

2019 OCUFA Status of Women and Equity Award of Distinction

Citation for Kimberly Nugent

The logo for OCUFA, consisting of the letters 'OCUFA' in a bold, blue, sans-serif font.

Ontario Confederation of University Faculty Associations
Union des associations des professeurs des universités de l'Ontario



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Read by Rahul Sapra, OCUFA President

The Status of Women and Equity Award of Distinction celebrates the outstanding contributions of OCUFA members whose work has advanced the interests of professors, contract faculty, academic librarians, and academic staff who are Indigenous, women, racialized, LGBTQ2S+, living with disabilities and/or belong to other historically marginalized groups.

A tireless organizer, skilled negotiator and visionary leader, Kimberly Nugent has committed herself to advancing the quality of work and compensation for marginalized members of the University of Ontario Institute of Technology (UOIT) educational community. As a teaching-stream faculty member in the Forensic Science program at UOIT, Kimberly has educated countless students in the thoughtful application of scientific principles and critical analysis, all while championing an equity agenda through her work in the UOIT Faculty Association. While achieving these many great accomplishments, she has also been an incredible mother to two young daughters, an impressive role model to budding feminists and activists, and a dedicated educator.

Over the past seven years, Kimberly has held numerous positions on the UOITFA Executive, through which she has distinguished herself as a passionate advocate who consistently champions equity in every aspect of her elected work. Her first accomplishment was to organize and certify teaching-stream faculty at UOIT, individuals who are disproportionately women and educators from equity-seeking groups. Kimberly continued to defend the equity and rights of members as a grievance officer, and she became the first teaching faculty member to serve as Chief Negotiator – laying the foundations for subsequent and substantial gains for teaching stream faculty at UOIT.

Kimberly's nominator describes her as a natural leader whose diplomacy and passion for fairness and equity have led to significant advances for equity-seeking teaching-stream faculty. Under her leadership, the bargaining unit: negotiated the first joint Salary Anomaly Review Committee at UOIT; succeeded in adding teaching faculty to the Joint Committee on Employment Equity; convinced the university to agree to professorial ranks for teaching faculty; and negotiated a more equitable reduced course load for UOIT teaching stream faculty members.

Her vision to solidify solidarity between UOIT's two bargaining units came to fruition in 2018 when Kimberly became the first teaching-stream faculty member elected as UOITFA President. That year, UOITFA entered into bargaining and Kimberly put precariously employed faculty at the centre of her vision for a stronger bargaining unit. With Kimberly's leadership, the faculty association successfully organized and certified limited-term faculty on campus and consolidated its bargaining units.



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Kimberly's notable contributions extend to her teaching and research, where she has been recognized with numerous innovation awards for her work. It is no wonder she continues to be sought out as a mentor for young women in the sciences and burgeoning activists who look to Kimberly as an example of dedication and innovation, both in the classroom and at the bargaining table.

It is clear from this brief snapshot of her impressive accomplishments that Kimberly is a fierce champion dedicated to the advancement of precariously employed, equity-seeking educators on campus. Her contributions as an executive member of her faculty association have ensured that the most marginalized members of the UOIT campus community realize equity. For this and for her tireless dedication to solidarity, I am honoured to present a Status of Women and Equity Award of Distinction to Kimberly Nugent.