



2019 Annual Conference | Conférence annuelle

7 - 8 Nov.

Intercontinental Toronto Front Centre Hotel

Preliminary Program – programmation préliminaire

Thursday jeudi: 7 Nov.	
8 :00 a.m. – 8 :45 a.m.	Registration and breakfast inscription et déjeuner
8 :45 a.m. – 9 :00 a.m.	<p>Words of Welcome</p> <p><u>Speakers</u> Thomas Chase Vice-President Academic and Provost, University of Regina</p> <p>Lisa Philipps Provost and Vice-President Academic, York University</p>
9 :00 a.m. – 10 :00 a.m.	<p>What's New at FBS</p> <p><u>Speakers</u> Marie-Hélène Villeneuve Assistant Director, FBS/CAUBO</p> <p>Shewit Kalaty Events and Communications Coordinator, FBS/CAUBO</p> <p>Ryan Johnston HR Counsel - Labour Relations, University of New Brunswick</p>

	<p><u>Moderator</u> Jim Butler Director, FBS/CAUBO</p>			
10 :00 a.m. – 10 :30 a.m.	Break pause			
10 :30 a.m. – 12 :30 p.m.	Concurrent Sessions séances simultanées			
	<p>Diversity of the Academic Workforce: How to create and support a diverse workforce</p> <p>Diversity of the Academic Workforce: How to create and support a diverse workforce. Increasing diversity is critical, but diversity alone will not lead to a change in academic culture. Greater inclusivity requires a rethinking of our systems, practices, policies and personal attitudes. Academic and administrative leaders must take proactive steps to ensure all members of our community are respected, treated fairly and can bring their authentic selves to the University. The presenters will respectively discuss strategies that are being used to increase inclusion for Black faculty, staff and students and for Indigenous academic staff.</p> <p><u>Speakers</u> Deborah Saucier President, Vancouver Island University</p> <p>Angela Hildyard Special Advisor to the President and Provost U of Toronto and Professor, Leadership, Higher and Adult Education, OISE</p> <p>Karima Hashmani Director of Equity, Diversity and Inclusion, University of Toronto, Scarborough</p> <p>Jodie Glean</p>	<p>Legal Limitations on What Can Be – And What Should Be – Collectively Bargained</p> <p>The session will include short presentations and problems based on situations to be discussed in facilitated table groups.</p> <p>Participants will bring copies of the legislation that governs their institution and a copy of their faculty collective agreement.</p> <p>They will learn about how to interpret their governing statute and recognize the board’s limited authority in collective bargaining. They will also learn how to resist prospective or defeat existing provisions on the grounds of ultra vires, non-delegability or otherwise.</p> <p><u>Speakers</u> Thomas A. Roper, Q.C. Founding Partner Roper Greyell</p> <p>Jennifer S. Russell Partner, Roper Greyell</p> <p><u>Moderator</u> Neil Gold Field Representative FBS/CAUBO</p>	<p>Managing Mental Health Issues and Accommodation in the Workplace</p> <p>Increasingly, requests for accommodation in the workplace focus on mental, not physical, disability. Yet, understanding when a mental health issue may be a disability and how far the duty to accommodate a mental disability extends can be extremely challenging for an organization. This lively session provides practical advice and tips on the following topics:</p> <ul style="list-style-type: none"> - Mental Disability vs. Workplace Woe: When does stress and anxiety require accommodation? -Medical Documentation: How does an organization obtain useful medical documentation? -The Accommodation Process: How does accommodation of a mental disability differ from physical disability and what are the best practices for accommodation of mental disability? -Leaves of Absence and Termination of Employment: When is an organization justified in placing an employee on a leave of absence or ending the employment relationship for reasons related to a mental disability? <p><u>Speakers:</u></p>	<p>Strategies for Effective Negotiations with Teaching Assistants and Per Course Instructors</p> <p>BILINGUAL SESSION (SLIDES WILL BE IN FRENCH AND ENGLISH)</p> <p>GtAs and Per Course Instructors present distinctive contexts, issues and dynamics for negotiations. The dual student-employee status has informed negotiations with GTAs since their first unionization in the mid-1970’s. Student activism and social unionism are keys to understanding how.</p> <p>A predominant factor shaping negotiations with Per Course Instructors is the increasingly public and system-wide debate over precarity of contract employment: low wages and limited benefits, ongoing uncertainty or insecurity about employment prospects and challenging working conditions, as compared to terms and conditions of employment for tenure-stream faculty. Another theme in the debate is lack of respect and marginalization in the academy.</p> <p>This interactive session will take a holistic approach to the topic, starting with the institutional and sector context in which negotiations will occur. Much of the work in developing effective strategies for these negotiations occurs (far) away from the table, through employee and union engagement strategies, analysis of how the university’s academic, research and resource plans bear</p>

	<p>Director, Anti-racism and Cultural Diversity Office, University of Toronto</p> <p><u>Moderator</u> Nancy Sullivan Field Representative, FBS/CAUBO</p>		<p>Shana French Sherrard Kuzz</p> <p>Adam James Sherrard Kuzz</p>	<p>on negotiation priorities, sector and institutional data analysis, and a realistic assessment of possible responses to anticipated union priorities.</p> <p><u>Speakers</u> Barry Miller Senior Policy Advisor on Labour Relations, York University</p> <p>Marie Pierre Beaumont Directrice de la négociation, des conditions de travail et de l'équité, Vice-rectorat aux ressources humaines, Université Laval</p> <p><u>Moderator</u> Lynne Gervais Field Representative, FBS/CAUBO</p>
12 :30 p.m. – 1 :30 p.m.	Lunch diner			
1 :30 p.m. – 2 :30 p.m.	<p>Challenges of Performance-Based Funding and Associated Metrics</p> <p><u>Speaker</u> Martin Hicks Executive Director, Data & Statistics Higher Education Quality Council of Ontario</p> <p><u>Moderator</u> Thomas Chase Vice-President Academic and Provost, University of Regina</p>			
2 :30 p.m. - 3 :00 p.m.	Break Pause			
3 :00 p.m. – 5 :00 p.m.	Concurrent Sessions séances simultanées			
	<p>Diversity of the Academic Workforce: How to create and support a diverse workforce</p> <p>Increasing diversity is critical, but diversity alone will not lead to a change in academic culture. Greater inclusivity requires a rethinking of our systems, practices, policies and personal attitudes. Academic and administrative leaders must take proactive</p>	<p>Legal Limitations on What Can Be – And What Should Be – Collectively Bargained?</p> <p>The session will include short presentations and problems based on situations to be discussed in facilitated table groups.</p>	<p>Effective Management of Disability Accommodation Issues</p> <p>Issues of disability accommodation are inherently challenging. Deciding whether accommodation is required and, if so, what form of accommodation is appropriate becomes even more difficult when the</p>	<p>Research Integrity Policies and Collective Agreements: Always the twain shall meet</p> <p>Investigating allegations of research misconduct is fraught with challenges. Institutional and granting agency research integrity policies often dictate processes to be followed while collective agreements, too, set out investigations processes the outcome of</p>

	<p>steps to ensure all members of our community are respected, treated fairly and can bring their authentic selves to the University.</p> <p>This interactive session will discuss steps being undertaken at the University of Toronto to coalesce our commitments to equity, diversity and inclusion into concrete intentional actions. The presenters will focus on strategies rooted within an intersectional approach to increase inclusion for Black faculty, staff and students.</p> <p><u>Speakers</u> Deborah Saucier President Vancouver Island University</p> <p>Angela Hildyard Special Advisor to the President and Provost U of Toronto and Professor, Leadership, Higher and Adult Education, OISE</p> <p>Karima Hashmani Director of Equity, Diversity and Inclusion, University of Toronto, Scarborough</p> <p>Jodie Glean Director, Anti-racism and Cultural Diversity Office, University of Toronto</p> <p><u>Moderator</u> Nancy Sullivan, Field Representative, FBS/CAUBO</p>	<p>Participants will bring copies of the legislation that governs their institution and a copy of their faculty collective agreement.</p> <p>They will learn about how to interpret their governing statute and recognize the board's limited authority in collective bargaining. They will also learn how to resist prospective or defeat existing provisions on the grounds of ultra vires, non-delegability or otherwise.</p> <p><u>Speakers</u> Thomas A. Roper, Q.C. Founding Partner, Roper Greyell</p> <p>Jennifer S. Russell Partner, Roper Greyell</p> <p><u>Moderator</u> Neil Gold Field Representative, FBS/CAUBO</p>	<p>individual requesting it – or the individual's physician – is an impediment to the process.</p> <p>Using interactive learning and real-life scenarios, this workshop will provide practical guidance on how to:</p> <ul style="list-style-type: none"> • Identify when an illness legitimately requires accommodation; • Obtain (useful!) medical documentation; • Push back against impractical accommodation proposals; and • Recognize when disciplinary action may be justified. <p><u>Speaker</u> Ashley Brown Partner, Filion, Wakely Thorup Angeletti</p> <p><u>Moderator</u> Barbara Richards Field Representative, FBS/CAUBO</p>	<p>which may lead to discipline. Based on their respective experience in universities in Ontario and British Columbia, the presenters will identify challenges and pitfalls associated with these intersecting processes and will present strategies for successfully managing these complex investigations.</p> <p><u>Speakers</u> Dan Bradshaw AVP Labour Relations, York University</p> <p>Cynthia Fekken Professor, Department of Psychology, Queen's University and former AVP Research, Queen's University</p> <p><u>Moderator</u> Lynne Gervais Field Representative, FBS/CAUBO</p>
6 :30 p.m. – 8 :00 p.m.	Wine & Cheese Vins et fromages (hosted by Hicks Morley)			

Friday vendredi: 8 Nov.	
8:00 a.m. – 9:00 a.m.	Breakfast déjeuner

9:00 a.m. – 10:30 a.m.	<p>Lawyers' Panel</p> <p>Each panelist will provide an in-depth analysis and commentary on the 2019 cases that are most likely to be cited as precedents by faculty associations in the course of negotiations or grievance/legal challenges.</p> <p><u>Speakers</u> Michael Kennedy Partner, Hicks Morley</p> <p>Chantel Kassongo Neuman Thompson</p> <p>Tara Erskine Partner, Mathews Dinsdale & Clark</p> <p>André L. Baril Partner, McCarthy Tétraut</p> <p>Thomas A. Roper, Q.C. Founding Partner, Roper Greyell</p> <p><u>Moderator</u> Barbara Richards Field Representative, FBS/CAUBO</p>
10:30 a.m. – 11:00 a.m.	Break pause
11:00 a.m. - 12:30 p.m.	Lawyer's Panel continues..
12:30 p.m. – 1:30 p.m.	Lunch diner
1:30 p.m. – 2:30 p.m.	<p>Gender Pay Equity</p> <p>The presenters will each discuss the methodology and process used at each institution including the implementation and communication plans that facilitated a successful gender pay equity review for full-time faculty.</p> <p><u>Speakers</u> Trika Macdonald Associate VP, Human Resources, Mount Royal University</p> <p>Pamela Cant AVP Human Resources, Wilfrid Laurier University</p> <p><u>Moderator</u></p>

	Jim Butler, Director, FBS/CAUBO
2:30 p.m. – 2:45 p.m.	Conclusion and Wrap-Up Jim Butler Director, FBS/CAUBO