

JCOAA

REPORT TO THE YUFA ANNUAL GENERAL MEETING

APRIL 29, 2015

PREPARED BY MIRIAM SMITH, JCOAA CO-CHAIR

Remediation

JCOAA reached agreement on the following issues:

- Applications for grade assessment based on at least 50% of the work and students' documentation to be submitted to the Faculty rather than the instructor.
- Remuneration for remediation overwork
- Members not required to submit remediation plan unless requesting compensation
- Contracts extended where necessary
- Course evaluations considered for T & P only with the agreement of the member

Continuing remediation issues

- Faculty remediation documents
- Tight deadlines for submission of grades
- Room assignments
- Monitoring of members by Chairs and staff
- Directives to survey students
- Teaching Commons document

CRC Appointment process

- Negotiated a settlement for current hires
- CRC hirings currently in process will not be reviewed by the University Selection Committee
- New protocol needs to be negotiated for future selections

Ongoing issues

- Concur
- Pan Am Games
- CV exercise
- Research release program
- E-learning
- Privacy impact assessments
- Access for Ontarians with Disabilities (AODA)
- Inclusivity and Diversity
- Downloading
- Anomalies exercise

Long-Range Planning Committee

Prepared by Kean Birch, LRP Co-Chair

LRP meets monthly at the same time as JCOAA. Its remit is the “consideration of factors bearing upon the future well-being of the University and the members of the YUFA bargaining unit”.

This year, LRP has dealt with:

- University restructuring
- New campus
- New budget model

University restructuring

Includes the processes introduced and implemented by the Employer, including: **Academic and Administrative Programme Review (AAPR); Institutional Strategic Directions Document (ISDD); and Institutional Integrated Resource Plan (IIRP).**

YUFA has insisted that:

- AAPR should not be the basis of restructuring
- Consultation must be **timely, meaningful** and in **good** faith and processes must be **open** and **transparent**
- The portrayal of University finances must be based on accurate information as shared with FISC
- Equity must be a meaningful consideration
- Normal collegial governance must be respected

New Campus

YUFA has:

- Insisted on timely, meaningful, and good faith consultation, particularly around matters relating to the collective agreement
- Obtained a heavily-redacted copy of the proposal after multiple requests
- Obtained assurances that YUFA members will not be transferred or required to work at any new campus without their consent
- Obtained a report on the internal consultation process that was followed. The report was obtained after many requests and is inadequate in several requests
- YUFA has insisted that accurate and timely information about the status of the new campus and any collective agreement implications be provided throughout bargaining

New budget model

The development of the new Activity-Based Budgeting Model (SHARP) has been subject to significant delays.

The Provost and VP Finance & Administration provided a detailed outline of the model in April 2015

YUFA concerns include:

- The formation and composition of the University Budget Planning Committee to oversee SHARP
- Reconciliation of the new budget model and the financial statements
- Perverse incentives (inter- and intra-Faculty relations and competition)
- Power of management to use budgeting as a disciplinary tool
- Adaptability of the model

YUFA has formed an ad-hoc group to study the model and formulate a considered response

YUFA caucus members

Miriam Smith, JCOAA Co-Chair

Kean Birch, LRP Co-chair

Alidad Amirfazli, Member-at-large

Sheila Embleton, Chief Steward

Frances Latchford, Equity Officer