

**Page 1 – Academic Freedom**

**Page 2 – UGFA Teaching & Librarianship Awards**

**Page 3 – Collective Bargaining Preparation**



## **Welcome back to the start of a new academic year**

Hopefully you have had a productive summer and are feeling rested. 2016/17 promises to be a very busy year. There are many issues that UGFA is dealing with, but two in particular, are extremely important: Academic Freedom and Collective Bargaining Preparation.

### **Academic Freedom**

The UGFA has been very busy this summer. We have dealt with a number of extremely important grievances, some of which are proceeding to arbitration and some of which we settled. The essence of these grievances is that management is attempting, in our opinion, to stifle academic freedom and to impose a code of civility. Specifically, the Association alleges that management has initiated discipline investigations as threats to the members' "...exercise of academic freedom" (Article 7.6.)

Management quotes Article 7.5: "Academic Freedom does not confer legal immunity in respect of opinions that may be expressed or activities that may be undertaken, nor does it diminish the obligation of members to meet their duties and responsibilities to the University"; and Article 42.4 "Personal conduct or behavior also constitutes harassment, whether or not it is based on prohibited grounds set out in this Article or other Ontario Human Rights Code, when it creates a demeaning or hostile working environment," as the basis for the

## **Wine & Cheese Reception**

**Thursday October 27  
4:00 p.m.,**

**University Club, UC**

**We will present the**

**UGFA Distinguished Professor:**

**Awards for Excellence in Teaching;**

**Awards for Innovation in Teaching; and,**

**Academic Librarianship Award**

investigation. The UGFA believes that Management is considering neither the entirety of the Academic Freedom Article (posted below) nor the requirement under the disciplinary clause that states: "The University may investigate any allegation which, if proven, would warrant taking disciplinary action against a member".

The logic of the investigations management has initiated suggests that if, for example, a faculty member was to complain about the eCV, and he or she did so multiple times, the member could be disciplined for bullying behavior. Similarly, if a member were to disagree publicly with the direction of his or her department, the member could be disciplined.

It is extremely important that members recognize that under the provision of our Academic Freedom article management has an obligation to "take necessary steps to protect Members from harassment, threats, or abuse intended to limit or inhibit the exercise of Academic Freedom." This includes attempts to stifle disagreement.

We will keep you posted on these and other important arbitration matters as new information becomes available.

**UGFA Teaching and Librarianship Awards Ceremony and  
New Faculty, Librarian, Veterinarian and College Faculty  
Wine & Cheese Reception  
October 27, at 4:00 p.m., University Club**

Congratulations to the 2016 winners of the

**UGFA Distinguished Professor Award for Excellence in Teaching:**

**Stefan Linqvist**, Philosophy, **Sandra Scott**, Dept. of Management, **Krassimir Yankulov**, MCB, **Vivian Shalla**, Sociology & Anthropology, **Julie Vale**, School of Engineering.

**UGFA Academic Librarianship Award:**

**Dave Hudson**

**UGFA Distinguished Professor Award for Innovation in Teaching:**

**Matthew Demers**, Math and Stats and **Kimberly Levere**, Math & Stats

We will be holding a reception on Thursday October 27 at 4:00 p.m. in the University Club, UC. Please RSVP to ext. 52126 or [facassoc@uoguelph.ca](mailto:facassoc@uoguelph.ca) if you are able to attend.

This is great time to meet your new colleagues, get acquainted with the UGFA executive and to congratulate our outstanding colleagues.

## **Faculty, Librarian and Veterinarian (Unit 1)**

### **COLLECTIVE AGREEMENT EXPIRES**

**June 30, 2017**

#### **Collective Bargaining Preparation**

The Unit 1 (Faculty, Librarians & Veterinarians) Collective Agreement expires June 30, 2017. The UGFA has begun to prepare for bargaining. Shortly, you will receive an email from us with a link to our workload survey. We urge you to complete this survey to help us prepare for upcoming negotiations.

This will be followed in due course by a traditional pre-negotiations survey asking members about satisfaction with salary, benefits, etc.

Results from the surveys will be provided to the membership, likely during the winter semester.

#### **Article 7 – Academic Freedom**

7.1 The Parties acknowledge that the common good of society depends upon the search for knowledge and its free exposition. Academic Freedom in universities is essential to both of these purposes in the scholarly pursuit of teaching and research.

7.2 The Parties agree to abide by the principles of Academic Freedom as expressed in this Article. Furthermore, the Parties recognize that universities are communities in which the right to criticize all aspects of society is valued and respected.

7.3 Academic Freedom is the right to examine, pursue, develop, and transmit knowledge and ideas through research, teaching, study, discussion, documentation, production, creation or writing.

Academic Freedom specifically provides protection of:

- a) the pursuit of research, creative and scholarly activities, and publishing or making public the results thereof;
- b) the ability to teach and discuss;
- c) the creation or performance of works of art;
- d) freedom in service to the University, discipline, or community through the application of professional or academic skills; and
- e) freedom from institutional censorship; all without deference to prescribed doctrine.

7.4 Academic Freedom does not require neutrality on the part of the individual nor does it preclude commitment on the part of the individual. Rather, Academic Freedom makes such commitment possible.

7.5 Academic Freedom does not confer legal immunity in respect of opinions that may be expressed or activities that may be undertaken, nor does it diminish the obligations of members to meet their duties and responsibilities to the University.

7.6 The Parties agree to uphold and protect the principles of Academic Freedom as specified herein and take necessary steps to protect Members from harassment, threats, or abuse intended to limit or inhibit the exercise of Academic Freedom.

7.7 The exercise of Academic Freedom as per this Article shall not be grounds for disciplinary proceedings.