



McMaster University Faculty Association

1280 Main Street West, HH103A, Hamilton, ON L8S 4K1

(905) 525-9140 Ext. 24682/20297

mufa@mcmaster.ca

<http://www.mcfaculty.ca>

GENERAL MEETING

Friday, December 6th, 2019

10:30 a.m.

Council Chambers

(Gilmour Hall, Room 111)

AGENDA

- 1. Minutes of the Annual General Meeting held April 23rd, 2019 (attached)**
- 2. Business Arising**
- 3. President's Report – Alison Sills**
- 4. Other Business**



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MINUTES of the ANNUAL GENERAL MEETING

Tuesday, April 23rd, 2019

Great Hall of the University Club

Present: Approximately 30 members, M. Grignon (Chair)

Regrets: G. Gauvreau

1. MINUTES of the General Meeting of January 11th, 2019.

MOTION

That the minutes of the General Meeting held on January 11th, 2019 be approved as circulated.

**R. Kleiman/A. Sills
Carried Unanimously**

2. BUSINESS ARISING

There was no business arising from the January 11th, 2019 General Meeting.

3. COMMITTEE REPORTS

a) Association Standing Committees. There were no questions from the floor regarding the reports from these committees.

b) University Committee and Boards. There were no questions from the floor regarding the reports from these committees.

MOTION

That the Committee Reports be accepted as submitted.

**E. Hassini/C. Anderson
Carried Unanimously**

4. RETURNING OFFICER'S REPORT – M. Grasselli

As Returning Officer for the election of the Executive Committee for 2019/2020, I hereby report that the Nominating Committee's slate is declared elected.

The 2019/2020 Executive is as follows:

PRESIDENT	Alison Sills	Professor	Science
VICE-PRESIDENT	Elkafi Hassini	Professor	Business
PAST-PRESIDENT	Michel Grignon	Professor	Social Sciences

MEMBERS-AT-LARGE

Catherine Anderson	Assistant	Humanities
Ana Campos	Professor	Science
Lilian Chan	Professor	Business
Kirsten Culver	Assistant	Health Sciences
Claude Eilers	Associate	Humanities
Gail Gauvreau	Professor	Health Sciences
Deda Gillespie	Associate	Science
Nicholas Kevlahan	Professor	Science
Lydia Kapiriri	Associate	Social Sciences
Andy Knights	Professor	Engineering
Gail Krantzberg	Professor	Engineering

5. TREASURER'S REPORT – A. Sills

a) Preliminary Budget for 2019/2020 and Annual Statement of Cash Receipts and Expenditures as of March 31st, 2019.

MOTION

That the preliminary budget for 2019/2020 be adopted.

**A. Sills/M. Grasselli
Carried Unanimously**

b) Appointment of Auditor for 2019/2020

MOTION

That Les Lucyk Professional Corporation be appointed as the Auditor for the Faculty Association for 2019/2020.

**A. Sills/R. Kleiman
Carried Unanimously**

6. PRESIDENT'S REPORT – M. Grignon

As you know, the term of this MUFA executive will not be over until the end of the summer (we changed our bylaws two years ago to ensure the outgoing executive remains in charge during the summer months), but I would still like to sincerely thank all members of the 2018-19 executive for their volunteer service this year. The executive meets biweekly to discuss policies that are in the process of being improved or to point to policies in need of improvement. I am grateful to the members of this executive for their thoughtful and helpful input into sometimes complex issues that we needed to discuss. I have learned a lot from these discussions and always knew I could count on our collective wisdom to reach the right decisions. Moreover, our meetings have mostly been fun and lively. I would also like to extend my thanks to the many faculty members serving on university committees. **This work is vital to a well-functioning university (and Mac is a well-functioning university – it could be better, it could be much worse); this work is often not sufficiently recognized or valued.**

The executive has dealt with many issues over the past year, and I will briefly highlight the main ones. I will then say a few words about the challenges ahead, both what we need to improve internally and what trends in the world of post-secondary education we will have to adjust to.

2018-19 highlights:

I would like to start with the agreement reached at Joint Committee for a three-year (July 1, 2019 to June 30, 2022) contract. This agreement is supported by an overwhelming majority of the membership, and is praised for two new benefits that we think can make a real difference to our community. First, faculty members whose dependents choose to receive post-secondary education outside of McMaster will benefit from a tuition bursary, and MUFA and HR are working together to iron out the technical details (there are many options on how to pay such a bursary and we want to get it right). Second, faculty members who need mental health treatment, for themselves or their dependents will now get much better financial support to access this treatment. We can be proud to be part of a University that recognizes this need and the urgency to support its members in need of mental health treatment. Still on the agreement, note that all issues related to pensions, which means mainly the integration of recent changes to CPP to our pension plan, will be discussed later by an ad-hoc committee. Let me finish with thanking Elkafi Hassini, our chief negotiator, for his leadership and spotless preparedness, as well as Alison Sills for all her work on Joint Committee during the negotiations.

Another important agreement reached at Joint Committee this year was to modify SPS A9, the policy governing faculty complement (between tenure stream, teaching stream, and CLAs). As you may recall, SPS A9 was based on an absolute number of teaching stream professors per Faculty and CLAs were not part of the policy. The agreement reached this year sets proportions instead of absolute numbers and includes CLAs into these proportions. Discussions around SPS A9 were initiated in 2016-17 by Martin Horn, Laura Parker reached an agreement on principle in 2017-18 with the Administration and this year saw an agreement on actual numbers. A drafting committee is working on the details of the revised policy, which should go through governance early in 2019-20. Let me thank Martin and Laura for their leadership and effort on this important policy. Recall that, under the current policy, MUFA had to grant Deans the right to create new teaching stream positions and could be blamed for the creation of more CLA positions and more precarious work. It is now clear that MUFA is in favour of permanent positions and fully recognizes the benefit of teaching stream positions. Note also that decisions on faculty complement should be easier this year, thanks to faculty renewal: after several years of decline, the number of faculty positions should increase in 2018-19 (and, we hope, 2019-20 as well). The Provost announced 40 new positions in September and is still counting on 30 new positions overall between September 2018 and July 2019. This is crucially needed, as our student to faculty ratio has increased dramatically over the past 10 years.

Two other policies will be revised in important and welcome ways before the end of this year or very early in the fall: SPS A1, the policy governing the recruitment of faculty, and our general grievance procedure. The work to revise the grievance procedure was led by Rafi Kleiman, it will streamline processes and expand the scope of the current policy. It has been approved by MUFA and SCA and will soon be discussed at Senate and Board, pending some minor technical work performed by the Secretariat. SCA and MUFA saw a draft of the revised SPS A1, which is much improved: equity and diversity are now front and centre in hiring procedures and we are discussing some of the details with Arig al Shaibah, AVP Equity and Inclusion. Equity, diversity and inclusion are now part of all our policies, a welcome development if we keep in mind the

results of the survey of our membership in the fall, showing that substantial proportions of women, racialized, disabled, or LGBTQ faculty members felt they had been unfairly treated because of their gender, race or ethnicity, disability or sexual orientation. Arig is well aware of this survey and eager to work with us on getting better data about it.

Let me finish these highlights with two discussions that are still in progress: as mentioned in my report in December, MUFA has launched an ad-hoc committee on teaching evaluations and their utilization in CPM or T&P decisions. I would like to thank the members of this committee, that includes faculty members (Joe Kim and Lynn Martin), as well as representatives of MSU, GSA and MacPherson. Our work is moving well and we will circulate a draft report by the end of May, to start a broader discussion. The Provost and the AVP Equity Inclusion clearly see the need to update and revise current practices, in light of the evidence collected for the Ryerson decision. Second, MUFA exec has launched a discussion on the ethics of research funding with possible revisions to our research integrity policy. In short, the issue is who should vet the origin of funding we receive for our research and who should be responsible for any ethical breach? I would like to thank Catherine Anderson and Andy Knights for their work on this.

It has been a pleasure to work on the issues above and many others throughout the year with my executive colleagues. I would particularly like to thank Catherine Anderson and Kristen Culver for their service in the critically important role of grievance and special enquiries, as well as Alison and Elkafi for their service on the Joint Committee. I would also like to thank my predecessors Rafael Kleiman, Michelle Dion, Martin Horn, and Laura Parker from whom I have learned so much. Their leadership has enhanced the role that MUFA plays in decision making on campus. Finally, I would like to sincerely thank Mara Giannotti and Jessica Weyman, our fantastic staff-- not only are they the first point of contact to faculty members with enquiries, but they are also our repository of institutional knowledge and ensure continuity as faculty members cycle on and off the executive. The role of MUFA President would be impossible without their constant support.

Challenges ahead:

Internally, we will likely have to revise and update our Faculty Code of Conduct, and work on pending pension issues: should we join the UPP in 2022, and how can we integrate the recent changes to the Canada Pension Plan to our McMaster pension plan? The latter will likely involve consultation with the membership: do we want a richer overall plan (combination of CPP and our plan), to the cost of higher contributions, or are we happy with what we have now and would welcome a reduced benefit (and contribution) from our plan to offset the increase in CPP benefits? Or anything in between, obviously.

Externally: it is quite clear that public funding (block grants and tuition fees) will not increase in the coming years (at least three, possibly more) and McMaster, as other Ontario or even Canadian universities will have to be creative in bringing in resources. This will likely mean changes to the curriculum and more international students, both topics that are of concern to us. This will also affect the way our budget model works and which Faculties benefit or lose. MUFA will need to weigh in and be listened to on these issues. Moreover, there is a trend, national and provincial, perhaps even international towards more activity-based funding and metrics to measure and describe what we do and the product we offer. MUFA, together with OCUFA and CAUT will have to be part of these discussions and the workings of these metrics, to make sure they are not based on flimsy evidence or pre and ill-conceived ideologies. One such

activity that will likely be at the core of these metrics is essential skills and readiness to work of our graduates. Again, we need to make sure this does not affect various Faculties, programs, and members in inequitable ways and that we can contribute to these discussions being the voice of evidence-based reason.

There is still work to be done over the next few months, but I will finish my term knowing that MUFA is in excellent hands.

7. PRESENTATION OF CAUT DEDICATED SERVICE AWARDS – M. Grignon

L. Parker explained that the Canadian Association of University Teachers (CAUT) invites MUFA every year to nominate members who should be recognized for exceptional service to the Faculty Association. On behalf of the MUFA Executive, L. Parker presented certificates to Michelle Dion and Rafael Kleiman.

8. OTHER BUSINESS

A. Sills expressed on behalf of the Executive, the membership and the staff our deep appreciation to M. Grignon for his superb and unwavering leadership over the last year as President and for his generous involvement in the MUFA Executive.

9. PRESENTATION OF MUFA SERVICE AWARD – M. Grignon

M. Grignon thanked the members of the Selection Committee: Laura Parker (Chair) Michelle Dion, Stephanie Bertolo, Beth Couchman, Denise Smith and Sarah Robinson for their conscientious work on behalf of the Association. He then read the following two citations in presenting the awards:

Dr. Catherine Anderson is this year's recipient of the MUFA Award for Outstanding Service. Reviewing her dossier, the Selection Committee was unanimous in its endorsement. Catherine, a Teaching Professor in the Department of Linguistics and Languages, has established an impressive record of service at McMaster and shows a genuine commitment to her peers and students.

Catherine is known for her creative and innovative approach to teaching and curriculum development as well as her willingness to serve her department, Faculty and the University in countless ways. The committee was particularly impressed with Catherine's commitment to education through the development of a free, open access textbook. This text is accessible for free to students at McMaster and beyond, as well as to anyone interested in learning about the science of language. In March 2018, Catherine's teaching innovations were recognized with the Ontario Undergraduate Student Alliance Teaching Award.

Catherine is also an active researcher and has made significant contributions to graduate education in linguistics serving on many graduate thesis committees. As one of the nominators noted: "Dr. Anderson's broadness of expertise is one of the pillars that the department's undergraduate, and later graduate, programs in Cognitive Science of Language could be built on." Catherine is also known for her sincere and deep commitment to equity, diversity and inclusion at McMaster and she is a frequent mentor to students and colleagues.

Beyond her impressive contributions to education Catherine is an active member of the McMaster community, serving on numerous committees within the Faculty of Humanities as well as on the

University Senate and various Senate committees, including the Senate Executive. No consideration of Catherine's commitment to service would be complete without an acknowledgement of her years of dedicated service on behalf of MUFA. Catherine has been an active member of the executive for two separate terms and is currently our Special Enquiries and Grievance officer. Given Catherine's commitment to fairness, there is no one better suited to this role. On behalf of the 2019 MUFA Service Award Committee, it is a great honour to present this award to Catherine Anderson in recognition of her distinguished record of service to the University.

Dr. Ellen Amster is this year's recipient of the MUFA Award for Outstanding Service. Reviewing her dossier, the Selection Committee was unanimous in its endorsement. Ellen has gone beyond expectations in her role as the Jason A. Hannah Chair in the History of Medicine and is building bridges between the Faculty of Humanities and the Faculty of Health Sciences. Through her teaching, research, and service activities, Ellen has enhanced the reputation of McMaster and made significant impacts on our campus and beyond.

Ellen is known for having created a History of Medicine and Medical Humanities web portal for students, which brings together many resources from libraries, archives and museum collections around the world, as well as practical information on grants and scholarship. In just a few short years, this comprehensive resource has become widely used and enables students to explore the medical humanities, especially the history of medicine.

The Selection Committee was impressed by Ellen's development of a field course on Maternal and Infant Health in Morocco. This course gave students a culturally-contextualized education experience and led to a follow-up research meeting benefiting many researchers. Ellen's commitment to diversity was clear to the committee, particularly through the topics covered in the lecture series she organizes as well as a new course developed for the Bachelor of Health Sciences and the Arts & Science Programs.

Collectively, these activities contribute to McMaster's research mission and international reputation. Ellen "enriches the McMaster community, and exemplifies the contributions the MUFA Outstanding Service Award is intended to recognize." On behalf of the 2019 MUFA Service Award Committee, it is a great honour to present this award to Ellen Amster in recognition of her distinguished record of service to the University.

There being no other business, the meeting was adjourned at 3:48 p.m.

A reception in honour of our award winners followed the meeting.