

May 18, 2012

Hon. Glen Murray, MPP
Ministry of Training Colleges & Universities
Constituency Office
514 Parliament Street
Toronto, Ontario M4X 1P4

Dear Minister Murray,

Ontario College Administrative Staff Association (OCASA) made a pre-budget submission outlining the need for wage restraint to be lifted following two years of wage restraint for college administrators.

We are now writing to you with respect to the recent legislation Schedule 5, *Broader Public Sector Accountability Act, 2012*. We are pleased that those college administrators in lower paybands will be exempt from the continuation of wage restraint, as those not included as executives. However, we are concerned by the language in section 7.3.1 (1)(v) of the act, where “Deans” in colleges are included in the definition of “executives” and therefore will be caught by continued wage restraint.

It would seem that an oversight has included “Deans” from colleges and “Deans” from universities together in the same definition for executive positions. “Deans” in colleges do not participate as executive members, and typically report to the Vice President, Academic. It would be a surprise to all college structures to see Deans included in this definition.

Furthermore, OCASA is very concerned about the recruitment and retention of good talent into administrative roles in colleges, particularly following the two-year wage restraint. Academic management, particularly the role of Deans in the colleges, is a prime example where succession planning, both from within and outside the organization, is under significant stress due in large part to salary compression with faculty.

Building a strong college management team is a critical in support of the Province’s commitment to postsecondary education. Further wage restraint for Deans will most definitely hinder colleges’ ability to develop a strong academic leadership team.

We would welcome further discussion and consultation moving forward. For further information, please contact: Diane Posterski, Executive Director 1.866.742.5429 ext. 102 or by email diane.posterski@ocasa.on.ca.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rick Helman', with a long horizontal line extending to the right.

Rick Helman,
President

Copy:
Deborah Newman, Deputy Minister of Training, Colleges and Universities
Don Sinclair, CEO, College Employer Council
Linda Franklin, President & CEO, Colleges Ontario