

KUCFA Newsletter

April 13, 2020

EDI Workshop News

Anti-racism and Decolonization Workshop

Embedding equity, diversity and inclusion (EDI) in curriculum and pedagogical practices has become more than a moral imperative, it has become a moral and institutional necessity. In all aspects of academic success such as research, curriculum, teaching, and administration, EDI is needed in a foundational way to ensure that the creation and sharing of knowledge meets the needs of a diverse Canadian campus culture and global context and creates inclusive and safe classrooms. Educators need to be equipped with the skills and understanding of how to respond to inequities and practice reflexive pedagogy that is diverse in content and approaches to knowledge creation.

This two-half day workshop conducted by Dr. Nicole Kaniki of [Senomi Solutions](#) will provide participants with foundational understanding, skills, tools, and resources to address challenges and barriers equity-deserving groups face in the classroom by:

- Understanding racism and systems of oppression • Working toward allyship • Understanding social identities and intersectionality • Anti-racist and Decolonial practices in curriculum and pedagogy • Leading for equity.

Outcomes for participants will include being able to: 1. Recognize Inequity 2. Respond to Inequity 3. Redress Inequity 4. Create and Sustain an equitable and anti-racist learning environment.

The workshop will be held on **May 5 and 6, 9am – 12pm**. An OWL announcement will be sent out in mid-April with registration details. *This workshop is open only to members of KUCFA.*

Please contact us at info@kucfa.ca if you have any questions about KUCFA. Check out our [website](#) too! Find us on OWL at KUCFA Information Site.

Welcome to KUCFA!

We had a number of new people join our ranks in this unusual year. On behalf of the Executive and all our KUCFA members, we hope you had a rewarding first year with us and we look forward to welcoming you in person when it is safe to do so.

Sherry Smith	IP
Justin Tetrault	SOC
Jane Sanders	SW
Daniella Bendo	IP
Russell Duvernoy	PHIL
Loretta Norton	PSY
Joanna Andrejkow	MEM
Lori Murray	MEM
Renfang Tian	MEM

Bilateral Salary Anomaly Committee Update

By Marcie Penner, Tracy Smith-Carrier and Adian McFarlane

In the most recent collective agreement, KUCFA negotiated a Bilateral Salary Anomaly Committee (Appendix A, XIV) and a Salary Anomaly Fund of \$125,000 in Year 1 (to be distributed by April 30, 2022) with an additional \$25,000 in Year 2 (to be distributed by April 30, 2022). The responsibilities of the committee are to develop a salary anomaly study (conducted by external consultant selected by the committee); determine distribution of the salary anomaly funds; review and make recommendations on the hiring grid; and submit a report to the Principal and KUCFA (by March 1, 2022). The KUCFA members of the committee are Marcie Penner (co-chair), Adian McFarlane, and Tracy Smith-Carrier. The administration members of the committee are Gillian Balfour (co-chair), Jeff Major, and Samantha Pearson. Lesley DePauw records the minutes of the meetings. To date, members of the committee have agreed upon the data to be used and the basic methodology for the study; identified a list of candidates for the external consultant role; and sent a request for proposals to the identified candidates, with bids to be reviewed starting on April 7th.

This is King's first salary anomaly study, placing us well behind most other academic institutions in Canada. To provide some context, Statistics Canada¹ reports a \$11,100 gender pay gap among full-time faculty at King's; data is not available for other equity-seeking groups. Modelling² shows that the cumulative effect of the gender pay gap for King's faculty is in the range of \$450,000-\$650,000 (in salary and pension) across a single career. The Globe and Mail³ reports that King's has the 4th largest gender pay gap in the country among institutions of higher education. A portion of the gap

reflects that fewer women are full professors; currently only 4 in 12 full professors at King's are women.

In our sector, meaningful change towards pay equity is rarely made in a single round of negotiations. What we aim to meaningfully achieve with the current study is: (1) formal identification, and quantification, of the current gender-based wage gap at King's; (2) gender-based and equity analyses of the Policy on the Employment Status and Salary Level of New Faculty; (3) identification of individual and group inconsistencies in how initial starting salaries were determined; (4) a model to identify individuals and groups for positive salary adjustments; and (5) initial steps towards closing the salary gap for individuals of equity-seeking groups. Although we will not accomplish formal identification and quantification of salary gaps for other equity-seeking groups, due to an institutional failure to collect data on diversity, the methodology we have selected to identify individuals for salary adjustments will nonetheless address salary anomalies for individual members of equity-seeking groups and those representing various intersections of identity.

We recognize, and share, the frustration of senior faculty members who have been affected by inequity throughout their careers and are looking for a meaningful solution from the current collective agreement. Despite the *Pay Equity Act* (1990)⁴, which requires employers to achieve and maintain pay equity, including retroactive payment with interest, no institution in our sector has provided retroactive payment to address gender, or other equity, pay gaps. Moreover, no institution in our sector has addressed the pervasive pension gap.

¹ Statistics Canada. (2020b). *Number and salaries of full-time teaching staff at Canadian Universities* (Table: 37-10-0108-01). <https://www150.statcan.gc.ca/tbl1/en/bv.action?pid=3710010801>

² Smith-Carrier, T & Penner, M. (2020). *Pay Equity at King's: In Pursuit of Equity and Social Justice*.

³ Doolittle, R. & Wang, C. (2021, January 29). Explore the power gap in Canadian universities. *The Globe & Mail*.

⁴ Pay Equity Act, RSO 1990, c P.7, <http://carlii.ca/l/53ml4>

KUCFA and the JCC

Our most recent collective agreement established a new consultative mechanism with King's senior administration: a Joint Consultative Committee (1.13). The purpose of this committee is to foster a good working relationship between KUCFA and King's on matters related to the collective agreement. It is important to note that per 1.13.5," the Joint Committee shall not have the power to add to, or to modify, the terms of this Collective Agreement."

What issues have arisen during our JCC meetings? Here are some examples:

- *timetabling
- *COVID-19 MOU and return to work plans
- *KUCFA representation with VPAD at salary offer meetings to ensure equity in negotiations
- *online proctoring support
- *salary anomaly study follow-up
- *clarifications about the collective agreement

SERVICE WITH KUCFA

A voluntary organization such as KUCFA can succeed in serving the interests of its membership only to the extent that the members participate in formulating and executing policy. At any given time, approximately two dozen individuals carry the burden for all the members and after a few years most of them are exhausted by the tasks which they have voluntarily borne. Their valuable experience and wisdom are then lost to us. The best way to lessen this attrition of talent is for more of the membership to give some time and effort to the Association. If you are interested in putting your name forward to participate on future Executive Committees, or any other KUCFA committees, please let us know by emailing info@kucfa.ca or sbangar@uwo.ca.

**we are currently looking for faculty mentors to guide new faculty who will be joining us this year. See [Mentoring – King's University College Faculty Association \(kucfa.ca\)](#) for more information.*

News from OCUFA: Laurentian University Legal Update

Last Wednesday, the Court of Appeal declined to grant OCUFA leave to appeal the order that the correspondence between the Ministry and Laurentian University be sealed. According to the decision, we were not successful largely because of the exceptionally short time frame for the restructuring, the ongoing mediation and the possibility that an appeal would distract from the mediation. The Association of Francophone Ontarians (AFO) is bringing a motion to be heard in court on April 8. They continue to seek status in the proceeding generally and in the mediation specifically, and want an order that LU engage with them and the University of Sudbury in regard to French language educational programs.

Political Action

OCUFA member associations engaged in a number of direct actions last week to pressure the Ford government to provide immediate financial support to Laurentian and adequate funding to the sector. The Save Our Sudbury (SOS) community action group responded immediately to the new aggressive tactics of the Laurentian administration leading into the Easter long weekend. Thanks to the organizing efforts of the Lakehead University Faculty Association, the Lakehead Senate passed a motion affirming its support of the "Laurentian University's avowal of power and responsibility to pronounce on the academic integrity of the proposals that come before it". On April 1, the Ottawa region/East Ontario faculty associations held a phone zap targeting two Ontario Ministers (Romano and Mulroney) and two federal Members of Parliament. Some participants managed to get Romano's staff on the phone to press directly for immediate funding. The faculty associations of the Golden Horseshoe area released an open letter directed at Minister Romano, with five demands: substitute meaningful consultation with stakeholders for the flawed Senate process, share all key documents with the parties, provide increased funding to LU, support the education completion of the students at the federated colleges and make a clear legal commitment to LU's tri-mandate. You can read the Lakehead Senate motion, the Golden Horseshoe faculty association's open letter, the TBDLC motion and letter, and find phone zap templates at www.northernsolidarity.ca

OCUFA/EKOS poll

A new poll conducted by EKOS Research Associates for OCUFA shows that a clear majority of Ontarians believe that

Minister of Colleges and Universities Ross Romano and the Ford government should provide additional funding to Laurentian University and any other universities that face financial difficulties. You can see the poll results on [OCUFA's website](#)

Federated Colleges Agreement Cancellation – Media, Legal and Direct Action

In response to the 10:00 pm announcement last Thursday night that Laurentian University was attempting to unilaterally cancel the federated colleges agreement, Save Our Sudbury held an emergency town hall on Good Friday, bringing together over 100 faculty, staff and students plus media. The anger and distress in the meeting was palpable, and the participants overwhelmingly voted to demand the resignation of President Robert Hache and the Board of Governors. The Sudbury Star covered SOS's media release [here](#) and Sudbury.com covered the [town hall](#).

With the assistance of OCUFA, Laurentian University Faculty Association issued an immediate release condemning the unilateral action; President Fabrice Colin was interviewed by [CTV news](#). Thorneloe University responded by announcing they will be seeking a remedy in court to block the action; you can read Thoneloe's release [here](#).

Senate meeting to Receive Restructuring Plans

The Laurentian University Senate has been called to an emergency special meeting today to receive a report from the mediation process containing a proposed restructuring plan. The meeting is entirely in camera, and the Senators will not receive the package until they log in to the meeting this morning. The Senate Secretary has told Senators that the package is covered by the CCAA mediation confidentiality protocol. OCUFA staff and legal counsel worked with the LUFA members on Senate to prepare for today's meeting. The Sudbury Star wrote about [today's Senate meeting](#).

Social Media and Websites

Please follow OCUFA and Save Our Sudbury on Facebook; @OCUFA and @OurSudbury on Twitter and push messages out with these hashtags: #FundLU #WheresRoss #HumansofLU #SaveOurSudbury #NorthernSolidarity #SolidaritéDuNord

Keep our colleagues at Laurentian in your thoughts! Today, Mon, Apr. 12, many will find out if they still have their jobs.

Our next KUCFA General Meeting will be held on **Wednesday April 28, 2021 from 3 - 4:30pm**. See you there!
An agenda and Zoom link will be sent via OWL.

CAUT Academic Advisor on the safe return to campus: *I am not comfortable returning to the classroom until everyone has had two COVID-19 vaccine doses. Can I legally refuse to go back to work on campus? Read the answer here:* [Academic advisor | CAUT](#)

Chair: Stephanie Bangarth (History)

Vice Chair: Pat Ryan (CSI)

Grievance Chair: Jaquette Newman (Political Science)

OCUFA Director: Derek Silva (Sociology)

Equity Officer: Bharati Sethi (Social Work)

Treasurer: Adian McFarlane (MEM)

Past Chair: Ben Muller (Political Science)

Office Manager: Lesley DePauw