

ARTICLE 12: ACCESS TO INFORMATION

- 12.01 The Board shall provide the Association with the following information and data in hard copy and/or electronic format:
- (A) By November 1st of each year, a list in electronic format of all full-time members, by Department/School, Library, including academic rank, Librarian rank, type of appointment, year of appointment, year of last degree and highest degree earned and salary;
 - (B) By April 30th of each year, the number of contract academic staff members by Department/School, the number of courses taught by contract staff, the total annual salary cost for contract staff and a current seniority list for all contract members.
 - (C) By January 31st of each year, the total cost of academic and Librarian salaries and benefits for the previous financial year, and the total cost of administrative salaries and benefits for the previous financial year, as reported to the Committee of Finance Officers of the Universities of Ontario;
 - (D) At the same time as candidates are informed of the President's recommendations to the Board with respect to promotion, tenure, and/or renewal, the names of members who were considered for renewal of probationary appointment, tenure, and/or promotion, the decision of the Promotion, Tenure, and Renewal Committee for each member, the President's recommendation to the Board for each member, and by June 30th of each year the decision of the Board for each member so considered;
 - (E) By June 1st of each year, the names of members, by Department/School, who were granted Sabbatical or Study Leave for the coming academic year, and the duration of each leave, and by April 1st of each year, the total salary figure expended for full-time term appointments made to replace members who were on Sabbatical or Study Leave during that academic year;
 - (F) The Board agrees to provide the Association with the following information on July 1st (or as soon as possible thereafter) of each year:
 - (i) Using Statistics Canada Data – (or if this is not available appropriate comparator data) the average salary by rank as of the previous July 1 for each of the following universities: Brock, Carleton, Guelph, Laurentian, Laurier, Nipissing, Ottawa, Ryerson, Trent, UOIT and Windsor.
 - (ii) The average salary, by rank, of the universities noted in (i).
 - (iii) For each rank, the difference between the Lakehead University average salary for that rank and the average for that rank determined in (ii) above.
 - (iv) For each rank, the percentage difference as determined in (iii).
 - (G) The Association shall be included on the circulation list for agendas, meeting materials, and Minutes of the Board, and for financial and staffing reports prepared for the Senate Budget Committee by the Office of the Vice-President (Administration and Finance);

- (H) Copies of the University's Operating Budget and Audited Financial Statements when approved by the Board of Governors;
- (I) Copies of formal University briefs and amendments to previous submissions, submitted in response to requests from the Ontario Council on University Affairs, the Federal Government, or the Provincial Government, which directly address the terms and conditions of employment of members; and,
- (J) Copies of the pension and group insurance policies, triennial actuarial reviews of the pension plan, and measurement surveys supplied to the Joint Benefits Committee.

12.02 The Board shall authorize Statistics Canada to release copies of the standard Salary Analyses of Full-time Teachers at Lakehead University to C.A.U.T. and to O.C.U.F.A.

12.03 The Association shall provide the Board with the following information:

- (A) copies of general newsletters from the Association to members of the bargaining unit, to be sent to the Provost and Vice-President (Academic) and the Associate Vice-President Human Resources, and individual members of the Board who wish to be placed on a mailing list, at the same time as the general mailing;
- (B) copies of any formal printed statements or briefs concerning the University to be made public by the Association;
- (C) a current copy of the constitution of the Association; and
- (D) copies of formal Association briefs, submitted in response to CAUT and/or OCUFA which directly address the terms and conditions of employment of faculty members.