

Newsletter

Volume 43.4
Editor: Peter Graefe

McMaster University Faculty Association February/March 2017



Joint Committee Reaches Agreement Regarding Remuneration Issues

On Monday, March 13th, 2017 members of the Joint Committee came to an agreement regarding remuneration issues.

Members of the McMaster University Faculty Association who participate in the Career Progress/Merit Scheme (CP/M) and MUFA Librarians will be sent the agreement and a link to the electronic ballot on **March 17th, 2017**. Voting will remain open until March 27th at noon.

An information meeting has been scheduled for **Tuesday, March 21st 2017 at 9:30am in GH 111 (Council Chambers)**. Joint Committee members will be available to answer questions about the Agreement.

Details of the Agreement will be on the MUFA website (www.macfaculty.ca) after ratification.

SAVE THE DATES!

MUFA Remuneration Information Meeting

Tuesday, March 21, 2017

9:30am

Council Chambers

GH 111

MUFA Annual General Meeting

Tuesday, April 25, 2017

3:00 p.m.

Great Hall,

University Club

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AP-01 Policy (Reimbursements to Individuals for University Business) Update

McMaster University has recently completed its annual AP-01 update. This year the AP-01 changes include the adoption of newly issued (January 1, 2017) Broader Public Sector Expense Directives resulting in two key additions highlighted below.

The first key change will likely be well received across the University operating funded areas. The province has changed the BPS Expense Directive to allow for per diems again. You may recall in 2011 per diems were expressly prohibited, as such per diem eligibility only remained on research eligible accounts. The AP-01 update brings back the eligibility of per diems as a university expense and applies the same guidelines for per diems as we already have in effect for research (up to \$51/day or \$17/meal). As in the past, per diems should be used in limited circumstances and where the per diem is insufficient to cover the meal costs then original receipts continues to be recommended.

The second key change in the new provincial directive explicitly prohibits “social” expenses. To this end, the AP-01 remains unchanged in its requirement to obtain for any business expense a list of attendees and explanation of how the expense relates to university business. However, now the policy is more explicit to better align to the directive by expressly prohibiting expenses related to social functions involving only individuals working for, or engaged by, the University. Simply put, “social-only” events without a business purpose are deemed by the directive to be ineligible expenses. Moving forward all expenses will need to be clear on the business purposes of activities and continue to list attendees if they are submitted for reimbursement.

Welcome New Members

Shrikant Bangdiwala

Health Research Methods, Evidence, and Impact

Carol Bassim

Health Research Methods, Evidence, and Impact

Elizabeth Darling

Obstetrics and Gynecology

Justine Hamilton

Rehabilitation Science

Matiar Howlader

Electrical and Computer Engineering

Kamil Khan

Chemical Engineering

Zahra Keshavarz-Motamed

Mechanical Engineering

Ayse Kusipinar

Rehabilitation Science

John Whitney

Biochemistry and Biomedical Sciences



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.

Passages

Gerald Rosenblum
Sociology
 February 23, 2017

New Sexual Violence Policy

**SEXUAL ASSAULT
 IS REAL. THERE'S A
 PLACE YOU CAN
 GO FOR SUPPORT.**

We're here to help you.

Access the Sexual Violence Response Coordinator,
 Meaghan Ross, at 905.525.9140 x 20909 or
rossm4@mcmaster.ca

Access the Sexual Violence Response Protocol and
 Sexual Violence Policy at svrp.mcmaster.ca

Did you know that McMaster University has a clear way of providing guidance to community members on how to effectively respond to, and support, survivors of sexual violence?

The Sexual Violence Response Protocol sets out guidelines for how staff, faculty and students can provide a consistent and supportive response to those who disclose sexual and gender-based violence. An accompanying website (svrp.mcmaster.ca) outlines the steps found in the Response Protocol, as well as resources available for survivors both on and off campus.

Additionally, McMaster has launched its new [Sexual Violence Policy](#). This policy lays out the process for all staff, students and faculty who've experienced sexual violence and want to make a complaint, seeking the university's response.

OCUFA

OCUFA holds 151st Board of Directors meeting in Toronto

On February 11 and 12, 2017, OCUFA held its second Board meeting of the 2016-17 academic year. The weekend provided an opportunity to discuss recent developments in higher education and review the organization's current priorities: faculty pensions, contract faculty and faculty complement, university funding, and university governance. And, at a special reception, the Lorimer Award for excellence in bargaining and the Status of Women Award of Distinction were presented.

Contract faculty and faculty complement

OCUFA continues to spearhead initiatives aimed at advancing fairness for contract faculty. As part of this campaign, special contract faculty-specific issues of OCUFA Report are published quarterly, providing:

- information on the work of the Contract Faculty and Faculty Complement Committee;
- updates on the organizing contract faculty have been doing at the local level; and
- profiles highlighting the teaching, research, and service contributions of contract faculty members.

Following the record participation in CAUT's Fair Employment Week this past fall, the Contract Faculty and Faculty Complement Committee is now planning faculty association solidarity social events at both Western and Windsor universities. The committee is also planning a social media day of action for March 3 that will highlight the intersection between university governance and challenges facing contract faculty.

University funding

Since 2015, the provincial government has been developing a new funding model for Ontario's universities. At the meeting, Glenn Craney, Assistant Deputy Minister in the Ministry of Advanced Education and Skills Development, gave a presentation on the structure of

the new funding formula and the second round of Strategic Mandate Agreements, through which the new funding model will be implemented.

The new model will consist of three funding envelopes based on enrolment, existing special purpose grants, and differentiation priorities. While the first two funding envelopes are fairly straightforward, the addition of a differentiation envelope based on performance metrics, where some university funding will be at-risk, raises concerns for OCUFA. Although this new formula will be implemented through the upcoming round of Strategic Mandate Agreements – set to be completed in June – the government still has not offered clarity on exactly how the differentiation envelope will work or what metrics will be used to determine whether a university is meeting its performance targets. While the differentiation envelope will be in place for this round of SMAs, the government has confirmed that no funding will be "at-risk" until the third round of SMAs are implemented three years from now.

OCUFA has been in regular contact with the Ministry to articulate the faculty view that a performance-based funding model will harm the quality of education and negatively impact faculty, students, and institutions. Members will be kept up-to-date about the new funding model as more details emerge.

Collegial governance

University governance, and a shift away from collegiality, continues to be a concern for members. To help develop strategies for addressing these challenges, OCUFA will be hosting a series of conference calls to share developments on individual campuses. During the first conference call, concerns were raised about lack of transparency in presidential searches, lack of meaningful engagement at Senate meetings, unrepresentative

sentative Boards of Governors, the importance of faculty input in the upcoming SMAs, and unreasonable compensation for senior administrators.

The latter issue is one that has been raised in light of a recent proposal to dramatically increase compensation for executives at Ontario's colleges. The province has told the colleges that their proposals are out of line. Under the province's new Executive Compensation Framework, universities are also required to publicly post their own proposals for executive compensation increases by September 2017.

Pensions

OCUFA continues to keep member associations up-to-date about changes to solvency regulations. In addition, OCUFA staff have been monitoring the possible implications of changes to current pension regimes. In the coming months, OCUFA will offer member associations pre-bargaining sessions focusing on pension strategies. Work continues on the initiative aimed at creating a voluntary multi-employer jointly sponsored pension plan (JSPP) in the university sector.

OCUFA's 2017 pre-budget submission and other issues

The details of OCUFA's 2017 pre-budget submission were reviewed at the meeting. While OCUFA has commended the government for aiming to make postsecondary education more accessible, there are serious concerns about the fact that faculty hiring is not keeping pace with student enrolment. Without more public investment, there is a real possibility that the quality of university education in Ontario will suffer. Board Directors also discussed recent collective bargaining developments, grievance trends, campus equity initiatives, and other important issues.

Guest speakers

In addition to Glen Craney, the Board heard from two other guest speakers: Paul Elliot, President of the Ontario Secondary School Teachers Federation (OSSTF) and Greg Lyle, President of Innovative Research Group Inc.. Paul provided a presentation on the process that the

OSSTF has undertaken to develop a shared benefits plan across the education sector. Greg discussed the results of an OCUFA-commissioned poll that compares perceptions of higher education in Canada and the US, as well as an Innovative Research poll which surveys and compares public sentiments that influenced last year's US election with those in Canada.

Awards celebration

Finally, this weekend's meeting provided an opportunity to celebrate exceptional contributions to the working conditions of faculty across the province. At a special awards luncheon, former Queen's professor and four-time Chief Negotiator for the Queen's University Faculty Association Allan Manson was presented with the Lorimer Award for his work to protect and promote the interests of Ontario's academic staff through collective bargaining. Then, Helene Cummins, an adjunct professor at Brescia University College and former Chair of OCUFA's Status of Women Committee, was presented with the Status of Women Award of Distinction for her work to improve the lives and working conditions of academic women.

The next OCUFA Board of Directors meeting will be held in May.



44th Annual OCUFA Teaching and Academic Librarianship Award Nomination Deadline Extended

The internal deadline for nominations has been extended to March 31, 2017.

For more information on the nomination process, please visit the [MUFA website](#).



Employee and Family Assistance Program

Homewood Health provides lifestyle and specialty counselling for a variety of life balance and health issues:

Health

- Nutrition
- Lifestyle Changes
- Weight Management
- Smoking Cessation

Life Balance

- Childcare and Parenting
- Elder and Family Care
- Relationships
- Financial
- Legal

Homewood also provides counselling for all life's challenges including:

- Family
- Marital
- Relationships
- Addictions
- Anxiety
- Depression
- Life transitions/change
- Grief/bereavement
- Stress
- Other personal issues

Information on Homewood is available here:

<http://www.workingatmcmaster.ca/humansolutions/> and <http://www.homewoodhealth.com/corporate>. Individuals accessing Homewood simply identify themselves as either an employee of McMaster, or a dependent of an employee.

Homewood can be contacted 24 hours a day, 7 days a week.

1-800-552-1142 or TTY: 1-888384-1152
International (call collect): 604-689-1717

Spring 2017 Convocation

Mark your calendars for McMaster's **Spring 2017 convocation ceremonies.**

Tuesday, May 23, 2017, 8:00 p.m.
McMaster Divinity College

***Thursday, May 25, 2017**
2:30 p.m.

Faculty of Health Sciences
(Excluding Nursing)

Monday, June 12, 2017
2:30 pm

Faculty of Business/DeGroot School of
Business

Tuesday, June 13, 2017
9:30 am

School of Nursing, Medical Radiation
Sciences Program

Tuesday, June 13, 2017
2:30 pm

Faculty of Humanities, Arts & Science
Program

Wednesday, June 14, 2017
9:30 am and 2:30 pm

Faculty of Social Sciences

Thursday, June 15, 2017
9:30 am and 2:30 pm

Faculty of Science

Friday, June 16, 2017
9:30 am and 2:30 pm

Faculty of Engineering

***New this year!** The Health Sciences convocation ceremony will take place on a Thursday.

McMaster faculty are invited to participate in the Academic Procession.

Please register at: <https://registrar.mcmaster.ca/grad/processions/>.

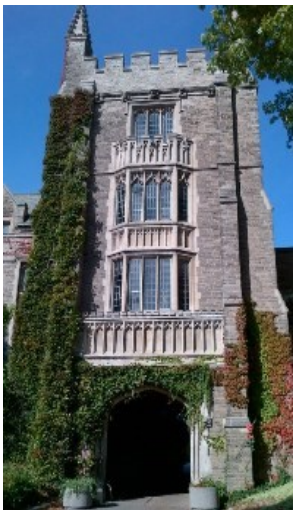


Annual General Meeting

Tuesday, April 25th
3:00pm

Great Hall
University Club

Please join us for our Annual General Meeting and reception to follow.



MCMASTER UNIVERSITY FACULTY ASSOCIATION

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MUFA on the WEB
<http://www.macfaculty.ca>