

UTM Treatment of University of Toronto Faculty Association (“UTFA”) Release Funds

Background

The University of Toronto Mississauga (“UTM”) provides funding to its academic departments to pay for faculty members’ salaries and benefits. However, each year a limited number of faculty members across the university come to an agreement to spend a portion of their time working for UTFA that academic year. When such an arrangement is made, Central HR reimburses UTM (via a budget transfer to the respective academic department) for the portion of the faculty member’s time spent in service to UTFA. This reimbursement by Central HR recognizes that although UTM continues to fully fund the cost of the faculty member’s salary and benefits, UTM (especially the UTM academic department), does not have the faculty member available during that particular year at their normal capacity.

The amount reimbursed by Central HR to UTM for faculty release time is equivalent to a portion of an average FTE salary and benefits; updated annually by Central HR in conjunction with the agreement between the University and UTFA, plus benefits calculated at the University wide benefit rate.

Release Time Funding

The budget transfer to the academic department from Central HR will occur during the year of the faculty member’s significant service commitment to UTFA.

The amount received from Central HR should be used for initiatives that ameliorate the loss of research, teaching and service to the department related to the faculty member’s service to UTFA. First and foremost, these funds must be used to address replacement teaching needs within the department (i.e. cost of replacement teaching, teaching assistant support, etc.). Any remaining funds may be used for other initiatives, at the discretion of the departmental Chair, that address the reduced availability of the faculty member. These initiatives may include but are not limited to, research support for the faculty member, stipends to fund service of faculty to replace that of the faculty member undertaking the significant service commitment to UTFA, etc. In essence, these funds should be used for initiatives that compensate for the reduction in the faculty member’s time available for research, teaching and service due to the faculty member’s significant service commitment to UTFA.

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