

Newsletter

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Editor: Peter Graefe

McMaster University Faculty Association December 2016/January 2017



President's Report

Delivered at the General Meeting, January 11th, 2017

I will keep my remarks brief. Last fall, I provided a mid-term update to members on the activities of the MUFA Executive. Three areas were highlighted at that time: preparations for remuneration negotiations; policy revision; and developments external to the university, namely the Jointly Sponsored Pension Plan (JSPP) discussions as well as the provincial funding formula review and looming Strategic Mandate Agreement (SMA) negotiations.

So, where do these three areas stand today? We have already discussed remuneration, so I will leave that aside.

Shortly the MUFA members of Joint Committee (JC) will table at JC our desire to revise the Yellow Document and the Faculty General Grievance Procedure. In thinking about how we should proceed, the Executive has consulted with other non-unionized faculty associations at Waterloo and Toronto and we have had the benefit of the expertise of Peter Sutherland and Richard Stubbs who produced a report commissioned by the Executive on what MUFA should seek in terms of changes. That report was submitted in December, it has been discussed by the MUFA Executive, and has aided us materially in contemplating the way forward. Once our formal request has been made at JC, we expect that an ad hoc drafting committee consisting of members nominated by MUFA and Senate Committee on Appointments (SCA) will begin work, likely in February. We hope that a report recommending specific changes will be filed by the late spring/early summer.

Outside of the university I had flagged JSPP, the funding formula, and the SMA as being of interest. The JSPP talks hover on the edge of death's door. The stumbling block that has bedeviled the discussions over the past year – namely, the issue of voting rights on the board that would oversee a JSPP remains. The COU insists upon a vote for the non-unionised management groups; the OCUFA coalition refuses to entertain this idea. A mediator has been trying to bridge the gap between the sides. We expect to have an update on where matters stand in the next few days.

SAVE THE DATES!

MUFA Award for Outstanding Service
Nominations Due
February 24, 2017

OCUFA Teaching and Academic Librarianship Award
Nominations Due
February 24, 2017

MUFA Annual General Meeting
Tuesday, April 25, 2017
3:00 p.m.
Great Hall,
University Club

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As for the funding formula, you may have read that the provincial government has extended the tuition framework currently in place for another two years. However, while a SMA negotiator has been appointed finally, discussion of enrolment corridors integral to the SMA has not begun. Linked to this, the outlines of the province's funding commitments to the sector beyond tuition remain opaque.

Finally, I would like to touch upon one other area of great interest to members: faculty renewal. I hope that you will have read the preamble to our remuneration brief in which a forceful statement about the imperative necessity of faculty renewal is made. The issue of faculty renewal is connected to discussions that have been ongoing concerning the shape of the faculty complement at McMaster. It was partly for this reason that the Executive sent members a statement on teaching stream appointments in December. For some time – the last year or so – MUFA has been discussing the appropriate mix of the faculty complement with the Provost. For the moment the talks have ceased but the Executive wants to reassure members that we are aware keenly that new permanent faculty hiring – tenure-stream and teaching stream – must occur if McMaster is to thrive.

Elections to the Senate and Board of Governors

The election process is underway and MUFA would like to encourage faculty members to get involved in either Senate or Board of Governors. This type of service is key to maintaining robust collegial governance at McMaster. Your voice matters!

Senate: Two Stage Process:

A call for nominations from the Faculty's nominating body is followed by a general call for additional nominations. If you are interested in participating on Senate, please be sure to let your Chair or Director know.

Board of Governors: One Step Process:

A general call is issued to all faculty.

Passages

Alexander Bain
Chemistry
December 28, 2016

David Inman
Biomedical Sciences
December 29, 2016

William Jeeves
Linguistics and Languages
November 13, 2016

Derek Walton
Physics and Astronomy
November 17, 2016

MUFA Proposes Expansion of the Teaching Stream

In 2007, after a lengthy period of discussion, consultation and policy development, the Teaching Stream was created at McMaster University. This was in large part intended to replace the practice of annual renewals of long-term Contractually Limited Appointments (CLAs) with permanent positions, acknowledging the important role played by teaching-focused faculty. At the time, there were 583 faculty in the Tenure Stream and 97 CLAs (14.3% of total faculty) in the five Faculties outside of the Faculty of Health Sciences¹. By agreement between MUFA and the Administration, 51 Teaching Stream positions (8.75% of the Tenure Stream) were created across the five Faculties. It was agreed and formalized in SPS A9 that future Teaching Stream allocations be made by mutual agreement between MUFA and the Administration. Many CLAs were converted to the Teaching Stream and a limit of six years was placed on the total duration a CLA could be held by an individual. Any new Teaching Stream hires would not be by conversion, but only by the usual process of open searches.

Since 2007, the Teaching Stream has expanded as anticipated. The proportion in the Tenure Stream has modestly decreased and the proportion of CLAs has decreased and now stabilized at ~8% of total faculty, as illustrated below. Despite the short term intent of the CLA position many appointments still run for a total of six years and some faculty and administrators mistakenly believe that these positions can be converted to Teaching Stream positions. Over the last 10 years, disturbingly, the number of total faculty (and Tenure Stream faculty) has remained essentially unchanged despite the increase in overall student enrolment by 23%. Varying growth and contraction amongst the five Faculties means that the initial allocation of Teaching Stream positions is no longer well matched to the Faculty demographics.

MUFA represents² Tenure Stream faculty, Teaching Stream faculty and CLAs and believes that the University and our members would be better served by a proportional approach to the distribution of faculty appointments. We believe that it is essential to maintain a minimum proportion of Tenure Stream faculty to maintain

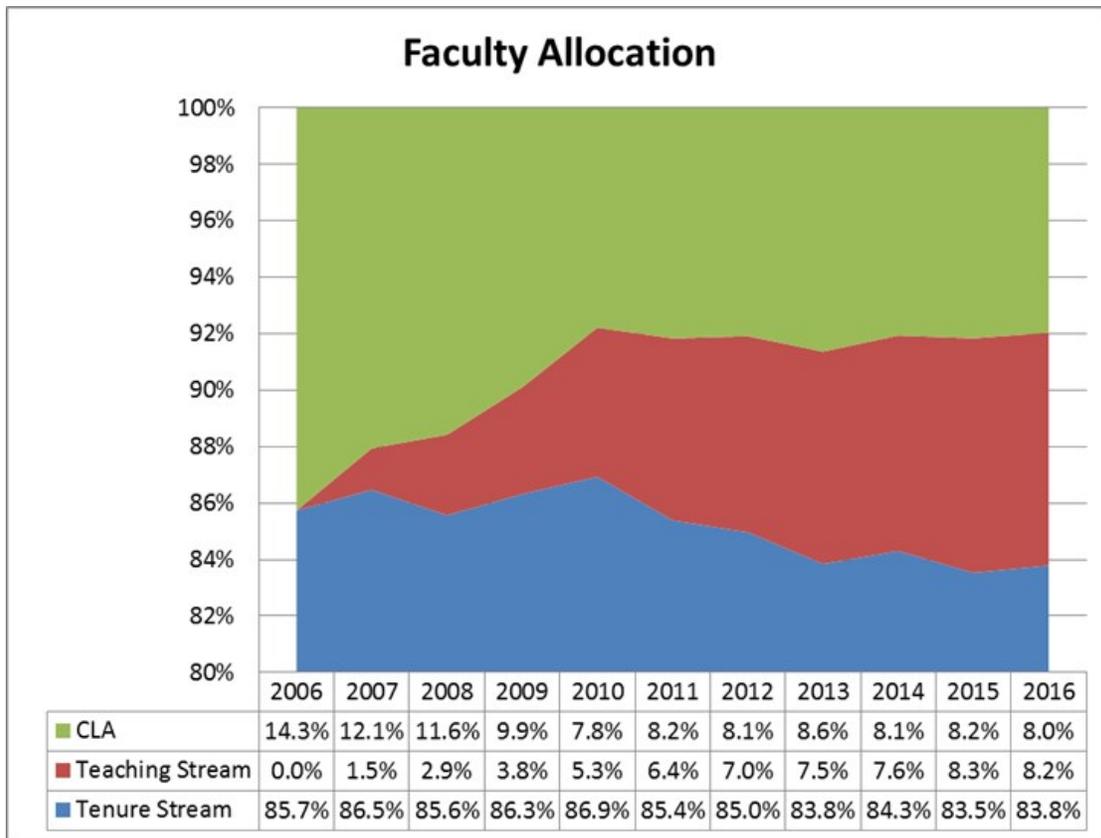
the excellence of our research-focused student-centred university. In this, we are guided by the Report of the Joint Committee Sub-Committee to Review Issues Relating to Contractually Limited Appointments, approved by the Senate and the Board of Governors in 2006, which states:

By recommending the introduction of Teaching Professors we are not recommending that the University gradually move away from regular tenure appointments. There should be some limit placed on the use of non-tenured appointments at the Faculty level. In particular, we recommend that the proportion of tenured and tenure stream faculty within the complement of full-time equivalent faculty should not shrink from current levels.

We strongly support an expansion of the proportion of Teaching Stream faculty from the levels set in 2007, acknowledging their important role in teaching and pedagogy at McMaster. CLAs, on the other hand, are intended to fill short term teaching needs. Their defining characteristic – precarity – runs counter to a university committed to the aspirational values of Forward with Integrity. We proposed in 2012 and again recently in 2016 a proportional approach to the distribution of faculty appointments, allowing for the (hopeful) growth of the faculty complement. This would provide the Deans greater flexibility to plan accordingly.

Our proposal would lead to a significant expansion of the Teaching Stream for all five Faculties and also help to stimulate a thoughtful discussion about the diverse roles of that stream in the University following the 2014 Report from the Committee To Review Policies And Procedures Surrounding The Appointment Category Of Teaching-Stream Faculty. Though both of our proposals in 2012 and 2016 were rejected, MUFA will continue to advocate for an expansion of the Teaching Stream, along with a simple formulaic approach to allocate the proportions of Tenure Stream, Teaching Stream and CLA faculty.

Continued on next page....



Notes

¹The Teaching Stream in the Faculty of Health Sciences is not governed by SPS A9 and there is no limit to the number of Teaching Stream faculty. MUFA has no role in Teaching Stream allocations in the Faculty of Health Sciences.

²Additional teaching is also provided by Sessional Faculty, who are represented by the Canadian Union of Public Employees (CUPE) Local 3906, Unit 2, and as such are not under the purview of MUFA.

Data is from the IRA database, for October 1st of the year shown.

Welcome New Members

Carol Bassim

Health Research Methods, Evidence and Impact

Justine Hamilton

School of Rehabilitation Science

Kamil Khan

Chemical Engineering

Ayse Kuspinar

School of Rehabilitation Science

2017-2018 MUFA Executive

If you are interested in serving on the Faculty Association Executive or know of someone who would make an excellent candidate, please complete the form below and mail to the Nominating Committee, Faculty Association, Hamilton Hall 103A. If you prefer, give us a call (ext. 24682/20297) or drop us an e-mail note (mufa@mcmaster.ca).

Deadline: February 17th, 2017.

CANDIDATE _____

FACULTY _____

RANK _____

PORTFOLIO PREFERENCE _____

(E.G., academic affairs, budget advisory committee, human rights & equity, membership, OCUFA, pension, public relations, remuneration, special enquiries & grievances, tenure/permanence)

DEPARTMENT _____ CAMPUS ADDRESS _____

EXTENSION _____ E-MAIL _____



A voluntary organization such as MUFA can succeed in serving the interests of its membership only to the extent that the members participate in formulating and executing policy. At any given time, approximately two dozen individuals carry the burden for all of the members and after a few years most of them are exhausted by the tasks which they have voluntarily borne. Their valuable experience and wisdom is then lost to us. The best way to lessen this attrition of talent is for more of the membership to give some time and effort to the Association. If you are not interested in putting your name forward for the Executive Committee, please use the form below to let us know if you would like to participate in MUFA's efforts by serving on one of the following committees.

Yes, I am interested in working more closely with the Faculty Association. My interests are:

- | | | | | | |
|---------------------------|--------------------------|------------------|--------------------------|-------------------------------|--------------------------|
| MUFA Council | <input type="checkbox"/> | Membership | <input type="checkbox"/> | Special Enquires & Grievances | <input type="checkbox"/> |
| Academic Affairs | <input type="checkbox"/> | Pension | <input type="checkbox"/> | Tenure/Permanence | <input type="checkbox"/> |
| Budget Advisory Committee | <input type="checkbox"/> | Public Relations | <input type="checkbox"/> | Ad Hoc Committees | <input type="checkbox"/> |
| Human Rights & Equity | <input type="checkbox"/> | Remunerations | <input type="checkbox"/> | Special Assignment | <input type="checkbox"/> |

Are there other areas where the Faculty Association might be useful to its members? _____

NAME _____ EXTENSION _____

DEPARTMENT _____ E-MAIL _____

Return form to McMaster University Faculty Association, HH 103A

Call for Nominations

The MUFA Award for Outstanding Service

PURPOSE

The purpose of the MUFA Award for Outstanding Service is to provide annual recognition¹ for faculty and professional librarians who have made an outstanding contribution to the mission of the University through the provision of exceptional service to faculty, librarians, staff and/or students.

THE AWARD

Each year there will be a maximum of three awards in the amount of \$1,500.

ELIGIBILITY

The Awards are open to all Full Members of the McMaster University Faculty Association (MUFA)².

PROCEDURES

1. The MUFA Executive will appoint a selection committee to be drawn from amongst the categories of faculty, librarians, staff and students (undergraduate and graduate).
 - a. The Committee shall be comprised of no less than four, and no more than seven members, including the Chair.
 - b. The MUFA Past President normally serves as Chair and is not counted as the faculty representative.
 - c. The Secretary to the Committee will be the MUFA Executive Director.
 - d. A quorum for a Committee meeting shall be four members in attendance, including the Chair.
2. Nominations
 - a. There will be a call for nominations through the University and MUFA electronic distribution lists, in the MUFA Newsletter, and on the MUFA webpage.
 - b. Nominations must be emailed to MUFA (Hamilton Hall, Room 103A or emailed (mufa@mcmaster.ca) no later than **February 24th, 2017**.
 - c. The nomination must include a summary of not more than 750 words highlighting the candidate's accomplishments.
 - d. Each nomination must be supported by a minimum of two and not more than four reference letters. The reference letters must be e-mailed or mailed

to MUFA, either through the nominator or directly from the reference. Reference letters should not exceed 500 words.

- e. The position and contact information for the nominator and all references must be clearly indicated.
3. The Committee will review the nominations and will make the final decision regarding the selection of the award recipients. Some of the factors considered by the Committee will include:
 - Enhancement of the reputation of McMaster University
 - Provision of excellent service
 - Demonstrated innovation
 - Breadth and depth of impact
 - The enhancement of student success
 - The ability to establish and maintain effective and harmonious working relationships
 - Evident acceptance of diversity and inclusivity at McMaster
 - Strength and diversity of supporting references
 4. The faculty/librarians selected to receive the awards will be invited to attend a special reception normally held in conjunction with the MUFA Annual General Meeting and will be presented with their awards at that time. Pictures of the individual recipients and a brief summary of the rationale for their awards will be published in the MUFA Newsletter and on the MUFA webpage.
 5. Each eligible faculty/librarian who was nominated for an award will receive a letter of commendation from the MUFA President.

¹MUFA faculty/librarians are not eligible for the President's Awards for Outstanding Service, awarded by the President of McMaster University

²Those holding academic administrative appointments with the rank of Assistant Dean or higher in the current academic year are not eligible for the Award.



44th Annual OCUFA Teaching and Academic Librarianship Award 2016/2017 Call for Nominations

Each year, OCUFA recognizes outstanding teachers and academic librarians in Ontario universities through its Teaching and Academic Librarianship Awards. The recipients are selected by the OCUFA Teaching and Academic Librarianship Awards Committee.

Categories

- Teaching, in the context of the OCUFA awards, embraces virtually all levels of instruction – graduate and undergraduate teaching, continuing education and faculty development. Similarly, proficiency in teaching may extend well beyond the classroom, the laboratory or the faculty member’s office. Activities such as course design, curriculum development, organization of teaching programs and other significant forms of leadership are often important contributions to the instructional process. Those who excel in any of these are eligible for the OCUFA Teaching Awards.
- Academic librarianship, in the context of the OCUFA Awards, embraces all aspects of librarianship that contribute to the scholarly achievement of all members of the university community. Activities such as development and delivery of services, provision of educational materials, collection development and management and other contributions to academic librarianship are important to the intellectual functioning of the university. Those who excel in any of these are eligible for an OCUFA Academic Librarianship Award.

Recipients of OCUFA Teaching and Academic Librarianship Awards are guests of OCUFA at a special awards ceremony, where they are presented with a citation and gift to commemorate their achievement. OCUFA pays accommodation and travel costs from the home university for each recipient and a guest to attend the awards ceremony.

Eligibility

The OCUFA Teaching and Academic Librarianship Awards recognize individuals with exceptional contributions to the higher education community. Group nominations are not accepted.

A candidate must meet both of the following prerequisites to be considered:

1. Candidate is a member of an OCUFA affiliated faculty association
2. Candidate was not previously nominated **or** Candidate was nominated in a previous year, but did not win **or** Candidate was nominated twice consecutively, but did not win. At least two years have passed since the last nomination.

Continue on next page...

Posthumous nominations can be made for those who passed away in the award year. For example, if the award year is 2015-2016, nominations can only be made for those who passed away between July 1, 2015 and June 30, 2016.

The Nomination Process

1. A 1-2 page statement of support is completed by a nominator (or a group of nominators) who can attest to the nominee's exceptional commitment to the higher education community. Nominations can be submitted by members of faculty (including Chairs and Deans), librarians, students or alumni.
2. Nominators submit the nomination statement and a copy of the nominee's CV to mufa@mcmaster.ca and mi@mcmaster.ca by **February 24, 2017**.
3. The MUFA Executive Committee will review the nominations for approval.
4. MIETL will contact the nominees in early March and encourage them to develop and submit a nomination brief by **May 26, 2017** according to the OCUFA award's guidelines available at <http://ocufa.on.ca/assets/OCUFA-Teaching-Award-Guidelines-Feb-2016.pdf> and http://ocufa.on.ca/assets/OCUFA-Librarianship-Award-Guidelines-Feb-2016_final.pdf



McMaster faculty and staff can sign-up to get their 2016 T4 or T4A tax slip electronically by logging into Mosaic and clicking on the link under News and Information. Selecting the option is as simple as clicking a checkbox and employees who “Opt In” for electronic delivery will be able to securely access their tax slips from anywhere they can log into Mosaic. Those employees who chose the electronic delivery format will also experience the added benefit of earlier access to tax slips than employees who remain with the paper slip delivery option.

Employees will need to have consented to online delivery of their tax slips to access the electronic version of their T4 or T4A on Mosaic. Employees who already opted into the electronic tax slip delivery option last year do not need to opt in again this year.

Summer Work Program Job Openings

The Summer Work Program helps campus employers by subsidizing wages to students for full-time or part-time jobs between **May 1, 2017** and **August 31, 2017**. To access this funding, please create your job opening on Mosaic from **JANUARY 15, 2017 to FEBRUARY 15, 2017**. Applications received after this deadline will be placed on a wait list.

Things to know...

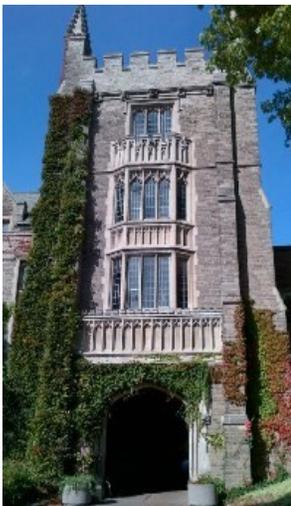
- Employers must pay at least the Ontario minimum wage which is \$11.40/hour
- The Summer Work Program will subsidize \$4.00/hour up to a maximum of 640 hours or 40 hours/week
- Students will begin to see job postings and contact employers starting **MARCH 1, 2017**

More Information

- Instructions on how to complete a job opening in Mosaic is available at <http://sfas.mcmaster.ca/work-programs/summer-work/>
- Information for students is online at <http://sfas.mcmaster.ca/work-programs/fall-winter-work/>
- Important dates are published on the SFAS website at <http://sfas.mcmaster.ca/important-dates/mcmaster-work-programs-dates/>

Important Notice Regarding the Upcoming Ratification Vote

As approved at the January 11th, 2017 General Meeting, MUFA will be moving to an electronic balloting system for all future voting. This includes the upcoming ratification vote. Your notifications for such votes will be sent to your McMaster email address so please ensure that you monitor your account regularly.



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