAUT please visit <http://www.caut.ca/> . **Reference:** Retrieved Nov. 24, 2010 from <http://www.caut.ca/pages.asp?page=944>. **



Membership

(Continued...)

- CAUT Bulletin published 10 months of the year
- the ability to hold office in CAUT and to serve on CAUT committees
- the opportunity to participate in CAUT group insurance programs such as the Life Insurance, Professional Property Insurance, Home and Auto Insurance and Travel Insurance
- special discount rates for rental vehicles
- access to financial programs including the CAUT/Royal Bank affinity credit card and mortgage discounts.

Faculty members involved in collective bargaining can contact CAUT for advice, training and support. For more information about these programs, please visit <http://www.caut.ca/> .

UOITFA Membership

The Campus Book store will give a 10% discount to UOITFA members on purchases such as logoed items, clothing, mugs, gifts, computer peripherals, cards, stationery items, pens, etc. Text-books, software, and confectionary items are not included. Presentation your UOIT ID card is all that's required for the discount. And given the cold temperatures we're experiencing today, you might want to invest in a UOIT sweatshirt!

Oshawa

My personal experience downtown Oshawa is that some merchants and restaurateurs have provided a 10 to 15% discount on some items or meals. Ask when you shop.

Thank you for your continued support and take advantage of your membership!

Shirley Van Nuland, UOITFA Treasurer

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OCUFA: Data Check: Private-sector wage gains outstrip public sector

OCUFA: The Ontario government justified its wage restraint exercise with the premise that public sector wage increases were outpacing the private sector. Not the case.

So far, in 2010, [wage gains in the Ontario public sector are trailing the private sector](#). In September the public-sector averaged a 1.7 per cent gain, while the private sector saw an average 2.5 per cent rise, reports the Ontario Office of Collective Bargaining Information.

The chill on the pace of settlements in the Ontario public sector (created by the government's no-compensation-increase policy) continues. It appears on the surface there were more settlements in September than in earlier months (22, compared to nine in July and two in August), but that is illusory. The central agreement between SEIU and nursing homes, however, covers 16 collective agreements, while a second major arbitration award involving CUPE and Extendicare covers four collective agreements, meaning there really has been only four settlements/arbitrations in September, not 22.

The remaining two public-sector settlements are in the municipal sector, which is excluded from the restraint policy. Not surprisingly, wage hikes in the municipal sector are exceeding those in the rest of the public sector.

Reference: Retrieved Nov. 24, 2010 from <http://us1.campaign-archive.com/?u=ca9b5c14da55e36f1328eb0f1&id=2607ee0cd2&e=#story4>. **

Student-Teacher Ratios are still high, according to *Macleans* Magazine

Although UOIT has been claiming several high grades from Maclean's magazine, the website actually allows you to investigate individual features of institutions around the country. The Express investigated student-teacher ratios comparing all universities in Ontario. Typically, this ration is calculated (According to Statistics Canada) by counting all the full time students, and comparing this number to all the full time tenured and tenure-track faculty. According to UOIT (http://www.uoit.ca/EN/main2/about/news_events/news_archives/news_releases/2010/20100929_1.html) we have 7018 students as of 2010. According to our counts, we have 142 faculty who are not in administrative positions. If we included the associate deans in this count, many of which continue to teach and do research, we could add 9 more to the mix for a total of 151 teaching faculty. Doing the math, we get 1:46.5. *Macleans* has UOIT at a slightly lower number, as it assumed that the count also included some contract staff who are without tenure or not in tenure-track positions.

What is interesting, is that even with this more conservative count, we still have the highest student-teacher ratios in the province. To learn about other features and how we compare go to <http://tools.macleans.ca/ranking2011/selectindicators.aspx>. This site provides a ranking tool, where you can place in one or more of many characteristics, and compare them to all universities in the country, or province, or those of your choosing. One quirky thing about the website: if you are choosing all Ontario universities by clicking the "check all" box, make sure York is included, as sometimes this box is left unchecked for some reason.

For instance, when you compare the student-teacher ratios to those all over the country, and not just Ontario, according to *Macleans* we have the highest student-teacher ratio in the country! So if you are feeling that you are working harder than your colleagues at other universities in Ontario, you are! **

University	Student/Faculty Ratio
5. Laurentian	15.3
23. McMaster	19.3
26. Western	20.8
29. Windsor	22.4
31. Queen's	23.1
33. Lakehead	23.4
36. Ottawa	24.5
36. Brock	24.6
37. Waterloo	25.1
38. Toronto	25.2
39. Carleton	25.3
41. Trent	26.1
43. Guelph	26.4
44. Wilfrid Laurier	27.7
45. Nipissing	28.2
47. York	29.9
48. Ryerson	31.5
49. UOIT	38.8

First UOITFA Tenure and Promotion Workshop a huge success

An inaugural UOITFA T&P workshop was held on Monday Nov. 29, from 3 to 4 p.m. on the north campus. Overall, the workshop was received as a success. Evaluations of the workshop proved very positive, with definite recommendation from the Membership that this should become an annual event. Many who were there asked that electronic resources be made available to those who could not attend. We have also had several requests for information provided at the workshop as not everyone who wanted to come could make it. Panelists were Dr. Marnie Ham who talked about the timelines of tenure of promotion; Dr. Hannah Scott who discussed tips and tricks to speed up the process; and Dr. Raymond Cox who reiterated the importance of content of materials in your T&P package submission to the administration. Due to the huge demand, below is a list of electronic resources that were handed out as part of the T&P package at the workshop.

- As always, we invite you to see what is available on the UOITFA website (<http://uoitfa.ca/>).
- This website provides a copy of our Collective Agreement (<http://uoitfa.ca/CollectiveAgreement.html>).
- On this page you will also see a copy of the Transitional Agreement (<http://uoitfa.ca/Transitional%20Agreement%20Sept%20%202010.pdf>).
- Inside the collective agreement (http://uoitfa.ca/UOITFA_Collective_Agreement_09JUL01to10Jun30_FINAL_DOCUMENT.pdf) we selected out Articles 19 (Tenure and Promotion), and 20 (Promotion).
- We also provided documents on some tips and tricks regarding collecting your documents and getting through the tenure process (<http://uoitfa.ca/Volume2Issue1.pdf>).
- The tenure process chart has been reproduced here in the newsletter on pages 7 and 8 for your records.

Special thanks to Molly Dragiewicz for providing this additional resource: <http://www.insidehighered.com/advice/winning> which is an online resource offering advice to those who want to learn more about going through the tenure process.

The columnist answers many questions that professors have about how to minimize stress, and so on. Although most help literature and websites are American, much of the advice offered online and in books is similar to our experience. There are a few differences, but that is a whole other workshop. Overall, the information on this website is very good.

During the discussion the topic of how to handle teaching evaluations for graduate courses, given that evaluations are not currently carried out in these classes at UOIT, was mentioned. Marnie Ham suggested that one way you could include this information is by carrying out an evaluation of your course yourself. She noted that there are several evaluation open source web pages available, and she recommended <http://www.getfast.ca/>. She found this site most beneficial in getting course feedback from her graduate students.

One disadvantage to carrying out a workshop such as this is that often it does not meet all the needs of everyone in attendance. The speakers are often not from all disciplines and there are differences between evaluation practices between disciplines. For this reason one suggestion of the workshop panelists is to talk to someone who has gone through the process here at UOIT, preferably in your own discipline, to increase the value of the knowledge presented at the workshop. Ask questions about what is to be expected at your evaluation and work on making sure you have the right documents in your collection for evaluation.

Panelists also recommended keeping an open dialogue with your administration to ensure that you are shaping your application package to the needs of your specific discipline.

As always, we also encourage you to talk with your faculty representative, or any member of the UOITFA executive for more information about this process. Remember, although it is stressful, it can be done effectively without taking months out of your publishing schedule. Hopefully the workshop accomplished that for the majority of our Members who will be going up for tenure within the next few years. **

UOIT Tenure Process Chart: 2101-2011

Activity	Date	Year
Deadline for Dean inform each eligible candidate in writing that she/he is entitled to consideration by the Tenure and Promotion Committee.	October 1	5
Candidate notifies dean of choice to be considered for tenure or not	No date indicated	5
Dean notifies all eligible candidates who choose to be considered for tenure of the following requirements, and make an appointment with the candidate to discuss their implications: i. The text of Article 19; ii. The timeline of the tenure review procedures; iii. The members of the Tenure and Promotion Committee, with the request that the candidate communicate to the Provost, in writing, any objection(s) concerning any member or members of the Committee within fifteen (15) Days, stating the reason for the objection(s); iv. The requirement to provide a Teaching Dossier. v. The requirement to provide a list of external referees nominated by the candidate.	No date indicated	5
Deadline for dean to meet with candidate to try and reach agreement on the external referees,	November 1	5
Dean establishes Teaching Evaluation Committee	In January	5
Candidate provides documents to Dean as specified: i. An updated and complete curriculum vitae; ii. A statement written by the candidate that addresses how the criteria for tenure have been satisfied. his statement will include three (3) main sections that address the Research, Teaching and Service criteria as outlined in 19.02; The candidate has the right to include in this statement a subsection that specifically addresses, if applicable, the availability of resources provided by the Employer and its effect on his/her Research, Teaching and Service. A copy of this document will be sent or made available to all persons who are asked to evaluate the candidate.	No date indicated	5
Deans supply names of candidates to be considered for Tenure to Provost	January 31	5
Deadline for candidate to submit teaching documents to Dean	January 31	5
Deadline for candidate to submit research documents to Dean	March 31	5
Teaching Evaluations from Winter Term – added to Teaching Documents	May 31	5
Deadline for Internal Reading Committee (research) report completion	May 31	5
Deadline for Teaching Evaluation Committee report completion	June 30	5
Deadline for external references to be returned	June 30	5

UOIT Tenure Process Chart: 2101-2011

Activity	Date	Year
Deadline for dean to provide to candidate: i. A copy of the external referees' comments, with identifying information removed; ii. Copies of letters from colleagues and students; iii. The Teaching Evaluation Committee report iv. The Internal Reading Committee report v. The letter(s) of recommendation from the dean(s).	August 15	6
Deadline for candidate to respond in writing to these documents (if they choose)	Within 15 Days of above item	6
Deadline for candidate to indicate they elect to make an oral submission to the TPC committee (if they choose to do so)	September 15	6
Dean submits required document to TPC: A letter of recommendation from the Dean that summarizes and contextualizes the documentation in Teaching, Research and Service; Assessments by four (4) external referees; The report of the Internal Reading Committee; The report of the Teaching Evaluation Committee; Letters from colleagues and students; and The documentation assembled by the candidate under	No date indicated	6
Deadline for TPC to inform candidate about "additional information obtained" if any	No date indicated	6
Deadline for candidate to respond to "additional information obtained" (if any)	Within 5 Days of above item	6
Deadline for TPC decision	November 15	6
Deadline for TPC chair to notify candidate and president of decision	November 15	6
Deadline for candidate to respond in writing or orally to proposed negative decision	Within 15 Days of above item	6
President notifies Board of Governors of her/his recommendation	First BOG meeting following above item	6
President conveys the decision to the candidate with a written statement of reasons and, in the event of a negative decision, a summary of the evidence.	Within 10 Days of above item	6
Tenure & promotion in effect*	July 1	7

Season's Greetings to you and your family from the UOITFA team. We wish you all the best this holiday season. Sincerely, the UOITFA Executive.

