

UOITFA *Express*

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Faculty of Criminology, Justice, & Policy Studies.
Guest Editors Welcome....

A University of Ontario Institute of Technology Faculty Association Publication

UOITFA Enters into 1st Collective Agreement Negotiations Starting in 2009!

The time is finally here. The University of Ontario Institute of Technology Faculty Association will begin the process of working out the details of our very first collective agreement. These are exciting times for the faculty here at Ontario's newest university.

Our bargaining team has been working hard to get ready for the upcoming meetings. More about the team can be found in a feature on Page 7 of this newsletter.

Of particular importance at this stage of the process is the agreement of the Protocol for Bargaining. Of particular note, since this is a collective agreement being

negotiated, is the necessity for all policies concerning faculty to be frozen until such time as the agreement has been put into place when both the university administration and the UOITFA have come to an agreement on the first contract.

Specifically the protocol agreed upon by the UOITFA bargaining team and UOIT administration reiterates the minimum legal requirement of the Ontario Labour Relations Act: "The parties agree to be bound by the Statutory Freeze provisions Sec 86 (1) of the Ontario Labour Relations Act (OLRA) with respect to all prevail-

ing policies and procedures, salaries and other compensation."

Until the Faculty Association and the University have negotiated and ratified an agreement no policies and procedures may change unless mutually agreed to by both parties. This is required by Ontario law, there are no exceptions. If you are aware of any change or even proposed change in past practices please contact your faculty representative, or any member of the UOITFA Executive: Raymond Cox, Hannah Scott, Shirley Van Nuland, or Ronald Hinch. *

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UOITFA Wishes New and Renewing Members a Happy New Year!

The University of Ontario Institute of Technology Faculty Association (UOITFA) would like to take this opportunity to thank all of our new and returning members for their support. It is because of our strong membership that we continue to have the successes we have. We wish each and every one of you a very happy new year, good health, happiness, and many successes in the year to come. *



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ExpressOH! This Issue: The process of getting tenure.

by Dr. Hannah Scott, Faculty of Criminology, Justice, and Policy Studies.

Going up for tenure can be one of the most difficult events during a professor's career. I was in the very first cohort, and the first woman, to get tenure at this university. The move generates tremendous anxiety but more importantly, when a eligible professor is in the thick of the application process, there is the realization that often what is required can literally take months to collect.

The reason is this: when one actually starts to take stock of what one does, one begins to realize that it is difficult to capture proof of all of those day to day activities. Second, if there are noteworthy documents that one feels must be included, it can be difficult to find them without a long intensive search. What can add to stress levels is that there is anxiety as one goes searching that the critical document will not be able to be found and those hours searching for that one document of 100s needed will be in vein.

This ExpressOH is dedicated to the Assistant Professor. It is hoped that this article will save a little time in that process, and overall create a lot less anxiety.

I went to various people who have been through the tenure process and asked them what they felt was most important to getting through the tenure process beyond administrative policy. Below are a series of bullet points I have collected from many around campus that may be helpful to anyone thinking about this process. Although I had heard many of these as I was going through my tenure process, some were new. All are worth sharing.

- From the beginning, it is important for tenure track professors to think about setting goals with respect to the

number of articles, number of presentations, et cetera, and then following through with those goals.

- Diversity of output is important. For example, think about not having too many presentations at a single conference. One or two is fine, but five can be a lot.

- Do not get hung up on getting that one Nobel prize-winning article. Do some less than Nobel-quality stuff to boost quantity in addition to the quality you are doing. The Nobel-prize winning research will come in time.

- Co-authoring can boost output.

- Network with faculty elsewhere as this aids in expanding your research horizons. This can also be helpful in case you find yourself moving on.

- Have a box in your office and at home labelled "tenure stuff." Throw everything into it that you may think is important for tenure as documents are returned or come across your desk. This way, when it comes to putting your tenure documents together, there is no time wasted looking for documents to make your case. They are already in one box and you just have to compile them in some orderly fashion. This box can get rather full.

- In this box should go the following: grant applications (accepted or not as this proves you are working within the grantspersonship model), contracts received, published papers and reports, published chapters, monographs, conference proceedings, encyclopaedic entries, book and/or film reviews, unpublished reports, merit review letters, publishing contracts you are under at time of review, teaching evaluations and comments, course syllabi, course exercises, copies of quizzes, midterms and exams, copies of student papers (with express written permission of the student) copies of any really nice cards and/or e-mails

you have received from students, colleagues, etc., screenshots of your electronic teaching environment, newspaper and television segments where you have been asked to comment, presentations you have made at conferences, invitations to speak, any teaching or research seminars you have attended, any community events you have attended as a faculty member, thank you letters, REB applications, a list of all committees you serve on, either on campus or in the wider community, and so on. In short, anything that you think will demonstrate activity while you have been here. We all know it is more than just research that we do here. It is important to document all that you do here for this institution.

- You may want to expand this box idea to two boxes: one with research and service materials and one for teaching materials.

- When you are actually compiling this material, some people find it helpful to have an introductory letter for each section on research, teaching, and service, highlighting important activities, or drawing attention to items in progress.

- Never get rid of old vita. This gives you a natural and self-reflective form of feedback as you watch your own careers grow.

- Update your curriculum vita regularly

- Keep information provided by administration on the tenure and promotion process updated. Policies change and you need to have a good idea of what administration expects to see in your file.

- Go to tenure and promotion meetings every year. It is an easy way to keep updated on any policy changes in this process and keep personal goals fresh in your mind.

Continued on p. 7. See "Tenured..."

Letter from the President By Dr. Raymond Cox, Faculty of Business Information and Technology

Welcome back to the primary teaching semesters (fall and winter) here at the University of Ontario Institute of Technology (UOIT), and especially to the new faculty that have joined our community of scholars. We all wish you a productive and rewarding year.

On the news front of what is happening with the faculty association here is an update: We have moved forward since the Board of Governors entered into a voluntary recognition agreement with the UOIT Faculty Association (UOIT FA) in May of this year by joining the Ontario Confederation of University Faculty Associations (OCUFA). Now we are in line with all other universities in Ontario by both creating a faculty association, and joining OCUFA. We have also joined the Canadian Association of University Teachers (CAUT).

During the summer CAUT provided, au gratis, executive officer training workshops as well as bargaining workshops.

We have formed our face-to-face bargaining team comprised of Bill Goodman (Chief Negotiator), Ron Hinch and Ed Waller. They will begin discussions with Brian Marshall and Brian Campbell representing the administration.

The UOIT FA bargaining team has, in addition, numerous members of the FA working behind the scenes analyzing contract language of other collective bargaining agreements for consideration to be included in our proposed first contract. The administration has provided us with salary and benefits data and we have OCUFA conducting the salary analysis and the Canadian Benefits Consulting Group evaluating the benefits data. The examination of the financial health of UOIT has been

done by OCUFA.

Our UOIT FA Vice-President, Hannah Scott, in collaboration with Dr. Jennifer Percival created a survey instrument to ask you, the faculty, what you want in the contract and your priorities of the many issues. As a faculty association we have many, many rights with respect to our employment condition and treatment that can be bargained. We want to incorporate your wishes into our proposed contract, your response to the survey has helped us to form our contract proposal as well as your emails (UOITFA@gmail.com) and phone calls (my extension 2878) and visits, my office (at least for now) is UB 4034 on north campus.

Also, we wish you to respond to the email of our Treasurer Shirley Van Nuland regarding membership and dues. If you have done so already thank you for your support. Collectively as a faculty association we are strong more so than as lone wolf individuals bidding for a fair shake from

Continued page 7. See President...

Two Articles from Statistics Canada on University Salaries

From:
EDUCATION NEWS
Issue: 2008.10 and
Issue 2008.27

SALARIES AND SALARY SCALES OF FULL-TIME TEACHING STAFF AT CANADIAN UNIVERSITIES, 2007/2008: PRELIMINARY REPORT

Information on the salaries of full-time teaching staff at Canadian universities for the 2007/2008 academic year were released in the Statistics Canada Daily on Wednesday, April 9, 2008.

Information is provided for institutions that have determined salaries for the period and have responded to the survey by February 2008. This information is collected annually under the University and College Academic Staff System and has a reference date of October 1st. Therefore, the data reflect employment in universities as of that date. Each university must authorize Statistics Canada to release their information. However, information for institutions that have less than 100 full-time staff are not included in this bulletin but are available by special request.

The report "Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Preliminary Report" (81-595-MIE2008062, free) will be available on Statistics Canada's website, beginning April 9, 2008. From the Publications module, choose Free Internet publications, then Education, train-

ing and learning, and finally "Culture, Tourism and the Centre for Education Statistics - Research Papers".

SALARIES AND SALARY SCALES OF FULL-TIME TEACHING STAFF AT CANADIAN UNIVERSITIES, 2006/2007 AND 2007/2008 (SUPPLEMENTARY)

Information on the salaries of full-time teaching staff at additional Canadian universities, along with information on the salary scales for selected institutions for both the 2006/2007 and 2007/2008 academic years, were released Wednesday, October 8, 2008, in the Statistics Canada Daily. The Daily can be downloaded at no charge from the Statistics Canada website (www.statcan.ca).

The institutions that are included are all those that completed the survey by the beginning of October 2008. The information is collected annually under the University and College Academic Staff System.

As more information becomes available, it will be released periodically. Once information for all institutions has been received, a final report will be issued. Also available are special requests from this data set.*

Talking to Others... (Continued from page 7)

ways. For example, take a tenured professor out for coffee.

- When it actually comes time for a review, compile these documents in 3 to 4 inch, 3-ring binders. Label the binders according to your ordering scheme. The most popular way of labelling is: Research, Teaching, and Service.
- Think about making an “Executive Summary” binder, with your summary materials (CV, teaching evaluation summaries, a

short teaching dossier, acknowledgements of merit achievement through the years, annual progress reports, etc.). This binder should be no more than an inch wide. After all, this is the binder that everyone will really read. The other binders are there for fast and ready access to any material the committee may want to look at (such as those great letters by students).

- Embrace the third year review and consider it a “dry run” for the tenure review later on. There is much that can be learned from this early stage review, including what is missing in your file that either

you need to enhance, or simply forgot to add.

Keep in mind this process is repeated for promotion to full professor, only in a slightly different way. Do not throw out those binders once the process is over. Full professor candidates will need them again in a few short years.*



Treasurer Report Shirley Van Nuland

Benefits of Membership:

All membership dues are tax deductible (receipts are provided along with a membership card).

As members of UOITFA, we have access to discounts!

Campus Bookstore: 10% discount for all items, such as clothing, giftware, etc. bought at either bookstore location. Exceptions are software, confectionary items (e.g. pop, chocolate bars) and textbooks.

Ontario Council of University Faculty Associations: Membership in OCUFA provides access to Edvantage, a rewards program, offering discounts and savings in travel, entertainment, insurance, electronics, car rentals, and the list continues. In addition Academic Matters, a quarterly publication focusing on the role of universities and our contributions is available for all mem-

bers. The latest issue focuses on Universities and the Global Environment, highlighting the role that universities play in drawing attention to this vital issue. What is very important to UOITFA is the lobbying that OCUFA does on behalf of all faculty associations.

Canadian Association of University Teachers: CAUT has provided outstanding assistance as we enter the collective bargaining process with UOIT. At this site, www.caut.ca, there are numerous resources for faculty, including the Ontario University Report, that updates faculty on other Ontario associations around Ontario. As a member of CAUT, each of you can subscribe to the CAUT Bulletin, which keeps the membership informed on issues facing Canadian universities.

Contact your faculty representative for a membership form if you are not a UOITFA member. *

UOITFA Joins OCUFA and CAUT!



It is official! In May of 2008, UOITFA joined the Ontario Confederation of University Faculty Associations (OCUFA) and the Canadian Association of University Teachers (CAUT).

OCUFA's mandate is twofold. OCUFA seeks to maintain and enhance the quality of higher education in Ontario, and to advance the professional and economic interests of teachers, researchers, and librarians in Ontario universities. It also works to ensure that the views of its member associations are communicated to government policy makers, the public, and those concerned with the quality

and accessibility of post-secondary education. It engages in government and community relations, promotes issues of concern to the organization through an extensive internal and external communications plan, provides timely statistical and research information for faculty negotiating purposes; sponsors workshops on an annual basis, and assists member associations in furthering the professional and academic interests of their members.

The UOITFA is also the newest member of CAUT. Founded in 1951, CAUT is the national voice for academic staff. Today, representing

65,000 teachers, librarians, researchers and other academic professionals and general staff, CAUT is an outspoken defender of academic freedom and works actively in the public interest to improve the quality and accessibility of post-secondary education in Canada.

The UOITFA is happy to be a member of both organizations and to join the ranks of other universities in our membership. These organizations continue to provide support to our executive and our membership, so important during the bargaining process. *

Source: <http://notes.ocufa.on.ca/OURIssues.nsf/0/B0431642BC260825852575220053DF68?OpenDocument>

March date set for second annual MPPs reception

OCUFA's first MPPs reception, held last spring at Queen's Park, was an unalloyed success.

It featured a robust turnout of members from all political parties, which gave OCUFA's elected officials and staff a unique chance to press faculty issues within a setting that's more open and relaxed compared to most other lobbying venues.

In fact, MPPs expressed gratitude for the chance to learn more about what's happening in Ontario universities from a faculty perspective.

OCUFA's second annual reception for Ontario MPPs will be held March 24, 2009, again at Queen's Park.

MPP challenges university administration salaries

Rosario Marchese (NDP, Dovercourt) asked Minister of Training, Colleges and Universities John Milloy how his Government could justify university president salaries of \$300,00-\$500,00 a year (with severance payouts ranging up to \$1.3 million) when students are struggling with skyrocketing tuition and heavy debts.

The Minister responded that the government had improved student aid, but he did not address the question of administration salaries.

OCUFA awards ceremony to be held in October, a first

OCUFA's annual Teaching and Academic Librarianship Awards will be given out October 10, 2009, at a ceremony at Toronto's Royal York Hotel.

Traditionally, the awards ceremony has been held in June, but the October date, which coincides with OCUFA's fall board of directors meeting, will allow more people from each university to attend the awards

and celebrate the achievements of their peers.

The deadline for submitting nominations has yet to be finalized, but it will probably be set for sometime in March 2009.

Those who have already completed nominations forms, however, can send them immediately to: OCUFA Teaching and Academic Librarianship Awards Committee 83 Yonge Street, Suite 300 Toronto, ON M5C 1S8

There is currently a vacancy of the awards committee, and nominations for that position are welcome.

OCUFA president urges faculty to mobilize for PSE stimulus

OCUFA President Professor Brian E. Brown is urging faculty to mobilize as individuals to persuade government to invest more in universities.

In recent visits to faculty associations at the University of Waterloo and the University of Ottawa, he warned that "our weakness has been an over-reliance on our organizations to create the necessary political pressure to change government minds. But we can no longer leave this up to our organizations. We need to act as individuals, too."

Brown detailed the conditions facing faculty: shabby facilities, insufficient time with students, workload increases, more students but fewer faculty, with no end in sight.

It will only get worse, he warned, since the economic situation will put strains on government finances. "All levels of government face very difficult choices about who will get or not get funding. Helping government make the right choice is our job," he told faculty members.

More about this story can be found on: <http://notes.ocufa.on.ca/OntarioUniversityRe->

[port.nsf/0/2DEF853ED31A41FA852575220050010B?OpenDocument](http://notes.ocufa.on.ca/OntarioUniversityRe-port.nsf/0/2DEF853ED31A41FA852575220050010B?OpenDocument)

Now on-line: OCUFA briefing notes on issues facing Ontario and students.

Interested in finding out more about the issues facing Ontario higher education? OCUFA research analysts have prepared a set of briefing notes that distil the essence of every issue while giving users the background information they need to argue a case beyond the level of "talking points." In each briefing note, OCUFA's position on each issue spelled out.

Subjects include: Faculty shortages and hiring trends, Ontario government research policy and funding, Investments in higher education: "Reaching Higher" Enrolment increases and their implications, University operating funding, University capital funding, Equity, Student assistance, Tuition, Multi-Year Accountability Agreements

You can find the briefing notes at <http://www.ocufa.on.ca/> under the "Advocacy" tab, click on "Issues."

More about these and other stories can be found at the address in the header. *

"Keep away from people who try to belittle your ambitions. Small people always do that, but the really great make you feel that you, too, can become great." ~ Mark Twain.

"He is able who thinks he is able." ~ Bhuddha

UOITFA Frequently Asked Questions

can be found on the last page of this newsletter.

We have been receiving a lot of questions about the new association. Here are some FAQs and answers.

What is the current status of the Faculty Association (FA)?

The FA has been recognized by the administration and by the Board of Governors. Thus, it has authority to advocate for and bargain on behalf of the faculty members.

What faculty members can belong to the FA?

Core tenured or tenure-track faculty members may be eligible to the UOIT-FA.

Why is an FA necessary?

The interests of faculty members sometimes run counter to the interests of the administration, and this can create conflict. For instance, disagreements arise over compensation, workload, and office space. Individual faculty members may feel forced to submit to what they see as unfair or unreasonable demands of the administration. FAs represent and serve the interests of faculty and, to some extent, “even the playing field” when it comes to negotiations over resources, since there is strength in numbers. Through negotiation and a “collective agreement” (CA), the FA more clearly defines the limits of actions permitted on both sides.

What about collective bargaining?

In the fall of 2008, the FA negotiating team began the process of negotiating on behalf of faculty members for the first collective agreement (CA). The CA is a contract between us and the administration that defines the parameters of work at UOIT. For instance, the CA will bargain over salaries and benefits, and will outline

a *grievance procedure* that provides faculty members recourse against arbitrary or unfair actions taken by the administration.

Won't I be able to bargain a better salary on my own?

You may have had success in negotiating your *entry-level* salary, but subsequent increments likely will be based on annual base and merit increases. Historically, Canadian faculty with an FA to represent receive higher average salaries than faculties without an FA. (Comparisons today cannot be made since all university faculty in Canada have the benefit of an FA.)

What about fringe benefits?

Of course, fringe benefits also will be negotiated in the collective bargaining process. OCUFA has provided us with data that compares benefits packages across Canadian universities. This data will help us bring our benefits on par with other universities.

How much are membership dues?

Our FA is affiliated with provincial and national level association organizations - Ontario Confederation of University Faculty Associations (OCUFA) and Canadian Association of University Teachers (CAUT). In various ways, these organizations provide support for FA activities (e.g., legal support and counsel, advice on negotiations, data on comparative university pay levels, and so on). Thus, dues include membership in, and representation at, the local, provincial, and national levels. Annual dues are, approximately, \$300 for assistant professors, \$350 for associated professors, and \$400 for full professors. More specific information about fees

What do I receive in exchange for my dues?

Not all of the benefits you receive can be listed here. The mere presence of a strong FA discourages arbitrary uses of administrative power – a huge payoff that mostly remains unseen. Some of the more obvious benefits include: (1) a negotiating team to represent your interests in collective bargaining (e.g., improved salary and benefits provisions, etc.), (2) development of a grievance procedure and appointment of a grievance officer to standardize the process of resolving disputes between faculty and the administration, (3) a newsletter to keep you informed about happenings on the UOITFA work front, (4) a stronger provincial affiliation that represents the interests of higher education at the provincial level, (5) provincial and national affiliations that provide counsel (legal and otherwise) and information about the status of the university in general, and how UOIT compares to other universities.

How can I participate?

Faculty can participate in numerous ways, big and small. Low profile participation is critically important and valuable. Here are various ways you might contribute: paying membership fees; attending and participating in FA meetings; reading and contributing to the FA newsletter; offering time to edit documents; voting; knowing and communicating with your faculty representative regarding working conditions; serving on FA committees; running for an FA office.

We encourage you to continue to ask those important questions. Please feel free to call the UOITFA office at X 2878, or email Raymondcox3@gmail.com.*

Tenure... (Continued from page 2)

• Understand the policy and procedures that are being shared. Sometimes these documents are wordy. Ask questions if you are not sure about meanings of clauses, etc. Get answers from several sources. Start with your dean, but also talk to tenured professors, your faculty association representatives, and so on, about the meanings they attach to these documents.

• Encourage your faculty to give you a breakdown of what is expected for tenure and promotion within the faculty you are in. There can be some significant differences in interpretation of those policies and procedures, depending on your discipline.

• Talk to others about how they prepared for tenure. There is a lot of informal knowledge out there about just getting through the process that I found invaluable. Sometimes just talking about what you are experiencing is helpful. You can do this in a variety of

No question is so difficult to answer as that to which the answer is obvious.

~ G. B. Shaw.

Continued on p. 4. See "Talking to Others..."

President... (Continued from page 3)

the administration. That is, united we stand divided we fall.

These are uncertain times; a new campus is being developed in downtown Oshawa (home to Faculty of Education presently with more faculties to follow), faculties are subject to being re-organized (such as the proposal to have IT carved out of the Faculty of Business & IT and placed in the School of IT (along with some science and engineering faculty) within the Faculty of Engineering; direction of growth, and financial uncertainty stemming from the budget and overhanging enormous bond issue.

This is your faculty association, and I encourage you to actively participate in the faculty association to make it what you want it to be. Again, welcome back and thank you for your commitment.*

UOITFA Welcomes UOITFA Negotiation Team

The UOITFA would like to take this time to thank Bill Goodman who has agreed to act as Chief Negotiator for our very first collective agreement. This job requires dedication and due diligence as well as strong diplomatic skills. Dr. Goodman is a superb pick for this position.

Also joining Dr. Goodman on the bargaining team are Ronald Hinch from the Faculty of Criminology, Justice, and Policy Studies, and Ed Waller, from the Faculty of Energy Systems and Nuclear Sci-

ence. Diligently helping in the background are the various faculty members who have researched policy and practice and drafted the first collective bargaining proposal. Success of collective bargaining can be attributed in large part to these teams. Thank you for your efforts.

Everyone has worked and continues to work very hard, and our success is due to your willingness to help. We sincerely appreciate all your efforts.

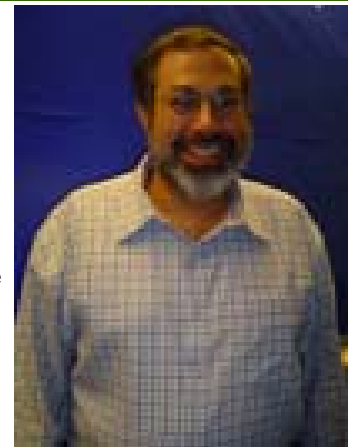
We welcome all of your input in the days ahead as it is important that this agreement reflect all of our membership. This is a more successful document the more we hear from you. If you have any questions or comments about this collective bargaining process, or want to add your voice to our membership, please do not hesitate to contact your faculty representative (listed on the last page of this newsletter), or any of the executive (listed on the front page of the newsletter). *



Dr. Ed Waller, Faculty of Energy Systems and Nuclear Science



Dr. Ronald Hinch, Faculty of Criminology, Justice, & Policy Studies.



Dr. Bill Goodman, Faculty of Business and Information Technology and Chief Negotiator, UOITFA

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Please note, that if you are becoming a member of the UOITFA for the first time, you will need a "new member" form. This form is available from any faculty representative, or by contacting Shirley Van Nuland at X 3419.

Faculty Representatives

Business & Information Technology
Ali Grami,
Ext: 2433 Office: UB3004

Criminology, Justice, and Policy Studies
Brian Cutler
Ext: 3807 Office: UA2033

Education
Janette Hughes
Ext: 2875 Office: UB3032

Energy Systems and Nuclear Science
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Ext: 2980, Office: UA4013



2008 – 2009 RENEWAL OF MEMBERSHIP UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY FACULTY ASSOCIATION

I renew my membership in the University of Ontario Institute of Technology Faculty Association ("UOITFA"). In so doing I authorize UOITFA to act as my exclusive bargaining agent in all matters relating to my employment relationship with the Univer-

Last Name _____ First name _____

Home Address: _____ Rank (please circle)
Assistant Associate Full

_____ Status (please circle)
Tenure Tenure Track

Home Phone: _____

Faculty _____

Office: _____ Ext: _____

Would you prefer to have emails from UOITFA sent to your UOIT account? (please circle) Yes No

If you answered "No" Please provide an alternative email address:

Membership fees are tax deductible and are based on rank. Since we are members of the Ontario Council of Faculty Associations (OCUFA) our dues to it are based on rank:

Professor:	\$ 149.39
Associate Professor:	\$ 123.19
Assistant Professor:	\$ 93.43

UOITFA has not changed its dues to the membership. It remains at \$100.00 per faculty member.

Total membership dues which include OCUFA dues, CAUT dues, and UOITFA dues total:

Professor:	\$ 435.51
(149.39 + 186.12 + 100.00)	
Associate Professor:	\$ 370.67
(123.19 + 147.48 + 100.00)	
Assistant Professor:	\$ 312.71
(93.43 + 119.28 + 100.00)	

We are also members of the Canadian Association of University Teachers (CAUT) and our dues to this association are also based on rank:

Professor:	\$ 186.12
Associate Professor:	\$ 147.48
Assistant Professor:	\$ 119.28

Please enclose 1 cheque for the total amount based on my rank made payable to **UOITFA**. Post-dated cheques will be accepted.

Professor:	\$ 435.51	Associate:	\$ 370.67	Assistant:	\$ 312.71
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OR

Please enclose 3 postdated cheques made payable to **the UOITFA** based on your rank. A tax deductible receipt will be provided for the taxation year.

Please return this form and cheque(s) to **Shirley Van Nuland, Faculty of Education**. A membership card and receipt for the tax deductible membership fee will be sent to you on receipt of your application and payment of dues.

Signature _____ Date _____

