

JOINT COMMITTEE ON THE
ADMINISTRATION OF THE AGREEMENT
(JCOAA)

MINUTES OF MEETING HELD
September 13, 2013.

390 York Lanes

Association: John Amanatides, Brenda Spotton Visano (Co-Chair), Sheila Embleton, Frances Latchford, Heidi Bishop, Andrea Harrington

Employer: Barry Miller (Co-Chair), Alice Pitt, Harvey Skinner, Don Hastie

Chair: Brenda Spotton Visano

Regrets: Leslie Sanders, Hyacinth James

Minutes

The Minutes of June 14th were approved

JCOAA

AODA Tips for Instructors

B. Miller provided background on the COU initiative to provide tips as a resource for instructors. Access York proposed amendment to the COU tips and with minor adaptation for York. The tips will be made available through the Teaching Commons. B. Miller indicated the edits were primarily clarification of wording and inserting policy and guidelines for York.

The Association requested to review the proposed tips, prior to public posting. B. Miller agreed to forward the link to the tips after the meeting and refrain from public posting until YUFA has an opportunity for review.

Alternate Stream

B. Miller reported that based on consideration of the outcome of discussion with and feedback from the Association the Employer is prepared to move forward with a 3.5 teaching load for alternate stream appointments in units/Faculties that did not previously have alternate stream appointments. B. Miller noted that a 3.5 load was comparable to the current teaching load of teaching stream faculty at the U of T, which previously had been 4.0. B. Miller indicated that next steps around the appointment of alternate stream faculty in these units would be unit-driven. Deans will return to units who, as matter of principle, expressed interest in considering alternate stream appointments. The units will be invited to indicate interest in alternate stream appointments with a starting date of July 1, 2014 at a 3.5 teaching load, highlighting the need for units to establish T&P criteria and updated teaching load documents. B. Miller invited the Association to have a discussion on these issues. The YUFA caucus confirmed that they had an opportunity for a preliminary discussion with the YUFA Executive and reported no change in perspective in regard to the Employer's preparedness to move from 4 to 3.5 as the annual teaching load.

JCOAA

YUFA Equity Subcommittee letter re: Inclusivity & Diversity Report and Motion re Welcoming Statement in Advertisements for Full-Time Appointments

B. Miller noted that the recommendations are still under discussion by the Employer. He provided a preliminary response to each of the recommendations. He noted that the first recommendation to have affirmative action plans accessible was helpful and indicated that the parties should consider where the plans might best be posted. He suggested that the Employer had concerns about possible unintended implications of the second recommendation as it relates to the successful recruitment of strong candidates and suggested that the sharing of best practices occurs through annual training and would be further facilitated through making AA plans accessible. It may be helpful, nonetheless to have further discussion regarding the sharing of best practices in hiring. B. Miller indicated that there was agreement with the third recommendation that consideration be given to initiatives that go beyond recruitment. It was the Employer's initial view that the fourth recommendation regarding student conduct should be forwarded to the Vice-Provost Students to consider in relation to the student code of rights and responsibilities. In regard to the fifth recommendation, B. Miller indicated that possible areas of further reach could be a future topic of discussion.

In response to YUFA's motion on welcoming statements B. Miller confirmed the Employer is prepared to explore and develop a welcoming statement to appear in advertisements for full-time academic positions. B. Miller noted the Employer's approach to the development of a welcoming statement will be informed by its view that a distinction should be drawn between the four Affirmative Action categories and attendant Affirmative Action Program and a strong commitment to diversity. B. Miller indicated a willingness to craft a welcome statement for consideration by the parties.

Appendix P

YUFA confirmed receipt of all the relevant data and requested that the Appendix P data for 2013-14 be updated. It is a primary concern for the Association to review the Employer's data with the data collected by stewards to identify any discrepancy. It is anticipated that discussion will take place at the October meeting of JCOAA.

LRP

New Budgeting Model

A. Pitt provided an update on the new budgeting model (SHARP). A slide deck was distributed (attached), and A. Pitt reviewed various slides in the deck and invited the Association to review the deck in more detail after the meeting and bring forward questions/observations for discussion at the next meeting. The Association raised concerns about the potential for inequities between and among Faculties (and smaller units depending how far the model will "drill down") to be built into the model. Examples raised included the cost impact of statutory and other provisions on smaller units and differences in revenue opportunities between units with deregulated programs and units without regulated programs. A. Pitt noted that revenues and costs need to be approached holistically.

A question was raised about the purchase of services from CSBO, and A. Pitt clarified that existing policies regarding which offices provide maintenance and other services currently provided by CSBO will remain in place.

S. Embleton noted that it will be important to clarify the nature and purpose of the University. The Association also raised as a possible concern "temporal equity" in the establishment of the new budget model, noting as an example that there may be some unfairness in a circumstance in which a given Faculty might have recently received a new building or buildings with the costs for such not reflected in the Faculty's established budget.

The Association indicated that it would solicit questions from members ahead of the next meeting of JCOAA.

Academic and Administrative Prioritization

A. Pitt provided an overview of the AAP as conceived to date. She noted that the AAP will be based in part on models for academic prioritization processes undertaken at other institutions.

A. Pitt reported that a Steering Committee has been created, consisting of 2 deans, a staff member, the Vice President Finance and Administration and Vice President Academic and Provost, the Assistant Vice President Finance and the Vice Provost Academic.

A. Pitt noted that the Vice President Academic and Provost and Vice President Finance and Administration have begun attending Faculty Council meetings to present information on the AAP and to provide an opportunity for discussion and questions.

A variety of issues remain to be decided, including final timelines for the exercise.

At present, the intent is for the evaluation template and criteria to be provided to programs by mid-November, with approximately 4 months for units to complete.

Two taskforces will evaluate the unit reports: an administrative taskforce, with responsibility to evaluate reports from non-academic programs, and an academic taskforce, with responsibility to evaluate reports from academic programs. The administrative task force will be comprised of faculty and staff and the academic taskforce will be comprised of faculty.

A. Pitt noted that the task of defining all of the University's program will present some difficulties. In terms of tasks ahead, she noted the need for the development of the evaluation template, and evaluation criteria, the development of a communication plan and development of a consultation plan.

It was noted that AAP should be a standing LRP agenda item.

S. Embleton observed that based on her reading on the subject of this type of exercise, the buy-in of the evaluation template is critical for a successful outcome.

Calumet and Stong College Integration

H. Skinner gave an update on this item. The Association noted the distinction between an update and consultation process. LA&PS faculty and Fellows of Stong College reported that they were not consulted prior to proceeding with the integration.

Other Business

The Association requested the Employer update plans for rolling out the request for CVs to avoid issues that resulted in PTR being incorrectly withheld during the last exercise.

The Meeting was adjourned.