

## **Department Representatives Meeting Bulletin – June 10, 2026**

The meeting was chaired by TUCFA President Dr. Francine G. Smith and Professional Officer Sarah McKenzie. Department Representatives were thanked for their service to the Association and reminded that participation in this elected governance role may be recognized as academic service and, where appropriate, included in workload, curriculum vitae, and merit assessments.

The meeting focused on agenda items submitted by Department Representatives. A summary of the key discussion topics is provided below.

### **Workload Models – Service Assignments**

Department Representatives discussed the growing use of workload models across Faculties, including the allocation of Teaching Units (TUs), workload percentages, and annual hour calculations. Representatives also shared concerns about the consistency, transparency, and implementation of these models across the University. TUCFA noted that Article 12 does not prescribe a specific workload formula and requires that assignments be reasonable, equitable, and developed through consultation. The discussion focused on ensuring that workload models accurately reflect the full range of academic responsibilities.

### **Pay Scale Equalization Between Streams**

A brief discussion raised concerns from members about pay disparities between the two professorial streams. This is a matter for bargaining negotiations. Timelines for the next cycle of bargaining were summarized.

### **Teaching Pay Supplements**

A question was raised regarding whether the Collective Agreement limits teaching-related compensation, honoraria, or other supplemental payments to 20% of salary. TUCFA is not aware of any such provision in the Collective Agreement, although specific compensation arrangements may be subject to other University, Faculty, funding, pension, or administrative requirements.

### **Gender Wage Gap**

As a follow-up to previous discussions, TUCFA's Executive Committee has reviewed the Confidential Report – Gender Equity Study (UCASS Data 2024) and will include it on the agenda of the next Joint Liaison Committee for further discussion.

### **Student Evaluations**

Concerns about harsh criticism of our members, provided anonymously by students in Course Surveys, were discussed. This matter has been brought to the attention of the Provost and

discussed at the Joint Liaison Committee.

**The Association thanks all Department Representatives for their valuable engagement.**