

YUFA 2021 Bargaining Backgrounder on Collegial Governance

Over the years, many YUFA colleagues have raised concerns about the steady erosion of collegial governance which have only worsened during the pandemic. Decision-making on how to deliver courses during Covid-19 pandemic has been taken out of the hands of units – and even Senate - despite the clear role that collegial bodies have in the shared governance model. Meanwhile, the senior administration has hired a management consultancy firm to investigate possible restructuring at Glendon without prior consultation with Senate or the Glendon Faculty Council. At the first Senate meeting of the current academic year the administration openly opposed a motion at Senate which asserted Senate’s right to approve strategic mandate agreements (which at least partially lie within Senate’s jurisdiction since they deal largely with academic policy). Given the outcome of the senior administration’s “modernization” efforts at Laurentian University, and [currently in process at Laval University](#), defending and strengthening collegial governance is a key pillar of YUFA’s 2021 bargaining agenda.

Our current list of proposals aims to re-assert not only important principles of academic shared governance but also enhances equity, diversity and inclusivity within York’s governing bodies. For example, YUFA is proposing:

- greater collegial participation in senior administrative appointments
- greater restrictions on decanal intervention into key activities of departmental hiring committees such as drafting recruitment shortlists
- appointment of Deans and administrators to follow principles of Affirmative Action
- parity on York University’s Board of Governors by increasing the level of faculty membership and ensuring at least one faculty member seat on the Board’s Executive committee
- retention of YUFA membership for faculty members while serving on the Board since faculty members on the Board are the only employees at York University who are required to relinquish membership in their union
- inclusion of Black and Indigenous members on the Board
- affirmation of Senate’s primary role in academic policy as established in the York Act

Collegial governance is key to protecting academic freedom, ensuring accountability and transparency in the democratic decision-making processes, and delivering high quality education. YUFA is strongly committed to pursuing our collegial governance agenda in bargaining, and we [welcome feedback](#) from members on how we can address these challenges and how they relate to issues faced in your units and your own work.

A full package of [YUFA’s bargaining proposals can be found here](#).