

Dear OCADFA members,

I'm writing with some concern regarding errors and omissions in communication from the School of Graduate Studies that has gone out to faculty regarding graduate supervision. The recent LOU agreed upon in our last bargaining round sets out the requirement of consultation with faculty on assignment of graduate students, '**unless no graduate student is assigned**'. The language of the LOU clearly states that consultation is required and importantly, there will be situations in which a faculty member does not supervise a graduate student.

In emails sent to faculty across the university, the School of Graduate Studies presumptively states: "*Please review your recommended assignments and respond no later than 12:00 Noon on May 12, 2025. If we do not receive a response by this date, we will proceed with assignments.*"

In OCADFA's view, this is a violation of the LOU. There are no provisions for deadlines that would nullify consultations and there was never an agreement that faculty would lose their right to consultation in any circumstance.

Additionally, the communication from the office wrongly implies that Graduate Supervision is newly recognized as essential to the awarding of merit, tenure and/or promotion, and sabbaticals. Graduate Supervision has always been one of the duties listed in 'Teaching and Teaching Related Responsibilities (Article 20.2.1.4) of our MoA. There is a misleading emphasis on Graduate Supervision that suggests if faculty do not take on this role, they will be denied merit, tenure, promotion, or sabbaticals. The LOU clearly states allowances for faculty to not supervise graduate students.

The LOU also explicitly states faculty will be consulted on an "assignment to supervise one (1) graduate student each per academic year" while the "consultation" directives sent from the Office of Graduate Studies, in a clear violation of this clause, identify multiple supervision assignments for many faculty members.

It also misleads faculty into thinking they must perform two primary supervisions before accruing supervision credits on their third (or more) supervision, while the agreement states "Any eligible non-Sessional faculty who supervises three (3) or more graduate students per academic year shall receive supervision credits" – there is no qualification that the first two be primary supervisions.

The exact language of the LOU on Graduate Supervision can be found in Section J (pp 7-8) of the Interest Arbitration Award delivered by arbitrator William Caplan. The award is also attached to this email. That the School of Graduate Studies has wantonly violated a very fresh agreement, as its just being implemented, is regrettable, and it risks damaging any progress in the relationship between OCADFA and senior administration that we were able to build up in the recent bargaining round.

I have written to Dean Mathur with these concerns and recommended that the School of Graduate Studies send a note of correction to our faculty. It is clear the office does not understand the LOU or the spirit of our MoA. If you have any questions regarding our LOU on Graduate Supervision or on the process of your assignment to graduate supervision please contact me or Graeme Reniers, our Executive Director.

In Solidarity,



Min Sook Lee
OCADFA President

c.c. OCADFA Executive Director, Graeme Reniers
OCADFA Negotiations Chair, Annie Tung