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Promotion & Review  
(TPR) information  
sessions

**TPR Sessions**

May 12 @ 1:00 p.m.  
May 13 @ 9:00 a.m.

UC 442

Executive Nomination  
Results

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## Tenure, Promotion & Review – do you have questions? Joint UGFA/Management Meeting

The UGFA and Management will be holding two information sessions on Tenure, Promotion and Review. The first session is on **Wednesday, May 12 at 1:00 p.m.** and the second session is on **Thursday, May 13 at 9:00 a.m.**, both in **UC 442**. The purpose will be to answer general questions on the process or information required in the tenure, promotion and review this cycle. We would encourage you to attend these sessions in preparation for the upcoming TPR period. Please remember that all applications for the granting of tenure and/or promotion as well as all materials for the purpose of performance review and assessment are due August 15<sup>th</sup>. As a final note, we are trying to arrange to have the TPR sessions podcast and placed within the Provosts website.

## Executive Nomination Results

Nominations for Executive positions closed on Monday, April 19, 2010

**The results, by acclamation, are:** Vice-President - Ed Carter; Salary Chair – Herb Kunze; Pension & Benefits Chair – Scott Gillies; OCUFA Director – Bev McEwen

As per the constitution, Executive will make a recommendation to Council and Council shall decide who the CAC will be. An announcement will be made at the AGM as to whom the final incumbent is.

## UGFA Annual General Meeting – May 20<sup>th</sup>

UGFA will be hosting our **AGM on Thursday May 20<sup>th</sup> at 10:00 a.m. in UC 442**. Minutes are posted on-line at [www.uoquelfh.ca/~facassoc](http://www.uoquelfh.ca/~facassoc)

Coffee and muffins will be provided. The agenda is attached. Please come to the meeting and meet your new Executive. We are seeking input as to how we are doing; what we need to do more of and what we need to change/add.

## Pensions.....

You've heard a lot about pensions. The University is stating that they are in dire straights...is this just 'the sky is falling' Chicken Little kind of statement? The answer may surprise you but....NO...the University needs our help, as your bargaining unit, to figure out what we need to do to ensure the security of the professional pension plan and the security of our members when they retire. All of this must be balanced with the needs of current members as we do not want to encumber them with a substantially increased contribution rate which will not provide additional benefits. Recently, the UGFA and the Provost's office jointly held 2 (two) pension meetings. These sessions were intended to be an introduction which explained the various factors which influenced the current status of the plan. The second stage of the presentation suggested options for the future. **This presentation is an excellent and very clear explanation of the wonderful world of pension problems (and politics).** The presenter was Allan Shapira, FCIA, FSA, at Hewitt Associates. He is the senior consulting actuary in their Retirement and Financial Management practice in Toronto. **Mr. Shapira's presentation will be podcast.**

The UGFA is in the process of getting additional assistance in the preparation of information for negotiations on the Pension. We will be conducting a survey of the Membership in the near future. We will hope to educate as well as be educated by our members using this survey.

### *Collective Agreement Quick Facts*

#### *(Article 21, Tenure, Promotion and Review of Faculty Members)*

If a Member does not agree with a negative recommendation from their College T&P Committee, he/she may appeal the decision.

Article 21.43 of the Collective Agreement states:

*Within fifteen (15) days of the date of issuance of the letter from the Dean, the Faculty Member may appeal a negative recommendation of the College Tenure and Promotion Committee to the Chair of the University Tenure and Promotion Appeals Committee.*

## UGFA Members in the News....

Our congratulations go to Dr. Michelle Oliver (School of Engineering), Science, Technology and Research Award recipient. Nominations for the YMCA/YWCA's Women of Distinction Awards for 2010 included, Dr. Elizabeth Lee – Science/Tech, Professor Denise Mohan – Education, and Dr. Roselynn Stevenson – Public Service.

Our congratulations also go to Dr. Maureen Mancuso, who received the Education and Training Award.

## Update on UGFA

In the last two years there are so many issues which UGFA has dealt with – approval of contract language on Intellectual Property, Research Ethics Appeals Board and even the implementation of the Collective Agreement itself. We have dealt with other issues too numerous to name. The Grievance Information Officers (GIO) and the Executive Officer have been very busy, dealing with many matters ranging from queries on LTD to grievances to disciplines. This calendar year, we have dealt with twenty-one (21) ‘issues’ – so far. These issues have included four (4) discipline matters, four (4) accommodation/LTD matters, with the remaining thirteen (13) being either individual or policy grievances. This is in addition to the T&P appeals. The UGFA Executive, Council and office staff has been extremely busy. Just in the past six (6) weeks alone, there are a number of committees which have been established including the Wage Equity Committee, Accommodation Partnership Program and the Workload committee. All of this means that volunteers are always needed. So, if you would like to help by serving on a committee (Health & Safety, Salary, Pension & Benefits, Workload etc), please contact Sue Hubers ([shubers@uoguelph.ca](mailto:shubers@uoguelph.ca) or ext. 52126).

### UGFA Retreat

We are holding a retreat on June 16/17 at the Elora Mill. We will be working on the emerging landscape for negotiations, as well as determining what works well in the collective agreement and what we need to change. Upon completion of this retreat, we will begin our consultation with all Members.

## Happening's at the CAUT Council

At the last meeting of CAUT Council, delegates voted to amend the CAUT By-law on Equity. “This vote marks a significant day in CAUT history — a day when CAUT defined itself more clearly than ever as an organization dedicated to achieving equity for all its members”, said CAUT President Penni Stewart.

The idea for the new structure came out of discussions during CAUT's first Equity Forum held in Toronto in February 2009 and was brought to the Executive by the Equity Committee for discussion. The changes are:

- The creation of two member-at-large Executive Committee positions — one for Aboriginal Academic Staff and the other for Francophone Academic Staff. (No changes were made to either the Francophone Committee or the Aboriginal Academic Staff Working Group.)
- The Contract Academic Staff Committee becomes a Standing Committee of Council. Like all Standing Committees of CAUT, the Chair will be elected by Council and will be a member of the CAUT Executive Committee.
- Three new working groups will be created – the Racialized Academic Staff Working Group, the Academic Staff with Disabilities Working Group and the LGBTQ Working Group. Together with the Women's Committee, which now becomes the Women's Working Group, each group will take the lead in developing proposals for CAUT's equity work in relation to its community and will share ideas and information in a new CAUT standing committee, called the Diversity Council, which replaces the former Equity Committee of the Executive. Each of the four working groups will choose two members to sit on the Diversity Council

which will also have two Co-Chairs, one of which must be a woman. Both Chairs are to be elected by CAUT Council and will become members of the CAUT Executive Committee.

- Two member-at-large positions remain on the Executive Committee (previously three) and are designated as "general" and elected by Council.

## **UGFA ANNUAL GENERAL MEETING**

**Thursday May 20, 2010  
10:00 a.m. in UC 442**

### **Agenda**

1. Call to order
2. Approval of Agenda
3. Approval of Minutes
4. Committee Reports
  - 4.1 Treasurer
    - 4.1.1 Review of 2008/2009 audited statement
    - 4.1.2 Review of 2009/2010 budget
    - 4.1.3 Proposed 2010/2011 budget
    - 4.1.4 Appointment of Auditors
  - 4.2 Grievance Information Officer
  - 4.3 Pension & Benefits
  - 4.4 Salary Committee
    - 4.4.1 Vet Negotiations
  - 4.5 Health & Safety
  - 4.6 Academic Freedom
5. President's Report
  - 5.1 Committee on Restructuring/Workload
  - 5.2 Wage Equity
  - 5.3 Operation of CA
6. Vice-President's Report
  - 6.1 New Executive & Council
  - 6.2 Research Ethics Board
7. Other Business
8. Adjournment