



McMaster University Faculty Association

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ANNUAL GENERAL MEETING

Monday, April 29th, 2024

Great Hall, University Club

1:00 p.m.

AGENDA

1. **Minutes** the General Meeting held December 7th, 2023 and the Special General Meeting held on March 25th, 2024 (attached)
2. **Business Arising**
3. **New Terms of Reference for the MUFA Faculty Council** (attached)
4. **Standing Policy on Solidarity with Other Faculty Associations** (attached)
5. **Motion by David Shore** (attached)
6. **Committee Reports**
 - a. Association Standing Committees (attached)
 - b. University Committees and Boards (attached)
7. **Returning Officer's Report: Clifton van der Linden** (attached)
Election of the 2024/2025 Executive Committee
8. **Treasurer's Report: Aadil Juma**
 - a. Statement of Cash Receipts and Expenditures as of March 31, 2024 and Preliminary Budget for 2024/2025 (attached)
 - b. Appointment of Auditor for 2025/2026: Marco D'Ercole, CloudCPA LLP
9. **President's Report: C. Anderson**
10. **Other Business**
11. **Announcement of CAUT Dedicated Service Award: C. Anderson**
12. **Announcement of MUFA Service Award: C. Anderson**

**The meeting will be followed by a reception in honour of the
MUFA Service Award winners**



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MINUTES of the GENERAL MEETING

Thursday, December 7th, 2023

Via Zoom

10:00 a.m.

Present: Approximately 57 members, C. Anderson (Chair)

1. Minutes of the Annual General Meeting held April 26th, 2023

MOTION

That the minutes of Annual General Meeting held on April 26, 2023 are approved as circulated.

**J. Papillon/M. Savelli
Carried Unanimously**

2. Business Arising

There was no business arising.

**3. ORDER OF THE DAY: OCUFA'S Priorities for the upcoming year
Nigmendra Narain, OCUFA President and Jenny Ahn, Executive Director**

It is such a pleasure to be here with you today.

I want to thank Catherine Anderson, President and Gillian Hicks, Board Director at MUFA for inviting OCUFA to speak to you today. I'm Nigmendra Narain, President of the Ontario Confederation of University Faculty Associations, also known as OCUFA. I'm also joined today by Jenny Ahn, OCUFA's Executive Director. We are happy to join you to share what OCUFA is doing and discuss some prominent issues facing Ontario's university sector. We are happy to join you to share what OCUFA is doing and discuss some prominent issues facing Ontario's university sector.

OCUFA represents 31 faculty and academic librarian associations across the province. We undertake government advocacy and act as a hub for all university-specific issues and topics provincially on behalf of our 17,000 members.

We also have several committees that advance our work on strategic priorities addressing equity and social justice, collective bargaining, grievance support, contract faculty, university finances, and university governance.

OCUFA's committees represent all our member organizations and provide invaluable resources for information sharing, skills development, and education.

Equity, diversity, inclusion, and Indigenization are critical issues that form a core aspect of our Strategic Priority Plan. We apply an equity lens to all OCUFA's efforts, as this work is at the forefront of what we do. Recent events have further highlighted the urgency of EDII (Equity, Diversity, Inclusion, and Indigenization).

I will speak now to specific areas where OCUFA has undertaken significant efforts or is monitoring matters in our sector. Before I begin my presentation, I want to take this time to acknowledge that yesterday, December 6th was the National Day of Remembrance and Action on Violence Against Women. This day is commemorated across Canada to honour the 14 women who were massacred at the Ecole Polytechnique in Montreal in 1989 all in the name of "fighting feminism".

Sadly, this year, in June 2023, we saw again just how urgent that mission is on our campuses. A person explicitly targeted a gender studies class on the campus of the University of Waterloo for a violent attack, wounding two students and a professor. The attack was [shocking](#) and deeply traumatizing for the victims, their families, their colleagues, and the entire Waterloo community. It resonated with so many across campuses and communities in Canada and beyond as well. Importantly, the incident was a sad reminder of the on-going necessity to address misogyny, transphobia, and sexuality and gender-based violence in our campus communities.

Three decades after the L'Ecole Polytechnique massacre, more must be done to redress gender-based violence on campus and the increasing threats and harassment experienced by faculty, academic librarians, staff and students who are marginalized.

After the tragic incident in June, the Women's and Gender Studies et Recherches Féministes (WGSRF) released an [open statement](#), and a subsequent list of suggestions aimed at promoting campus safety in universities and colleges. One of the significant recommendations from the group emphasizes the need for postsecondary institutions to take certain measures and "work collaboratively with faculty, front-line staff, and student leaders, to create meaningful responses."

Equity, Diversity, Inclusion, and Indigenization (EDII)

In response to the June 2023 attack at the University of Waterloo, OCUFA called on universities and colleges to collaborate with faculty associations, faculty in gender, sexuality, race, and Indigenous studies, as well as equity-deserving groups. Our aim is to ensure the safety and well-being of individuals who deserve equity on campus.

To spread this message effectively, we have engaged in significant media work and have urged universities to partner with faculty associations to create a safe environment for all at our universities.

Bill 26

An ongoing issue for our sector is Bill 26 "*Strengthening Post-Secondary Institutions and Students Act, 2022*". Bill 26 claims to address employee sexual misconduct toward students, but in isolation from broader issues of sexual misconduct on campus which was not trauma-informed, and survivor centered. It also noticeably lacked input from campus communities.

OCUFA and our allies have been vocal in challenging the fact that this legislation overrides institutional policies and disciplinary policies that are set out in individual collective agreements.

It offers no funding for sexual violence prevention and education, offering no clarity about a fair and transparent process for investigation, adjudication, or assessing penalties.

It is also concerning that the bill only addresses allegations made against faculty; effectively establishing one set of standards for us, and another for everyone else.

In responding to this bill and to support faculty associations like yours in, OCUFA has produced detailed legislative briefing documents and a legal analysis of the bill for our member organizations.

Our legal counsel recommended Faculty Associations' bargain a narrow definition of sexual misconduct to preserve FA's ability to grieve that policy as itself unreasonable. OCUFA will continue to monitor the impact of Bill 26.

Emerging from Bill 124

Bill 124, the Protecting a Sustainable Public Sector for Future Generations Act, 2019, has been a significant issue for us. It capped wage increases to 1% a year for a minimum three-year period, impacting public sector workers and circumventing bargaining rights.

In 2022, OCUFA and a coalition of unions and allies were in court defending our legal challenge of the bill, which was later struck down as unconstitutional. However, the Ontario government appealed the decision.

OCUFA continues to defend the ruling.

As Bill 124 remedies continues to inch forward and FAs re-negotiate significant wage improvements, public sector unions await appeal results and will continue to the fight to strike down the unconstitutional, wage-limiting legislation.

In the education sector, unions have successfully achieved an exemption clause in their re-opener arbitration awards. This clause ensures that any appeal decisions, whether at the Ontario Court of Appeal or the Supreme Court of Canada, will not impact the re-opener increases.

These developments are encouraging for the Broader Public Sector, as they indicate how the government may proceed regardless of any appeals.

Academic freedom and campus safety

Faculty, academic librarians, students, and members of the campus community have faced harassment and threats following the events in Israel and Gaza. This has compromised their safety and academic freedom.

Safety and academic freedom are fundamental to our post-secondary education system.

However, the Ontario Minister of Colleges and Universities, Jill Dunlop, announced that the government will monitor statements made by student and faculty groups on campus regarding these events.

In response, OCUFA released a statement criticizing the Minister's approach and expressing concern for campus safety and academic freedom. We called on the Minister to ensure the safety and freedom of all students, faculty, and staff to research, teach, and express their beliefs without fear. Additionally, we sent a letter demanding a public apology and the removal of the faculty members' names from the parliamentary Handsard.

LINK FOR CHAT: Read OCUFA's [public statement](https://ocufa.on.ca/blog-posts/campus-safety-and-academic-freedom/) on academic freedom and campus safety:
<https://ocufa.on.ca/blog-posts/campus-safety-and-academic-freedom/>
I will now invite Jenny to provide some additional updates.

Brescia-Western

Hello everyone. I want to update you today on some key issues and changes happening in our sector.

First, I want to share with you the background and key points regarding the recent integration between Brescia University College and the University of Western Ontario.

Earlier this year, Brescia University College approached Western with concerns about its financial situation and proposed integration. In September, Western and Brescia entered a non-binding Memorandum of Understanding regarding this integration. Just to clarify, a Memorandum of Understanding is a formal agreement that establishes a mutual understanding between two or more parties. It serves as a written expression of their shared intentions and desired course of action.

But Western entered this agreement without consultation with UWOFA (University of Western Ontario Faculty Associations), without a mutual understanding or notifying their Senate.

In October of 2023, at OCUFA's Board meeting, we passed a motion about the Brescia-Western 'integration' plan, strongly condemning the decision made by both university administrations to merge.

The motion denounced the unilateral decision by both university administrations to "integrate" Brescia University College into the University of Western Ontario and opposed the process followed in reaching that decision by the administrations. The motion also recognized the unique and significant status of Brescia as Canada's only women's university college.

The OCUFA Board called on both administrations to work meaningfully with the faculty associations at Brescia and Western to ensure that the path forward will respect and align with the conditions of existing collective agreements. The severe overstep of collegial governance by the universities' administrations' is truly an issue of provincial and national importance.

Following several weeks of mediation, UWOFA and Western University finally came to an agreement around and released a [joint announcement](#) where the administration openly acknowledged their overstep and apologized to UWOFA for its approach. Western acknowledges it should have engaged in meaningful consultation with UWOFA before making this decision. Western expressed regret for not aligning its actions with their shared values, including a commitment to collegial governance, which has strained the relationship between Western and UWOFA.

Moving forward, Western has said that they are fully committed to engaging in regular and meaningful consultation with UWOFA regarding any faculty and librarian-related integration matters. Western has also said that they are determined to honor our responsibilities and obligations under the Collective Agreements.

UWOFA will remain vigilant in upholding the integrity of the processes outlined in the Collective Agreements, particularly regarding academic hiring. At the same time, UWOFA recognizes the unique circumstances faced by Brescia faculty and called for compromise and solidarity for the overall benefit of our faculty and librarian colleagues.

Key aspects of the mediated agreement include:

- A commitment from Western to create 20 new full-time faculty positions and 1 new Librarian position.
- To immediately create a Joint Working Group that will meet regularly to address faculty, librarian, and archivist integration issues with UWOFA, Western, and the BFA.
- For all UWOFA members to continue to enjoy all rights under their collective agreement.

Both faculty associations have OCUFA's unwavering support throughout this process. OCUFA will continue to keep our members aware of any further developments in this matter.

LINKS FOR CHAT:

OCUFA Board's motion: <https://ocufa.on.ca/blog-posts/ocufa-board-motion-solidarity-brescia-western/>

OCUFA's statement on merger: <https://ocufa.on.ca/blog-posts/statement-western-merger-announcement-alarms-ontario-faculty/>

Our fight to reform bankruptcy and insolvency laws

OCUFA has been at the forefront of efforts to advocate for reforms to bankruptcy and insolvency legislation. Our aim is to prevent the misuse of such legislation against public institutions, as was the case at Laurentian University.

Thanks to the dedication and collective efforts of our members, along with OCUFA's persistent advocacy, we have achieved a significant milestone.

The federal government has responded to our concerns by announcing reforms to corporate bankruptcy legislation in their Fall Economic Statement.

This reform is crucial as it will shield public universities from the negative impacts of corporate style restructuring policies. We are immensely proud of this incredible victory.

OCUFA's unwavering pressure on the federal government to exclude all public institutions from the Companies' Creditors Arrangement Act (CCAA) and the Bankruptcy and Insolvency Act (BIA) has played a vital role in bringing about these reforms. This milestone represents a historic triumph, and OCUFA's efforts have been pivotal in securing legislative advancements that protect our public universities.

For OCUFA's complete statement, please visit our website to review our response.

<https://ocufa.on.ca/press-releases/after-years-of-work-ontario-faculty-say-major-victory-achieved-on-protecting-public-universities/>

Blue Ribbon Panel

In spring 2023 the Ontario Government established a Blue-Ribbon Panel on Financial Sustainability in the Post-Secondary Sector.

OCUFA and some faculty associations made both written and in-person submissions to the Panel.

The consultation questions were framed around fiscal viability and labour market outcomes, specifically looking for more ways universities can find more efficiencies. Or in other words, doing more with less!

OCUFA was invited to speak with the panel, and we clearly and compellingly represented the concerns of our member organizations.

The Blue-Ribbon Panel released its report on Wednesday, November 21, 2023.

The panel's recommendations fall short of what is required to adequately fund Ontario's universities.

The panel proposed a 10% increase in postsecondary funding this year with modest increases over the subsequent years. If current rates of inflation hold steady, this would effectively be a one-time boost of 6%.

Even if fully implemented, the panel's recommendations would still leave Ontario's public universities with the lowest provincial funding.

In addition to this;

Students are being asked to 'share the load' through increased tuition fees, even though Ontario has the near-highest tuition fees in the country. Ontario's domestic students already pay approximately \$1,100 more in annual tuition than the Canadian average; another disappointing recommendation that falls short of properly addressing the funding crisis facing our sector.

We did find one useful assertion in the report with respect to faculty.

The report addresses "the frequent criticism of the postsecondary sector regarding how much is spent on people, notably faculty members." It goes on to explain "salary and benefit costs in Ontario's universities per full-time equivalent student are lower than in almost every other province," effectively acknowledging that assertions around faculty being overcompensated are unwarranted.

As we continue to analyze the recommendations and work with the government on this file, we will keep your leadership updated. You can also read OCUFA's full press release on our website as well as any subsequent statements.

It was timely that the BRP report was released just before OCUFA launched our "Funding our Future: Keeping universities Public" conference last week. The timing could not have been better!

We had province wide attendance with key stakeholders listening and participating. We discussed how we can present a unified and positive approach to finding tangible, real solutions to our issues in public universities.

We will take all that incredible feedback and work on a position paper that will influence our current work internally and externally. It will also help shape our advocacy work over the next year and into the 2026 provincial elections.

Conclusion

As you can see, there are a lot of areas that require our collective attention both on your campus and provincially.

Activism, advocacy, and solidarity with all our members are important to winning gains in the legislature and at the negotiating tables. I want to commend you for the important work you are doing in advocating for a collegial approach to issues facing you today.

On a final note, we want to thank you all for your time today, for your commitment to your associations and encourage you to actively participate with OCUFA.

I want to end with sharing a video link in the chat that OCUFA produced that encapsulates the work we have done and how we have supported our member organizations.

This year, OCUFA and its' member organizations showed up for each other and our allies across the labour movement. This video provides a review of the year, our actions, our solidary work and our service to communities.

Please take a moment in your spare time to watch it.

We are open to taking any questions if there is time.

<https://youtu.be/vlbiAal7RtE>

We are available any time to discuss our work and how we will continue to support MUFA.

The floor was opened for questions from members.

S. Bannerman asked if OCUFA is active in any way on how the growing adoption of private for-profit IT platforms are swiftly transforming the structure of teaching, research, and admin of universities, often without awareness or decision-making by faculty? She noted that these transform labour conditions, privacy, international data access, and innovation in seeming efforts to turn universities into an app.

N. Narain confirmed that this "privatization by stealth" was on OCUFA's radar and that they have been asked the same question by many other faculty associations. N. Narain encouraged members to get involved in MUFA and to have MUFA bring concerns to OCUFA when they arise.

S. Mills asked if OCUFA collects statistics about budget models at different universities and faculty staff ratios. She noted that, at McMaster, the central budget is in the black, but the many of the Faculties are in the red. In addition, she suggested that upper administration positions have been expanding, whereas faculty student ratios haven't been changing.

J. Ahn shared that the OCUFA finance committee does look at the various budget models but isn't sure that the information is collated in one easy-to-find spot. She encouraged S. Mills to reach out to her directly to get the finance committee to do a bit of research.

J. Ahn further shared that they met with another faculty association yesterday who also had questions about faculty to student ratios. She said that raises a red flag for her when multiple faculty associations are raising the same concerns.

4. **Notice of Motion: re. changes to the MUFA Constitution and By-Laws**

C. Anderson shared that the current MUFA Constitution and By-Laws have not kept pace with changes to our practices as the Association has evolved. A motion to amend MUFA's Constitution and By-Laws will be presented to the membership at a General Meeting in February 2024. The following text is from Article 8 of the current MUFA Constitution:

Amendments to this Constitution may be proposed by the Executive or by any ten members in good standing who give notice in writing to the President at least fourteen days in advance of a general meeting. Such proposals for amendments shall be circulated to the membership at least one week in advance of the general meeting at which the proposals are to be considered. Amendments may be ratified either by a two-thirds majority vote at a general meeting of at least one hundred full member or, failing attendance of one hundred full members, by a two-thirds majority vote conducted by electronic ballot in which at least one hundred responses are returned.

C. Anderson agreed that members will have access to the full text of proposed amendments early enough that they may propose additional/alternate amendments in compliance with the requirement for fourteen days' notice.

5. **President's Report – Catherine Anderson**

What's up within MUFA

You will notice, having looked back at the minutes from last time, that the [Executive](#) is bigger than was announced at that last general meeting. And there's a couple of reasons for that. One is that the at the last, at the last meeting, Liss Platt was announced as having been elected Vice President and President Elect. And then it turned out that Liss was unable to take the President position. So, you remember that over the summer there was an election, and that's what resulted in me being the president for this year for this term.

And then also we co-opted two additional members to the Executive, because once the elected Executive had been formed, we still didn't have a Treasurer or a Chair of the Grievance committee, and those are two really crucial functions that the Executive needs to have filled. So we co-opted two additional members which you ratified by vote in September. So it's a large executive this term. That's why you see more names on the list than you'll remember originally.

With that many members, trying to run efficient and effective meetings, we've turned to even firmer reliance on Bourinot's Rules of Order. The more people you have, the more structure is necessary to keep things functioning.

Another thing that happened a couple of weeks ago is that MUFA co-sponsored a community dialogue with the MacPherson Institute on how [Generative AI](#) is changing the teaching and learning landscape. Robert Fleisig, who's on the Executive, was involved with that, and I hope that many of you were there and contributed to that. We know that this is an ongoing, ever-

changing matter that's affecting pretty much everyone's teaching and so we want to be playing an active role in that conversation."

And the other one other thing that's happening within the Exec is, we passed a policy. I mentioned this in last month's memo that the Executive doesn't normally make public statements. There was a lot a lot of conversation about what our responsibility as an association is to comment on things happening in the world. And how do we decide when it's appropriate and when it's not? And so we approved a policy making clear what the scope is. And the scope is basically matters that are happening in the post secondary sector in Canada. That's where we might comment but not otherwise. Because, on the one hand, MUFA doesn't have much power to affect anything outside of the post secondary sector in Canada and passing statements on matters outside that scope can do real harm to our members and to our community.

Matters between MUFA and the employer.

You might have already received, and if not, you will receive an email from the administration about the new, more detailed, [disaggregated equity census](#). It adds more fine-grained data to the census so that it's not just 4 or 5 tick boxes. But you know, 25, or 30 tick boxes. The reason this matters to MUFA is because in our last round of bargaining we negotiated that there'd be a working group about salary data for equity-deserving groups. And if you were here in 2015, you'll remember that Michelle Dion and her team did a really thorough analysis showing the statistical evidence that women faculty were systematically paid less than men faculty at McMaster, and there was a salary adjustment.

And there just isn't the data on other equity-deserving groups. HR doesn't have the data because they haven't collected it. And so the salary analysis can't happen without the data. So the reason it's important to MUFA that you complete the Administration's equity census is so that we can do the analysis to know whether our members are being fairly paid, equitably paid. That's why that matters.

Another thing is the **Record of Activities**. I've had a lot of emails from members in the Faculty of Science. So you probably know that your Faculty is piloting a new electronic tool. You fill it a form with your record of activities. And so it's meant to have all the same categories in it as the MUFA-agreed Record of Activities form that has been a Word template for many years. That's a pilot that your Dean initiated in Science. But there is a central desire to have a more automated tool for the record of activities. And so we have a working group; MUFA nominated three members and then some members will be nominated by admin to start with a Needs Assessment: Is such a tool necessary? If so, what attributes would it need to have?

The working group will ask these questions and look at the data from this pilot in the Faculty of Science before making recommendations about what the tool would be so. The goal is to have recommendations, and maybe even a tool in place by January 2025. But just to let you know that there's no a priori assumption that the tool that's being used in Science will be rolled out across campus.

I've heard from a whole lot of members in the Faculty of Social Science about a policy coming from your Dean that tries to bring some transparency to the ways that **teaching loads are calculated when a member returns from a non-research leave**. And the challenge here is that our research leave usually starts the beginning and end of a research leave usually coincides with the beginning or end of a semester, and so calculating what you're teaching is when you

return from that leave is pretty simple. Whereas parental leaves and medical leaves don't necessarily have such tidy beginning and endpoints. I've heard from a lot of members feeling like this policy is going to penalize them for taking parental and medical leaves, and I've heard from members saying that this policy might help mitigate some gaming of the system that is perceived to be happening on return from such leaves.

So we are working on this. It's complicated. It's really important to me and to the MUFA Executive that when our members are returning from traumatic and exhausting life events that they are not penalized and not have additional teaching. And it's important to us that that be transparent and fair. So we can't prevent the Dean of Social Science from applying this policy in Social Science. But we are working on a policy that we think will be better, that will be applied across all faculties, at which point the Social Science one would go away, and then the general one would apply. So we're working on it. It's very much in the midst of things right now. I haven't got a whole lot more to say about it. But we're considering compassion and transparency and fairness. Those are our priorities in that process.

Academic freedom. There is a whole lot to say here In my world as Director of the Gender and Social Justice program, my most active and urgent concern is that without safety in my classroom I don't have academic freedom. I can't teach the things I need to teach if my safety and my students' safety is not protected. And so that's one angle to it. The question comes up pretty much every Executive meeting in various different ways. And so I'm just letting you know that it's very much on our radar.

The thing that has taken the greatest amount of our time this semester, and will continue to, for the rest of this year are the ongoing revisions to the **Faculty Code of Conduct**. So I'm gonna talk to you about the process for the revisions. I'm gonna talk to you about the changes that have been proposed. The existing faculty code of conduct was last was approved in 1994. It's out of date. It needs to be updated.

So let's start with the **process**. There was a drafting committee that had six faculty members on it and was assisted by staff and that committee worked for 15 months to come up with a draft. They acknowledged when they sent it to us that it's very much a first draft – it was not meant to be a completed document. They sent it to us for comment, and they sent it to administration for comment. And so we spent a lot of time looking at that giving detailed feedback. Members of Provost's Council also provided a whole lot of feedback, and we exchanged that feedback with each other. So we've seen their annotated version, and they've seen our annotated version as well.

So what's going on right now is that the MUFA members of Joint Committee and the admin members of Joint Committee are comparing both annotated documents. And there's a heartening amount of alignment in the annotations, where both the employer and the MUFA executive have identified some of the same things that need to be changed and in what way.

Some of those revisions will then go back to that drafting committee to be revised, and some of them we're going to ask to be hammered out at Joint Committee. We also sent it to MUFA's lawyers, Goldblatt, who gave us extensive comments, and we will do so again before it's finished. So we have had legal advice on that, and we have a commitment from the University Secretary that she won't send it through that governance process (SCA, Senate, BoG) until the MUFA executive and the Provost have finished making revisions. So that's the process. And I

know that there has been a lot of anxiety among the executive and therefore probably also among our members at large about that process. And so I wanted to tell you, this is this is what state it's at right now.

So, on to the **content** of these revisions. One of the original impetuses to update the Code of Conduct was to harmonize the expectations of clinical faculty and MUFA faculty. So it's meant to apply to both sets of faculty. There are three clauses that apply specifically to clinical faculty, but the rest of it is meant to be consistent requirements for all clinical and MUFA faculty.

There's a considerably expanded description of the duties and expectations of faculty members. which is important because you can't identify code violations and discipline and stuff unless you're clear about what the duties and expectations are. So that's good. There's a lot of negotiation happening about what the duties and expectations are. And then there's also a corresponding more detailed description of what violations are.

We're also going to work with the Deputy Provost once this is all complete, to have some good communication and training and development materials. So that people are really clear on what's allowed and what's not allowed.

The other thing we're working on is having a clear distinction between formative development before it gets to the stage of discipline. So a process where maybe your chair or another administrator might say, we're a little worried about this matter. We'd like you to engage in some training coaching, whatever, this is not discipline. But that would happen before there's a clamp down and now you have to be disciplined. Those two processes are a little bit mixed up in the draft right now, but we're working on clarifying that.

Here are some of the some of the things that the Exec has added in the feedback or questions:

- we'd like the code to apply to senior admin as well as the faculty
- we want it to be clear that the duties and expectations align with a member's appointment letter, especially where the teaching stream and the tenure stream have different proportions of responsibilities.
- We've asked for training and supports. Some of the duties are things that need resources, that need staff support and so we'd like that like that specified.
- We'd like there to be a formative development process before disciplinary. If a member consents, then that process is non-disciplinary.
- We'd like some disambiguation of the policy jurisdiction. There are a few places where matters that seem to be covered in other policies are also mentioned in the code of conduct, and then there's a point in the draft that suggests that an issue could be pursued under two policies at once, which then could theoretically lead to two separate hearings and two separate sets of findings.
- and we'd be like an official mechanism by which interim measures are reviewed by a different person from the decision maker who imposed the interim measures, and for there to be an appeal process for interim measures.

So those are some of things we're asking for in the in our comments on the draft. And I know a lot of you want to see it, so what I can say is that we have agreed that there will be a consultation process, and we're working on it on what that process will be. So keep your eyes open for that. We do want broad feedback from our members.

Beyond the University

You will see in the report of the [Blue Ribbon panel](#) that institutions might be allowed to raise tuition if they can find “efficiencies”. I can tell you in my meetings with the Provost, she has said that she's working pretty hard to get the Minister to acknowledge that that because McMaster's budget is healthy, that the institution should be allowed to raise tuition without having to find further efficiencies. So that's the work that she's doing.

I was at the CAUT Council in Ottawa last week, the [Canadian Association of University Teachers](#), and there was a really informative panel by three Chinese-Canadian scholars talking about the ways their research has been impeded by these vague requirements for extra scrutiny on research that relates to national security. The MUFA Executive will have a presentation from the VP-Research's office, so just letting you know that again, this is on our radar, and if you are approached by CSIS or if there are any concerns about your research that are claimed to be related to national security, please come, talk to us so that we can be aware of what's happening out there. And so that we can get you the support that you need.

What's coming up.

Every day. I hope I will see an email releasing the report of the Teaching Faculty Working Group, which has been working for a long time. Because once that report is released, I would like us to consider the Tenure and Permanence and Promotion policy to account for the greater diversity and variety of ways that our members engage in scholarship, that there are all kinds of ways of doing scholarship that is valuable, that is scholarly, that is excellent, that is not necessarily tied to your h-index or your grant dollars. And so we want those things to be considered and valued in this document which affects all of us, and that's exciting work.

Coming from the Vice Provost Teaching & Learning, there'll be new processes for valuing and evaluating teaching and then changes to the student course experience surveys and the process, and that's going to affect the T&P policy as well.

And then next year, a year from now, we'll be in contract negotiations again. So we're currently in year two of a three-year contract, and then next year would be the negotiations for the contract that would then begin on July 1st, 2025.

How can you get involved in MUFA's work?

The people who are here are the people who are likeliest to get involved, though I see, looking down the list. I can see there's a whole lot of people who have already been involved for many years, so I thank you for your service. We often have university committees that need MUFA reps. We have standing committees that that you could serve on, and maybe you would like to serve on the MUFA executive! You can always send an email to mufa@mcmaster.ca or there was a form you could fill out, that went out in the email with the link to this meeting.

We would love to have your skills, expertise, and experience to inform the work that we do here on the Executive because we want to represent you all effectively and with integrity.

Winter Break

Remember that the [University is closed](#) from the end of the day on Friday December 22 until the morning of Wednesday January 3. All offices are closed, and most buildings are locked, so make

sure you bring home anything you'll need over the break! I recommend setting your autoreply, not reading your email, and taking a few days to rest and relax.

The floor was opened for questions.

S. Mills stated that there was concern within the Executive about the electronic Record of Activities. P. Faure asked in the chat about MUFA's role in the process and whether MUFA must approve the pilot. and D. Shore asked if use of the electronic ROA was mandatory.

S. Bannerman shared that as a member of the Research IT Committee, the ROA is currently at the review input process to find out what is going on. C. Anderson shared that MUFA does not have to approve a pilot and that MUFA is playing a role in the decision-making process about whether an electronic tool should be adopted.

C. Anderson indicated that MUFA would support members who wanted to push back against participating in the pilot but, given that MUFA was not consulted about the pilot, it is important for members to play an active role in the decision-making process.

M. Grignon shared that his department is participating in the electronic ROA pilot but that it is not mandatory. He noted that he was interested in the ability to pre-populate the electronic version.

V. Watts asked C. Anderson to comment on the email that was sent to members about the committee for selecting a President in terms of the nature of the concerns that were raised.

C. Anderson stated the Senate Committee on Appointments had prepared a slate of nominees for the committee to select a President and opened the floor for additional nominations. Since additional nominations were received, an election was scheduled to take place.

C. Anderson shared that on Tuesday she received numerous emails from members, as well as the Senior Administration, asking if MUFA was interfering or trying to influence or tamper with the election in the Senate.

Given the extent of the concern, C. Anderson stated that it was important for her to make it clear that MUFA was not playing a role in this. After consulting with Goldblatt, she sent the email to the membership explaining that the MUFA Executive was not playing a role. She shared that she would have liked to consult with the Executive before sending the email to the general membership however given the imminent ending of the election, she felt it was urgent to send the email before the election closed.

C. Anderson stated that the matter was on the Executive agenda for discussion at the next meeting. She asked P. Andrews if he would like to add anything.

P. Andrews indicated that he won the election for MUFA Vice-President based on his statement raising concerns about collegial governance at McMaster. He stated that, as a Senator, he had concerns about the process of creating the committee and sent out a lobbying email to select Senators. He noted that his email was signed as "Paul Andrews, Senator" and indicated that he was mindful not to use the word MUFA in his email at all.

S. Mills stated that P. Andrews's email was just political speech. E. Zuroski stated that she received the email from P. Andrews and there was no indication it had come from MUFA. E. Zuroski further stated that the email was not inappropriate and that it is consistent with collegial governance.

D. Shore asked how much of the pressure was from the Administration. C. Anderson shared that there was concern but no pressure and that the majority of concern was from members.

D. Shore stated that the process for striking the committee is inherently conflicted in that the Provost sits on the SCA and has influence on creating a committee for a job that she may apply for. He suggested that she should have recused herself from the conversations related to creating the committee.

D. Shore pointed out that there is a statement for ethics for Senior Administration and asked if it would be updated alongside the Faculty Code of Conduct. C. Anderson stated that she would raise it at Joint Committee.

M. Gough expressed concern about the expansion of the Faculty Code of Conduct and noted that this is not in the best interests of members. P. Faure agreed and cautioned against adding any new violations to the Code.

M. Gough asked for the process by which the changes to the Faculty Code of Conduct would be made and whether members would have a chance to review the draft before it is finalized.

C. Anderson stated that the process has not yet been finalized by the Executive but that she can confirm that members would be consulted before the policy is approved at Joint Committee.

C. Quail suggested that the McMaster budget model should be revisited and noted that she has learned that the Faculty of Humanities graduate scholarship is being cut for budgetary reasons while the Provost speaks about the strength of the McMaster budget. She asked what governance structures MUFA could participate in to have influence in the budget model.

C. Anderson noted that MUFA does not have influence in budget decisions and suggested that the University Planning Committee has a subcommittee of the Budget Committee where members could participate. C. Anderson invited A. Montazemi, chair of the MUFA Budget Advisory Committee to speak further.

A. Montazemi shared that he has requested information about the new budget model and the committee will begin their work once it has been received.

6. Other Business

There being no other business, the meeting was adjourned at 11:51 a.m.



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MINUTES of the SPECIAL GENERAL MEETING

Monday, March 23rd, 2024

Via Zoom

10:00 a.m.

Present: Approximately 124 members, C. Anderson (Chair)

C. Anderson welcomed attendees, did an acknowledgment, and reviewed Article 2 and Article 6 of the MUFA Constitution.

MUFA Constitution excerpts from Article 2: Purpose

- a) The Association's purpose is to promote the principle of academic freedom and the interests and welfare of faculty and senior academic librarians [...]
- b) The Association shall concern itself with the quality of intellectual life at McMaster University and with the good name and reputation of the University among scholars of all academic disciplines. It shall promote excellence in teaching and research in the best tradition of free universities.

MUFA Constitution Article 6: Meetings and Motions

- (a) Meetings of the Association shall normally be held at the call of the Executive. A meeting of the Association may also be held at the request in writing to the Executive of at least ten full members in good standing. Such a meeting shall then be held within three weeks of the receipt of the request.
- (b) Meetings shall be guided by the current edition of Bourinot's Rules of Order unless a discrepancy arises between Bourinot and the Association's Constitution or By-Laws, in which case the latter shall govern.
- (c) Motions to be presented to a general meeting shall require one week's notice of motion to the membership and shall be filed with the Executive Director not less than two weeks prior to the general meeting.

C. Anderson noted that this meeting was being held at the call of ten members in good standing. She reviewed the timeline of the requests and indicated that the MUFA By-Laws require a quorum of 50 members.

C. Anderson reviewed the following rules for the meeting:

- Only one member has the floor at any time. Chat is disabled.
- Use the hand-raise button to be placed on the speakers' list.
- Each member may speak once per motion, for no more than two minutes.
- A member who cannot attend may send remarks to be read by another member. Proxy voting is not permitted.

K. Balcom asked how attendees should indicate that they have a proxy statement to read. C. Anderson stated that attendees should raise their hand and then indicate that they are reading a statement along with the name of the person they're reading for.

S. Mills asked how to counter any arguments that are presented or how to provide clarification.

C. Anderson stated that each person would be given a chance to speak and only then would attendees be given the opportunity to speak again.

S. Mills asked if she could speak to the qualitative data that was provided by members. C. Anderson indicated that she had already responded to this question via email and offered to read that email aloud when item 4 is being discussed, if S. Mills would like her to do so.

1. Context and Timeline of Revisions

Context

- October 2021: Joint Committee proposed Terms of Reference and membership of Drafting Committee.
 - 7 faculty members
 - Advised by non-voting staff consultants
- November 2021: SCA and Senate approved membership and ToR.
- "Before submitting its recommendations to the governing bodies for approval, the Committee will provide MUFA and CFA (Clinical Faculty Association) with the opportunity to review and confirm its support for the recommendations."
- MUFA is not a certified union.
- JC Terms provide legal framework for negotiating salary and benefits.
- JC Terms allow considering and discussing working conditions and policies.
- MUFA's input is by collegial tradition, not contractual obligation.
- Ontario's Bill 26, passed in 2022
 - "Every institution shall have an employee sexual misconduct policy..."
 - LoU between McMaster & MUFA lawyers, "the University takes the position that our current policies are in compliance with Bill 26"
- Sexual Violence policy revisions expected Fall 2024
- Best Practice Review of Investigation Processes by Arbitrator M. Flaherty
 - Began February 2023; report complete; Provost will publish soon

Timeline: Drafting

- January 2022-August 2023: Drafting Committee met approximately monthly
- Environmental scan of policies at comparator institutions
- Applicability to Clinical & MUFA Faculty, including teaching stream
- Progressive discipline

Timeline: First Review

- August 2023: MUFA Executive and Provost's Council (PC) received first draft.
- MUFA Executive sought advice from legal counsel.
- MUFA Executive and PC shared extensive feedback.
- Many issues from the first draft were negotiated and resolved at Joint Committee (JC).
- Some issues are still under discussion.

D. Shore asked where the concept of progressive discipline came from and how it was defined.

C. Anderson stated that was a question for the drafting committee but that her understanding was

that minor issues that can be dealt with in a department should not go straight to a hearing.

C. Anderson suggested that the nature of the concern or alleged misconduct would determine the scope and level of the response.

H. Schellhorn asked if there had been any assessment of the number of cases that would be actionable under the revised Code of Conduct and wondered what sort of case could not have been covered by the 1994 Code. H. Schellhorn asked what were the specific goals that were enunciated by the committee in a document or in a study. C. Anderson stated that the committee had terms of reference and that she was not aware of any data about actionable cases or statistics.

M. Savelli indicated that the time provided to members for a review was too little and asked for the rationale of the one-week window for consultation. C. Anderson shared that the Executive had spent extensive time discussing the form and timeline of the consultations and that they had to balance many factors.

S. Mills asked how the Code compares to comparator institutions and noted that, at the Executive meetings, she had asked for Goldblatt to be consulted on this question. S. Mills asked if the drafting committee looked at other universities for similar codes and asked which specific institutions were used to help draft the document. C. Anderson stated while she can confirm that the committee did an environmental scan as part of their work, she does not know the exact institutions and would bring that question to the drafting committee.

S. Mills stated that in unionized universities these sorts of things would be fully negotiable in a collective agreement and would be considered as part of the negotiations so there'd be a lot more power there. She stated that the University of Waterloo and University of Toronto, both of which are non-unionized, do not have codes of conduct for the faculty. They have policies that apply to the entire university, but not specifically faculty. C. Anderson reiterated that she would find out which institutions the drafting committee looked at in their environmental scan and reminded S. Mills that, during the Executive discussions, we have looked at other policies that aren't necessarily called codes of conduct but that deal with similar things.

S. Igdoura asked if MUFA had received a copy of the best practices review. C. Anderson shared that the report has been provided to Joint Committee and would be discussed at the April 2 Joint Committee meeting before being circulated more broadly.

C. Quail asked how the comparators were used to inform the drafting committee what they found useful, what they found lacking in the comparators, and on what grounds they decided to include their analysis in their draft of the new code. C. Anderson stated that she would bring this to the drafting committee.

M. Gough asked about the rationale for including intimate relationships with students in either the sexual violence policy, or in another separate policy that deals with teaching staff more generally as opposed to a code of conduct for faculty members. C. Anderson reported that clause 23j was introduced by the Executive after extensive deliberation because of the concern that merely restricting it to conflict-of-interest situations didn't provide enough protection for students. C. Anderson noted that she took M. Gough's point about teaching staff more broadly.

J. Quinn asked if faculty members would be given another opportunity to comment on the Code and if they would be able to comment on the final version. C. Anderson indicated that the Executive had

not planned for that and that the Code would go through Senate Committee on Appointments and Senate once MUFA is no longer asking for further revision.

J. Quinn indicated that he would like faculty members to have the opportunity to provide comments on the final version. C. Anderson stated that she would bring that back to the Executive.

2. Advice from Counsel

Legal Advice on revisions

- MUFA's input on revisions is made without prejudice to ability to challenge Code in future.
- Protect MUFA from argument that we approved of and consented to revisions.
- A ratification vote would endanger our future rights.

I. Dworkin asked for more information about the input from the lawyer. C. Anderson shared that MUFA had provided C. Donovan (Goldblatt) with the August version of the policy and received sixteen pages of feedback. In February, the most recent draft was provided to C. Donovan along with more specific questions, the response to which was only received the morning of this meeting. She noted that the response to the question about comparator institutions is still outstanding.

E. Zuroski asked what the process would be for challenging the code in the future and if members have access to legal support. C. Anderson indicated that it would be challenged through members filing a grievance. She reminded attendees that MUFA does not have the legal right to file grievances; they must be filed by individual members. C. Anderson noted that MUFA has legal support available.

A. Paez asked what the next steps would be, should the Administration decide that MUFA cannot provide more input or ask for more revisions. A. Paez suggested this could begin the unionization process and asked how that would work. C. Anderson stated a public statement could be made by MUFA at such a time and that there was not enough time in this meeting to discuss the unionization process.

3. Issues still under discussion

Issues not yet resolved

- Distinction between disciplinary and non-disciplinary measures
- Jurisdiction among various policies
- Any issue beginning at Stage 3
- More precision around Conflict of Interest
- most recent Goldblatt advice
- Frivolous and vexatious complaints
- Anonymous complaints
- Preliminary assessment and informal resolution steps
- "inappropriate" use of social media
- Record retention: where? How long?

4. Data from member consultation

Consultation: Which version?

- August 2023 draft too early.
- Governance version too late.
- Consult on February 2024 version: many issues already resolved, still time to work on more.

Consultation

- Both qualitative and quantitative data.
- On entire code and on individual sections.
- Notice wording of final question: not an approval vote!

C. Anderson shared the consultation response rate and overall data provided from the member consultation (see slides).

Issues arising from Consultation

- Burden of proof
- Sanctions: remove “not limited to”
- 24d Failure to Comply
- Clarity on Confidentiality requirements

Issues arising from Consultation: Duties & Expectations

- 15a: examples of what would exceed the bounds of academic freedom
- 15b, e, i, more precision for supporting an environment free from...; responding appropriately; conduct themselves respectfully and professionally
- Add reference to “Rights during Work Stoppage” policy
- 19b: external service

Issues arising from Consultation: Code Violations

- 23d: unprofessional conduct, which may include behaviour that is intimidating, threatening, violent, inappropriate, illegal, or dishonest
- 23h: conduct that is racist, discriminatory or harassing
- 23j: add graduate students to proscription on sexual relationships

D. Shore asked the time of year and amount of time given for the surveys noted with higher response rates. C. Anderson thought the remuneration survey was done in the fall and was open for two weeks. S. Mills stated that the workload survey had been open for a month.

S. Mosser indicated that he never got the link to provide feedback and asked when it was sent. C. Anderson stated that the link was sent Tuesday, February 27th.

S. Mills shared that most of the comments were even between people who said they were happy with the code and the people who are not happy. She suggested that the fact there were way more comments about concerns about how much the code has in it, and much fewer concerns about what to include shows that the code is not necessarily balanced. She noted that many of the comments were about wording.

B. Gupta asked if there had been any discussion about holding a Town Hall discussion. He noted that many colleagues expressed confusion about where to begin/end with their feedback on the code. C. Anderson stated that the Executive had discussed the most effective form of consultation and had settled on the qualitative and quantitative questions on the feedback form.

C. Biruk noted that in the interest of transparency it would be good to know what colleagues had to say about the code and asked if the comments could be shared with the membership. C. Anderson stated that she would bring it to the Executive for discussion but worried that publishing members’

comments wouldn't be fair to respondents, who had not consented to share their comments publicly.

R. Wilton suggested that because the request for feedback was included in the monthly newsletter, it was easy to miss. C. Anderson noted his comment.

5. Motion by D. Shore

MOTION

The membership of MUFA request that the Executive of the Association insists that further drafting of the FCC be postponed until:

- 1. The Flaherty review has been completed and posted on the Provost website;**
- 2. The membership and the administration have had time to read and understand the review;**
- 3. The recommendations from the review can be implemented into the DHP and SVP;**
- 4. And the Senate has approved a rewritten SVP and DHP based on the review.**

D. Shore read the following as an introduction to his motion:

Thank you for your service and dedication as MUFA president. Such positions can often put us in a difficult spot—thank you for managing it so well.

My motion is simple. Provisions in the proposed faculty code of conduct overlap with both the sexual violence policy and the discrimination and harassment policy. Specifically, this draft includes aspects of investigation and interim measures, which both figured heavily in the harms caused during social panic of 2020. We learned a lot from that experience. Both of these policies were scheduled to be revised in 2021, but we are told these revisions are waiting for the “best practices review”.

This “best practices review” came about because as many as 28 faculty members spent valuable time pursuing multiple group and individual grievances. If we ignore the information captured in this report while drafting this policy, we disrespect the hurt and harm inflicted on innocent community members during this terrible time. Anybody wanting firsthand details, please reach out after the meeting.

Included in the present draft are at least 10 provisions that would deny faculty the right to grieve the inappropriate treatment we received. Mistakes, where we caught the administration, have now been codified into this policy so that we could not have grieved. We must be especially careful when considering giving up this right.

All I am asking for is that we have the time and information to draft the best possible policy. To proceed without the report and without seeing how the sexual violence policy and discrimination and harassment policy are redrafted leaves us exposed and unprepared for the difficult work of policy drafting.

Please support my motion to wait for the time and information we need. I hope faculty will have another opportunity to comment on a draft before it goes to Senate and after the information in the report are included in the code.

C. Anderson opened the floor for discussion.

P. Carter read the following proxy statement from K. Humphreys in favour of the motion:

Dear colleagues.

My name is Karin Humphreys, I am an associate professor in Psychology, Neuroscience & Behaviour. I apologize for my absence today, but I am this morning currently in mediation meetings with the university administration. I think most of you know that I was one of the falsely accused PNB respondents. My Kafka-esque ordeal with this administration began in July 2020, and continues quite literally to this day.

I strongly support the motion put forward by Dr. Shore to delay this process, especially until we have seen the results of the "best investigative practices" review.

I have been profoundly damaged by the implementation of policies that on their face appear to be reasonable and would lead to reasonable outcomes ONLY IF all parties were acting reasonably and in good faith.

What I have seen instead is the administrative weaponization of vagaries and loopholes in policy, as well as plain old unreasonableness.

Despite MUFA's valiant efforts on my behalf during my period as Persona Non Grata, it was clear that the admin had no intent of listening to reason from MUFA officers.

When I read the current draft of the policy it seems on the face of it fairly innocuous, and common-sense. However, from my unfortunate new viewpoint, what I could see were just dozens of potential loopholes and overly vague language. I could see how aspects of this current draft could easily have been further weaponized against me at will, despite my factual innocence.

I am not a lawyer, and I do not know how to best fix all of these issues.

I would also suggest to my colleagues that even between us all, we don't know yet how to work through all of these issues, in the absence of highly pertinent information, and fix them in this timeframe either.

From my experience, and those of my colleagues in PNB, I can tell you that the way things stand, the kind of debacle we went through could happen again tomorrow at McMaster, and to ANY of you in MUFA, even if only based on patently, demonstrably false, even ludicrous allegations.

I strongly urge us all to greater vigilance regarding creating these new incredibly important, and impactful policies, and to do so with as much information in hand as possible.

M. Rutherford spoke in favour of the motion. He noted that, had this proposed policy been in place in 2020, all of the charges against MUFA members could have been found to be policy violations since, in the revised Faculty Code of Conduct, paragraph 23 states that code violations are not limited to those listed in this policy and that paragraph 31 states that sanctions are not listed are not limited to what's listed in this policy.

M. Rutherford suggested that defending members against this proposed policy would be very difficult and very expensive. This policy would be a massive transfer of power from MUFA members to the Administration, and it's important MUFA members, take the time to read and consider and discuss this consequential policy.

K. Balcom spoke against the motion. She indicated that the effect of the motion would be to stop the current process and question and noted that members were not being asked to approve or reject anything firm.

K. Balcom stated that there is a deep need of a statement in the Faculty Code of Conduct with respect to consent and authority, which reminds members and connects them to their obligations under the Sexual Violence policy, and the Anti-Discrimination and Harassment policy, neither of which are affected by the code and remain in effect.

K. Balcom noted that she is aware of objections to clause 23j and noted that the new provisions in the Faculty Code of Conduct sets guardrails on relationships which could prevent future occurrences and give members the chance to prevent deep harm before it occurs.

K. Balcom stated that the current proposed code speaks only to undergraduate students and that she wished it were more extensive and covered graduate students as well.

K. Balcom suggested that MUFA needs to act now when there is momentum. She stated that the policy is the result of careful negotiation amongst the colleagues who were elected to represent our concerns and reminded attendees that the process is ongoing.

K. Balcom stated that our action on this issue is embarrassingly delayed, while harm to students is ongoing and lasting.

A. Zeffiro read the following proxy statement from D. Ogborn in favour of the motion:

I am strongly in support of the motion at this special meeting to postpone the progress of the draft revised faculty code of conduct through university governance.

The only input the MUFA membership has had into this profoundly significant and dangerous process (and our first access to the document) is a structured survey conducted over a mere 7 business days.

When I reviewed the document closely, I was extremely alarmed to find a draft that substantially increases the ability of the university administration to discipline and fire MUFA members, an increase in "policy attack surface" that needs to be considered closely and carefully in relation to the institution of tenure, and faculty academic freedom. What I found most alarming, in this massive expansion of policing of faculty was the phrases in the document that appear calculated to chill faculty critique of Canadian and provincial governments, as well as funding agencies home and abroad.

Even more alarmingly, I could not identify a single aspect of the revisions that I could relate to MUFA's mandate to protect faculty members and their interests. Moreover, the MUFA executive has provided no narrative of its own about the revisions - the MUFA membership has been

hastily asked for feedback, but the MUFA executive has not explained what their priorities and goals are in this process, what the sticking points with the administration have been, etc.

This should be an area to proceed with wide and deep consultation, with MUFA members, with OCUFA, with CAUT, with our colleagues and fellow academic workers at other Ontario institutions, etc., and not at all an area in which to rush through changes.

E. Zuroski spoke in favour of the motion. She stated that MUFA members need a clearer understanding of why such a detailed Faculty Code of Conduct is needed in addition to other existing policies. She expressed concern that a beefed-up faculty code of conduct could be a very significant tool that could be used against faculty.

V. Watts indicated she was unsure of the motion. She spoke of concerns about some of the language used in the policy, specifically the term harassment, and wondered what harassing the government looked like. She questioned the meaning of the term intimate relationship, and suggested further clarification on that term as well, though she noted that she was concerned that there were some faculty members pushing the removal of this clause so that they would be able to have sex with their undergraduate students.

H. Schellhorn spoke in favour of the motion. H. Schellhorn indicated that in the past faculty members had very little interaction with unionized groups on campus but noted that today most employee groups on campus are now unionized. He stated that this brings the union grievance procedures into play.

H. Schellhorn shared that if a faculty member is named in a grievance filed by a union on behalf of a unionized employee McMaster does not recognize the faculty member as having any standing in the grievance process and is not obligated to provide you any information to the member, because the respondent in this case is the university itself, not the member. He noted that the process can be very drawn out, the member receives very little information about what is happening, and that there is very little recourse for vexatious complaints.

H. Schellhorn suggested that the biggest problem over the last couple of decades at McMaster is a malignant management practice problem.

H. Schellhorn stated that he would like to see a better justification for this extensive faculty code of conduct and suggested that the code is out of sync with the rest of the Ontario system.

K. Debicki spoke in favour of the motion. They indicated that as an indigenous, queer, disabled, nonbinary person and who struggles with mental health issues they have experienced what it feels like to be chewed up at every stage of the institution.

K. Debicki noted that they are in favour of protecting students, but that a top-down authoritarian policy is not the way to do that. They noted that they don't want to give the Administration the right or the leeway to take away like ground up systems of support for students and for each other.

K. Debicki stated that it does not make sense to create policies that are so vague around intimacy given that intimacy helps form relationships with students that allow them to be an effective teacher. They noted that intimacy does not necessarily mean that a faculty member is having sex

with a student and expressed concern that the other types of intimate relationships built with students, ones that create pathways for closeness, could be used against faculty members.

A. Campos spoke against the motion. She noted that she would oppose any motion that would withdraw MUFA from engaging at Joint Committee on such an important policy. She further noted that while MUFA can insist that further drafting be postponed until the conditions in the motion are met, there is nothing stopping the Administration from moving forward without MUFA's input. This means that any revisions would lose the voice of the membership.

T. Fetner spoke against the motion and indicated that she was opposed to delaying the policy. She noted that the University is without any rule against having sex with students and she has seen the impact of that rule and the harms that have resulted.

T. Fetner suggested that members can't count on all faculty members controlling themselves and having a similar kind of understanding that the power dynamics between students and faculty members are always there. She wondered whether this proposed delay was truly for valid wordsmithing reasons and deeper thoughts and suggested that it actually seems to be about the one issue of intimate relationships.

T. Fetner indicated that proper processes and consultation are being done and she sees no reason why the discussions should not continue.

B. Milliken spoke in favour of the motion. He shared that, as former Chair of the Department of Psychology, Neuroscience, and Behaviour, he witnessed procedurally unfair application of policies by the Administration. He noted that procedurally unfair application of policies doesn't just affect faculty members and that it can have profound consequences and harm to students as well. As such, he stated that ensuring a good Faculty Code of Conduct is for both faculty members and students.

P. Carter spoke in favour of the motion. She stated that she was opposed to any faculty association imposing rules on members in terms of their conduct in any way that is not directly related to their employment.

P. Carter suggested that MUFA should stick with the 1994 version of the Code of Conduct. She stated that she is not interested in a policy that enumerates everything that we don't want faculty members to do.

P. Carter expressed serious concern about vexatious and frivolous accusations and allegations against faculty members. She noted that there is nothing in the student code of conduct to prevent these types of allegations.

A. Paez spoke in favour of the motion. He noted that he agrees with H. Schellhorn's point that McMaster has a malignant management problem. He also noted that after seeing how the TAs were treated by the Administration last year during the strike, he has a hard time believing that the University is really concerned about protecting students. Instead, he suggested that the Code is an effort to really limit the power of faculty.

A. Paez stated the impact of actions of the University in the Psychology, Neuroscience and Behaviour case were not only detrimental to faculty, but also to students, including the students who made the initial allegations.

A. Paez stated that strongly supporting this amendment should be a signal to the Administration of where the membership stands.

A. Sills spoke against the motion. She noted that many of the comments thus far have been that the Code is not sufficient and that there were many excellent arguments about what was wrong with the current draft.

A. Sills suggested that stopping the drafting process is not in MUFA's best interest. She reminded attendees that C. Anderson gave a very clear outline of this process that has been going on for a few years. She stated that those who have been involved in policy know that it takes a long time to get things through, and that it takes a long time to get things right.

A. Sills noted what she was hearing is that the policy isn't right yet but that what she was not hearing was that MUFA should stop trying to get it right. She suggested that MUFA can take more time, gather more information, go through the feedback from lawyers, and go through all of the things that have come forward in the last month and a half that that they've had this current draft.

A. Sills encouraged members to provide MUFA with everything that they need to give members a Code of Conduct that satisfies members' needs. She suggested that MUFA needs more time to continue this process and stated that stopping the process now would stop the momentum.

I. Dworkin spoke in favour of the motion. He noted that the motion was not to stop the process, but to postpone the process. He suggested that it was an issue that members only had a limited time to review the draft and that by postponing further revisions, members would have the time to properly review the draft and give their feedback.

I. Dworkin stated that, outside of the intimate relationship clause that had been discussed, there were other clauses that he was concerned about the University weaponizing, and specifically noted concern about the social media clause 23n. He suggested that more time to review these troubling clauses is needed.

P. Faure spoke in favour of the motion. He stated that his overall impression of the draft Faculty Code of Conduct is that it is simply just a power grab by the Administration and that he didn't understand how members of the drafting committee, the Executive Committee, or the Joint Committee could have ever agreed to the language.

P. Faure asked what MUFA was going to receive in return for agreeing to adopt such a Draconian Code of Conduct.

P. Faure suggested that there are many places in the draft where protections afforded to faculty for things like freedom of speech, freedom of expression, freedom of association, and academic freedom could be undermined. He expressed concern that the phrasing "not limited to" could allow the University to go after faculty for anything it wants because there's no boundary and he urged the drafting committee to strip these words from the entire document.

P. Faure stated that the Code is too long and convoluted. He suggested that the current document, in addition to being redundant with the conflict-of-interest policy, the sexual violence and discrimination harassment policies, in some cases it appears to contradict or can contravene Canadian law. He further suggested that a long, rambling policy, full of vague language and

undefined terms, is simply ripe for the abuse and persecution of faculty members by the Administration.

P. Faure indicated that the University has an imbalance of power and financial resources and they're not afraid to use their influence and power imbalance to intimidate, manipulate, and pursue faculty. He stated that the revised code of conduct does nothing to ensure that faculty are treated fairly and with dignity and respect at all times.

P. Faure expressed his opinion that MUFA has been too nice with this Administration and should be more assertive and push back against the egregious language. He stated that policy affects faculty workloads and faculty conditions and should therefore be 100% negotiable through Joint Committee.

P. Faure echoed P. Carter's sentiment that the 1994 Faculty Code of Conduct is good enough, and that a revised policy is not needed.

P. Faure noted that there was no opportunity for members to provide feedback on the footnote on page 7, in which it states "the discrimination and harassment policy typically addresses matters, alleging, alleging racist, discriminatory, or harassing conduct. In the event that a complaint fails to meet the requisite threshold under that policy this code can alternatively serve as a means of addressing the matter as a code violation." He suggested that this indicates double jeopardy.

P. Faure requested that a Town Hall be scheduled for further discussion of the Code.

M. Harada spoke in favour of the motion. She expressed concern with item 63 which says that decisions by the decision makers are made on the balance of probabilities, which is the evidence shows that it is more likely than not that a violation occurred. She noted that she is concerned that it is a very low bar for proof.

M. Harada also expressed concern about item 67 that states that should the complainant dispute a decision maker's decision the complainant may consult with the individual who holds the next level of authority in the chain of authority. She suggested that this means that the complainant is free to bypass a previous decision maker, and just go up to the next level, whereas the respondent has no such has no such options available.

In response to the points raised by A. Campos and A. Sills, M. Harada noted that the reading of the motions does seem to advocate for stopping discussion. She also stated that members would like a more fulsome discussion of the policy. As such, she proposed the following amendment to the motion.

MOTION

That the motion be revised to read as follows:

The membership of MUFA request that the Executive of the Association insists that ~~further drafting of the FCC be postponed until~~ *MUFA shall not agree to sending the code through governance until*

1. **The Flaherty review has been completed and posted on the Provost website;**
2. **The membership and the administration have had time to read and understand the review;**
3. **The recommendations from the review can be implemented into the DHP and SVP;**
4. **And the Senate has approved a rewritten SVP and DHP based on the review;**
5. ***Further consultation with MUFA members has occurred.***

**M. HARADA/I. DWORKIN
77 IN FAVOUR
5 AGAINST
5 ABSTENTIONS
MOTION CARRIED**

P. Bennett spoke in favour of the motion. He stated that it is important to slow down the process.

P. Bennett noted he found the current draft to be extremely alarming because it relies on the idea that faculty members are all going to engage in professional behavior. He indicated that while that sounds perfectly harmless and reasonable, he's found that people have very different definitions of what constitutes professional behavior.

P. Bennett suggested that if the University honoured the statement on Academic Freedom many of his concerns about the policy would be alleviated. However, he suggested that the University does not live up to that, and that members cannot rely on them being reasonable or acting in good faith.

P. Bennett stated that he was very disturbed about the idea that faculty members don't have the right to appeal. He noted that they would be able to grieve but only if they follow the behaviors and the discipline laid out. He stated that members really don't have any rights to appeal and the grievance is sort of odd.

P. Bennett echoed P. Faure's concerns about the footnote that implies that double jeopardy could occur.

K. Jones noted that she had heard a lot of critique of the policy assuming that MUFA has already agreed to the draft that has been seen. She encouraged members to return to the actual motion, which is not a ratification of a draft of a policy, but a motion around delaying it.

K. Jones indicated that the revised motion is a much better than it was but that she has some ongoing concerns about what having had time to read and understand means. She noted that she would be more comfortable if there were specific timelines associated with that. She agreed that asking MUFA to engage in further consultation is completely appropriate and well within the intent of the Faculty Association.

C. Anderson agreed that items 2 and 5 were judgement calls that would be made by the Executive.

S. Mills spoke in favour of the motion. She noted that a colleague who is trained in labor law wrote a very extensive review of the policy and advised that it's out of step with employment law.

S. Mills suggested that approving the motion would not be giving up the right to consult. She further suggested that the way that MUFA gets power is by speaking out the way members are today and that that voting for this motion will give more negotiating power to MUFA's Joint Committee. She

stated the power comes from the Administration's fear of having all the faculty members against them so knowing that many people are upset with it gives power to the Faculty Association.

M. Gough noted that M. Harada had asked for fulsome discussion with faculty members. She indicated that she is not asking to further amend the motion to include that terminology but that she would like it reflected in the minutes.

MOTION

The membership of MUFA request that the Executive of the Association insists that MUFA shall not agree to sending the code through governance until

- 1. The Flaherty review has been completed and posted on the Provost website;**
- 2. The membership and the administration have had time to read and understand the review;**
- 3. The recommendations from the review can be implemented into the DHP and SVP;**
- 4. And the Senate has approved a rewritten SVP and DHP based on the review;**
- 5. Further consultation with MUFA members has occurred.**

**D. SHORE/J. QUINN
72 IN FAVOUR
11 AGAINST
3 ABSTENTIONS
MOTION CARRIED**

C. Anderson stated that the membership's approval of the motion means that MUFA's position at Joint Committee will be that MUFA will not give approval to send to governance until the noted conditions have been met.

The meeting was adjourned at 12:17 pm.



McMaster University Faculty Association

1280 Main Street West, HH103A, Hamilton, ON L8S 4K1
(905) 525-9140 Ext. 24682/20297
mufa@mcmaster.ca
www.macfaculty.mcmaster.ca

MUFA Faculty Council Terms of Reference

Terms of Reference

The MUFA Faculty Council provides a direct line of communication between the Association and the academic constituencies where its members work.

Selection

The complement of MUFA members in each Department (or analogous constituency) is encouraged to establish a transparent process for electing or selecting their representative to the MUFA Faculty Council. In Departments where the existing process is not transparent, members are encouraged to ask their MUFA colleagues and Chair to decide together on a process and to add it to their Department's By-Laws.

MUFA Staff will contact Chairs and Department Managers annually to ask for the name of the department's representative and a brief description of the selection process.

Term of Service

Once selected, a MUFA Faculty Council Representative will hold the role for a term not to exceed three years.

If a Representative is not able to fulfil their responsibilities for a length of time up to one semester, they may delegate another department member to take their place. If their inability to meet the responsibilities extends beyond one semester, they should step down from the role and ask the Department to select another Representative.

Responsibilities

The primary responsibility is to serve as a **conduit** between the MUFA Executive and your Department/School/Area by sharing questions and information from MUFA with your colleagues, and by sharing questions, concerns, and emerging issues from your department with the MUFA Executive.

We will prompt you twice a year to respond to a brief survey on issues in your department, including questions such as:

- What questions did your colleagues have about university policies or practices that would benefit from MUFA's attention?
- What elements of MUFA's work are most valuable to your colleagues?
- How might MUFA serve you and your colleagues better?
- What issues are emerging that affect your colleagues' work?

Ask your Chair to add a standing item on department meeting agendas for the MUFA Faculty Council rep. Use this opportunity to convey important information from MUFA to your departmental colleagues, and to seek input from your colleagues on questions of relevance to MUFA.

Attend MUFA Faculty Council meetings, which occur at least one per semester, and represent your colleagues' views at those meetings.

Attend MUFA General Meetings, represent your colleagues' views at the meeting, and report on the meeting's activities to your colleagues.

Encourage your departmental colleagues to complete MUFA's Remuneration Survey, attend General Meetings, and engage with MUFA's work.

During faculty searches, ask the Chair of the search committee to share MUFA's contact info with all candidates for support in negotiating their offer.

When new faculty members join your department, connect with them to let them know what services and support MUFA provides.

When MUFA seeks members to serve on its Standing Committees, as its representatives on University committees, or to stand for election for the following year's Executive, the Faculty Council will be the first pool of candidates considered.

Motion:

That the membership approve the Terms of Reference for the MUFA Faculty Council.



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Standing Policy on Solidarity with Other CAUT Faculty Associations

When a faculty association goes on strike and issues a request for solidarity via the CAUT distribution list, MUFA shall make a one-time contribution of \$1000 to that association's strike fund.

The total of such contributions in a budget year shall not exceed \$10,000.

Motion:

That MUFA adopt this proposed standing policy effective immediately

Motion to Repeal Policies on Public Statements and University Elections Submitted by David Shore

The MUFA executive (2023–24) passed two motions this academic year, both of which ought to have been referred to committee before coming to a vote. Both policies were enacted in reaction to some event; were drafted, approved, and implemented in less than two months; and were aimed at reducing freedom of expression for members of the executive and for the executive as a whole. The Policy on Public Statements (October 19, 2023) was one reaction to the horrific murder, rape, and kidnapping of Israeli Jews on October 7, 2023. The Policy on University Elections (January 24, 2024) was a specific reaction to one email sent from one individual senator to a small number of other senators on November 28, 2023. Both policies violate the rules of order for MUFA and should be suspended until a subcommittee has considered how they impact the bylaws and constitution of the association.

Section 26 of Bourinot Rules of Order states “If at any time it becomes necessary or advisable to change the rules, care must be taken that the changes are not made haphazardly. Suggested alterations should be referred to a committee for detailed consideration.”

In passing these policies so quickly without consultation or referral to committee, the executive violated Section 26. Therefore, I move that:

The Policies on Public Statements and University Elections be immediately suspended until the membership receives from the Exec a subcommittee report assessing the relation between these policies and the bylaws and constitution of the organization.



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MUFA Policy on Public Statements

The Association does not normally issue public statements on matters not directly pertaining to the university sector in Canada. From time-to-time issues concerning the University or the sector may warrant a statement by the Association. Any such statement will be discussed and approved by the Executive before publication.

*Approved by the MUFA Executive
October 19, 2023*



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Policy on University Elections

In any election or selection process conducted by the University, its Faculties, Schools or Departments, no member of the Executive shall make public comments or recommendations about the election or selection of one faculty member over another.

Members of the Executive who privately express individual opinions about an election or selection shall take care to make clear that they do not speak on behalf of the Association or the Executive.

*Approved by the MUFA Executive
January 24, 2024*

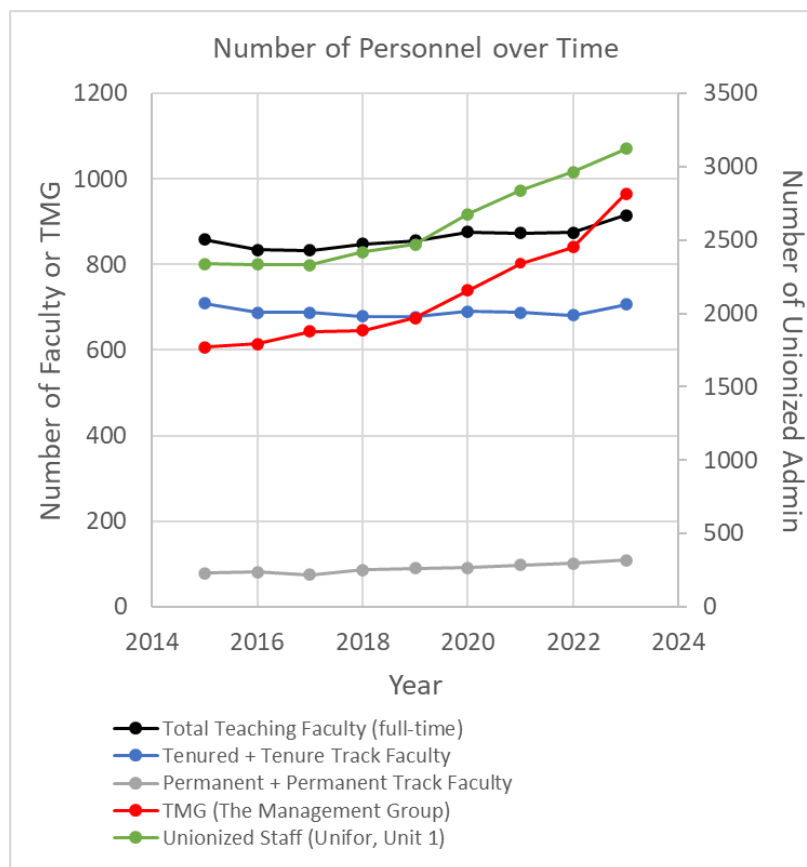
COMMITTEE REPORTS

Faculty Association Standing Committees

BUDGET ADVISORY COMMITTEE

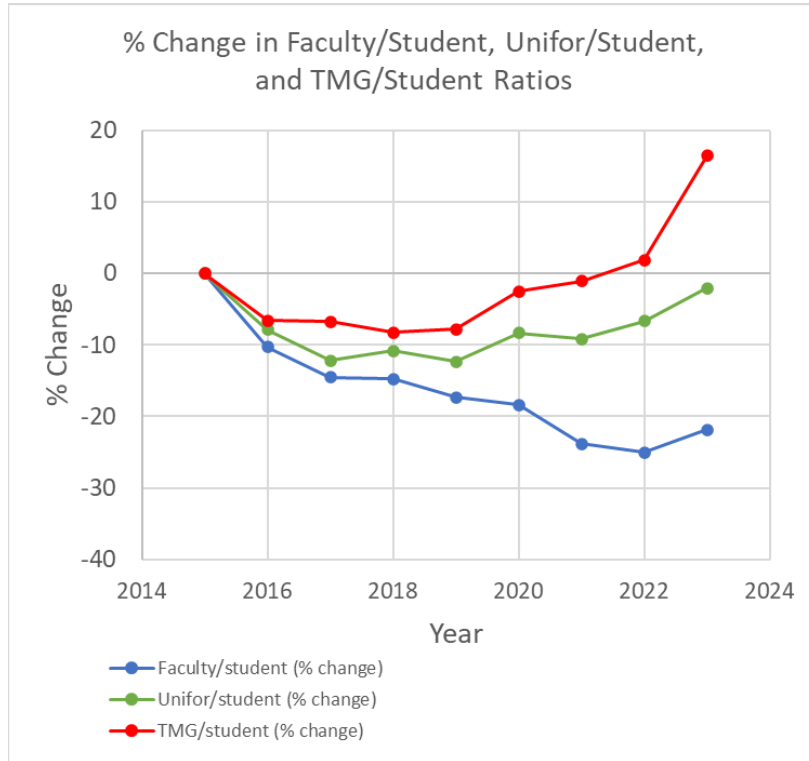
Representatives: Trevor Chamberlain, Ali Reza Montazemi (Chair) and Khalid Nainar, “data supplied by Paul Andrews”

Figure 1. The number of teaching faculty and management personnel since 2015. Full-time teaching faculty include tenured/tenure-track faculty, permanent/permanent-track faculty, and full-time contract limited appointment faculty (not shown).



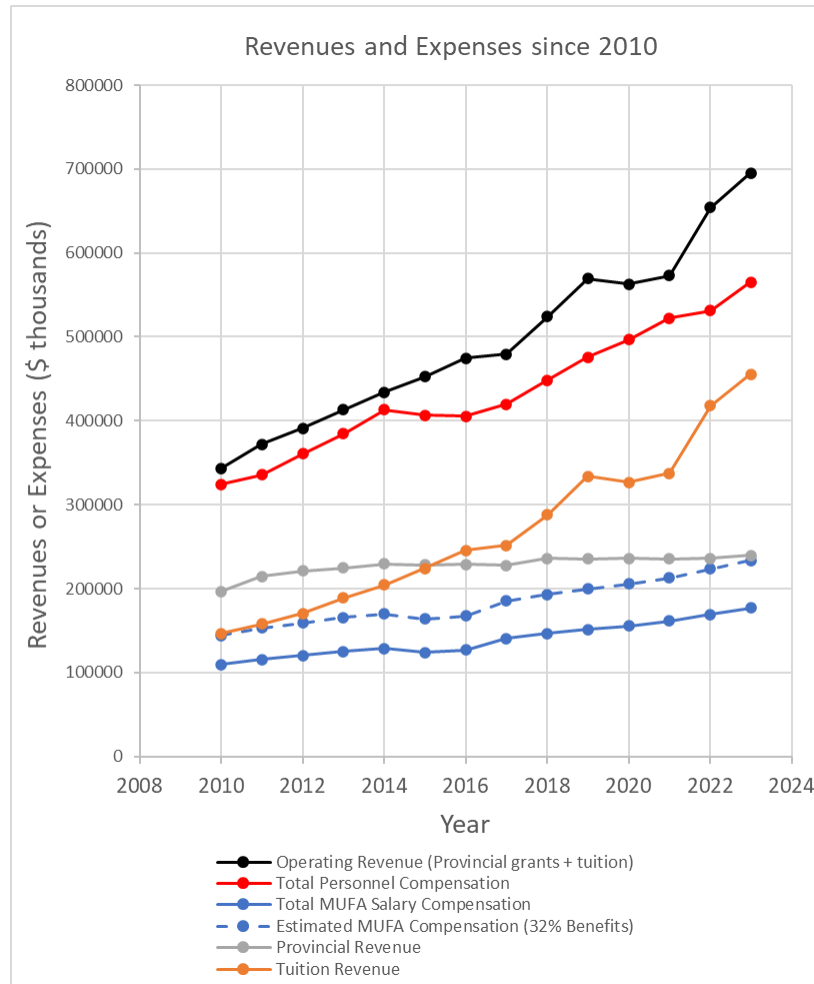
Source: Institutional Research Analysis (IRA) Factbooks.

Figure 2. The percent change in the teaching faculty/student, Unifor/student, and TMG/student ratios. Teaching faculty are all full-time teaching faculty. Unifor personnel are Local 5555, Unit 1, which includes non-academic administrative, professional, and technical staff. TMG are the non-unionized administrative staff.



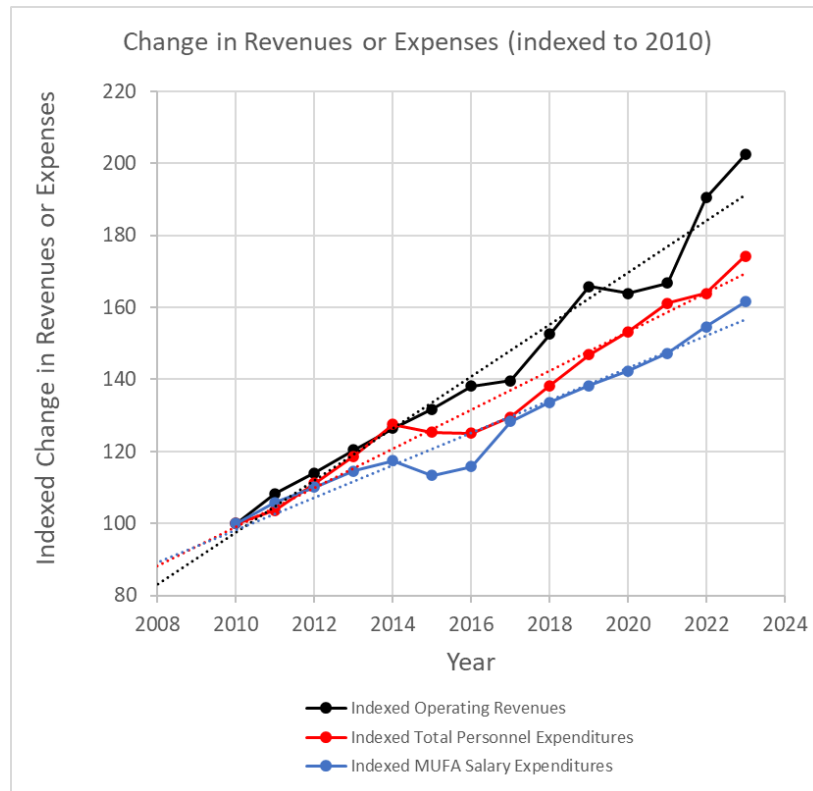
Source: Institutional Research Analysis (IRA) Factbooks.

Figure 3. Operating revenues and personnel expenditures over time. The total compensation for MUFA members includes salaries plus benefits, which are estimated to be 32%.



Sources: Operating revenue and total personnel compensation come from the consolidated budgets posted on the website of McMaster’s Financial Affairs (<https://financial-affairs.mcmaster.ca/services/budgeting/consolidated-budget/>). Total MUFA salary compensation comes from MUFA’s salary statistics website (<https://macfaculty.mcmaster.ca/members/salary- and-financial-information/salary-statistics/>).

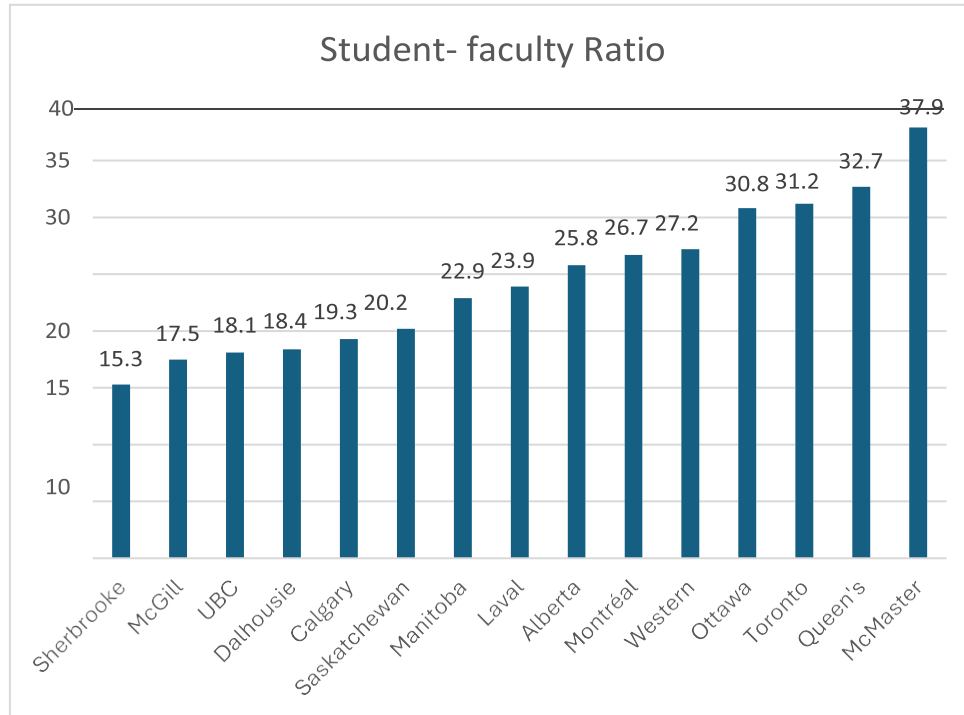
Figure 4. Change in operating revenue, personnel expenditures, and MUFA salary expenditures over time, using 2010 as the index year.



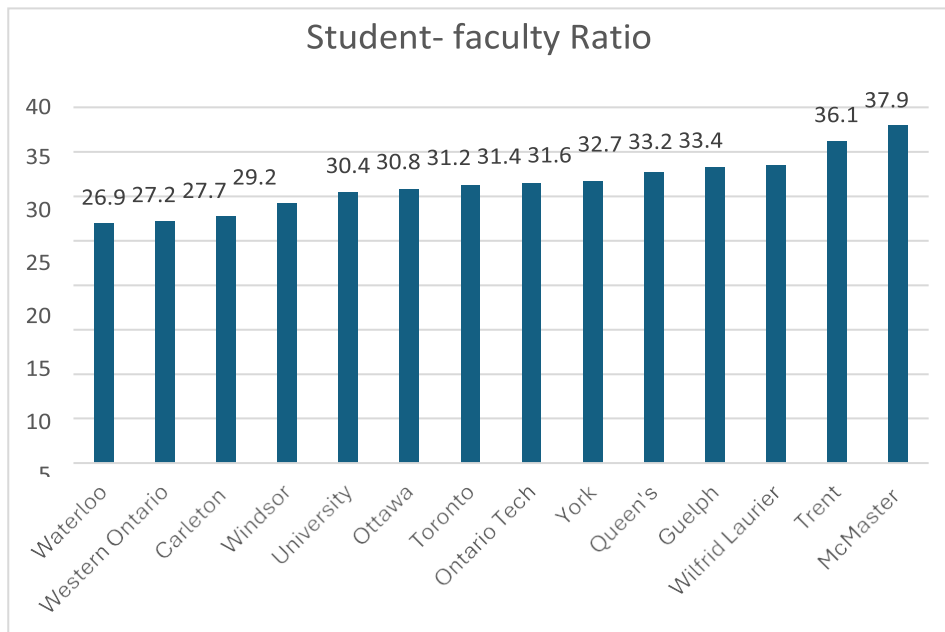
Sources Operating revenue and total personnel compensation come from the consolidated budgets posted on the website of McMaster's Financial Affairs (<https://financial-affairs.mcmaster.ca/services/budgeting/consolidated-budget/>). Total MUFA salary compensation comes from MUFA's salary statistics website (<https://macfaculty.mcmaster.ca/members/salary-and-financial-information/salary-statistics/>).

Appendix 2

Source: <https://education.macleans.ca/feature/canadas-best-universities-by-student-faculty-ratio-rankings-2024/>



Student-faculty ratios for Medical Doctoral universities in Canada



Student-faculty ratios for universities in Ontario

MEMBERSHIP

Representative: Spencer Pope

I am pleased to report that as of April 1, 2024, MUFA had 1033 dues-paying members. Since April 2023, we have added 75 members and lost 34 members, roughly half of which were retirements. Of the 1033 members, there are 11 voluntary members who are not on the CP/M scheme but have chosen to become members of MUFA.

HUMAN RIGHTS & EQUITY

Representative: Kim Jones

In the first meeting, the OCUFA Executive shared work to advocate for the value proposition for universities, including social media and media engagement on international students and Bill 124 (1% salary cap), fighting bankruptcy as a tool against the sector, work on safety in classrooms in response to the Waterloo attack etc. They hosted a public policy conference Nov 30-Dec 1 entitled "Funding our Future".

Importantly, the OCUFA Equity and Social Justice Committee Members Resources area has many helpful items including: Bill 26 policies; Waterloo attack responses; Gendered and sexual violence policies; Student evaluations of teaching; Hate speech vs. academic freedom; T&P; anti-racism; reconciliation; accessibility; mental health; equity training; climate justice; contract faculty etc.

Other institutions have a range of structures / resources around equity work including standing committees, course release or research dollars for equity representatives and some do far more through their faculty associations (that Mac does outside MUFA).

Interesting note: accommodations for faculty members around tenure and promotion (e.g. for neurodivergent folks) was raised as an issue that needs addressing. Q: would it be appropriate after the census to engage in another salary survey including gender, but other aspects of identity too?

Social media campaigns: identify purpose, goal, target, audience, tactics, results; do groundwork. Examples – contract faculty support Fair Employment Week October 16-20.

Excellent presentation by our very own MUFA president on issues of safety and academic freedom as raised by the Waterloo attack. The McMaster Safety app is a good tool, and the administration responded quickly to encourage instructors who felt at risk to remove contact and location information from public-facing course outlines.

Between meetings, I assisted in updating the terms of reference for the OCUFA Equity and Social Justice Award. Nominations are typically due in early March. <https://ocufa.on.ca/awards/equity-social-justice-award/>

In the second meeting the focus was on the challenges of supporting and retaining equity-deserving faculty, especially following cohort or targeted hires. I could not attend, so this is from the Chair's report. Carl James (York University) provided an overview of the issues involved in faculty retention based on his extensive research on issues of race and racialization in the academy, as well as on his work as an Affirmative Action, Equity, and Inclusion (AAEI) Officer. This was followed by a panel discussion

with Natalie Delia Deckard (Windsor University Faculty Association), Ena Dua, (York University Faculty Association), and Stefy McKnight (Carleton University Academic Staff Association) on the experience following targeted equity hires at their respective institutions.

Important themes that emerged from the presentations included: the larger historical and structural context for equity hires, with the protests following the George Floyd murder being a key spur for targeted Black hiring initiatives across several universities; the role of “readiness” of the department or unit to accept equity hires in ensuring their success; the need for both formal and informal and formal systems of mentorship and support, including the presence of a community, which is why cohort hires often worked better; leadership and control by Black or other equity-deserving faculty over the hiring process; the need for attention to all stages of the “pipeline” from grade school to graduate school, to ensure a robust pool of equity candidates.

SPECIAL ENQUIRIES & GRIEVANCES

Representative: Prashant Mhaskar (Chair), Suzanne Mills (Vice-Chair), Paul Andrews, Lesley MacNeil

For 2023-2024 the Special Enquiries and Grievance Committee (SEGC) has supported a total of 19 new inquiries from members of which 4 originated from the Faculty of Science, 3 from Humanities, 1 from Engineering, 3 from Social Sciences, 8 from Health Sciences and none from Business. Most of the cases were resolved without requiring legal support. 2 members required legal consultation (to help prepare pre-investigation documents, provide advice, etc...) while none required full legal representation (hearings, etc...). All the members of the SEGC contributed to the handling of the cases.

We continue to encourage all members to contact us with their queries and concerns. The MUFA Special Enquiries and Grievance Committee is comprised of a group of dedicated colleagues ready to help. Please start by contacting MUFA office staff/writing directly to grievance@macfaculty.ca or mufasegc@mcmaster.ca. All queries are confidential.

TENURE/PERMANENCE

Representative: Rita Cossa

I facilitated the Tenure, Permanence & Promotion Workshop for Tenure-Track, Special Appointment and Teaching-Track (online) - Academic Excellence - Office of the Provost - on November 28 (10-12:30)

I will be facilitating the Tenure, Permanence & Promotion Workshop for Chairs, Directors & Administrators (online) - Academic Excellence - Office of the Provost - on March 27 (1:30-4:00 p.m.)

TEACHING & LEARNING

Representative: Rita Cossa

With MUFA President (Catherine), co-hosted a MUFA lunch for new members on Sept. 26 (12-1:30 p.m.) at The BATTERY

I met with Rebecca Taylor, Educational Developer, MacPherson Institute on Feb. 8 in a focus group to discuss suggested updates to McMaster's [Preparing a Teaching Portfolio Guidebook](#).

TEACHING AND LEARNING/MACPHERSON

Representative: Robert Fleisig

The VET Hub (<https://mi.mcmaster.ca/valuing-and-evaluating-teaching-hub/>) connects and coordinates individuals and teams from across campus engaging in projects related to how teaching is valued and evaluated at McMaster. It is entirely voluntary and supported by Vice Provost Teaching and Learning.

I participated in the Advisory Group to the Hub and the Hub. The group met twice in 2023 to plan for meetings of the Hub which took place in June and October. [18 projects](#) are currently actively participating in the Hub. The Hub has raised the profile of these projects and given credit for the educational leadership and pedagogical research demonstrated by the project leaders.

University Committees and Boards

COPYRIGHT WORKING GROUP

Representative: Sara Bannerman

Meetings of the Copyright Working Group

The working group held no meetings and conducted no activity this academic year.

Last year my report anticipated that the copyright working group would discuss changes to the course management policy as it relates to the copyright statement, which had been raised by past MUFA President Katharine Cuff.

The changes to the Avenue to Learn course request form discussed in my report for 2023 have now been made.

Contacting Copyright Counsel

See the web site copyright.mcmaster.ca for a useful resource on copyright-related matters. Questions about copyright can be addressed to copyright@mcmaster.ca.

PENSION TRUST

Representatives: Claude Eilers, Rafael Kleiman, and Herb Schellhorn

Pension Performance

After a disappointing 2022, the Pension fund experienced a return to positive returns, with a total return, after fees, of 15.5%. The fund is benchmarked against a collection of indices which returned 14.5%, which means the fund outperformed its target by 1.0%. Taking a longer perspective, the fund has also done well, with its four-year annualized return of 5.0% (0.1% behind its benchmark), and a ten-year return of 6.9% (0.1% ahead of the benchmark).

Annual Returns as of December 31, 2023 (%)

	<i>1 Year</i>	<i>2 Years</i>	<i>3 Years</i>	<i>4 Years</i>	<i>5 Years</i>	<i>10 Years</i>	<i>Since inception</i>
Total Fund	15.5	-1.0	3.3	5.0	7.6	6.9	7.8
Benchmark	14.5	0.0	3.7	5.1	7.6	6.8	7.3

Actuarial health of the plan

Plan 2000 (which represents all but two MUFA members) underwent an Actuarial Valuation in 2023 that showed that as of July 1 of that year its assets were in modest surplus compared to its liabilities. On an ongoing basis, the actuary calculated a surplus of c. \$239m on a smoothed asset base of \$2.5b, which would be 111% of its estimated liabilities, when calculated on an ongoing basis, or 111% when calculated as a hypothetical wind-up. Members can find the full actuarial report here:

<https://hr.mcmaster.ca/retirees/pension/salaried-pension-plans/>

Given that the province requires the pension fund to include within these calculations a ‘Provision for Adverse Deviation’ [PFaD], the fund is about where it should be.

Portfolio Construction

The trust’s investments are continuing to evolve. A new asset/liability study was undertaken in 2022, and in light of it a revamp of our investments was proposed, which includes increased investments in real assets (real estate and infrastructure) and a reorientation of our equity portfolio towards a Global focus.

Environmental, Social, and Governance (ESG) issues have been receiving much attention in recent years. PTC approved an interim carbon reduction target of 30% by 2030 (compared to 2019) for its publicly traded assets. These are interim numbers that have every likelihood of being met early.

An ongoing issue has been the reimbursement of expenses incurred by the University on behalf of the Pension; this was put on pause while an independent legal counsel provided advice on this point.

RUDY HEINZL AWARD OF EXCELLENCE

Representative: Yvonne LeBlanc

The Rudy Heinzl Award of Excellence has been presented annually since 1997 in recognition of an outstanding one-year achievement which improves the lives of students at McMaster University.

The selection committee consisted of 5 members, including Tresha Sivanesanathan (MSU Student Recognition Awards Coordinator). The criteria for selection of the award specifies that the candidate is a member of the McMaster Community and has shown an outstanding one-year achievement (in the year in which the award is presented).

Prior to the candidate selection meeting on Thursday April, each committee member individually reviewed the 15 application submissions. Each committee member was then asked to come to the meeting prepared with a list of three candidates that would best represent the reward. During the selection committee meeting, each member presented their list of chosen candidates and provided the rationale for their choices. Based on the discussion, members then advocated for their top candidate. Within 45 minutes all committee members unanimously agreed on the chosen award winner. The winner of the award will be announced at the 2024 MSU Student Recognition Night.

SEXUAL VIOLENCE PREVENTION AND RESPONSE (SVPR) TASK FORCE

Representative: Bruce Milliken

In March of 2019, the Provincial government mandated that all publicly-assisted colleges and universities have a Task Force aimed at addressing sexual violence on campus.

<https://news.ontario.ca/en/release/51595/ontario-government-takes-action-to-protect-students-from-sexual-violence>

The Sexual Violence Prevention and Response (SVPR) Task Force at McMaster includes a diverse group of students, staff, and faculty from across campus, and is Chaired by Lenore Lukasik-Foss. Lenore is also Director of the McMaster's Sexual Violence Prevention and Response Office and Anti-Oppression Programs (SVPRO & AOP), having taken up this role in April of 2022 after serving for 16 years as Director of the Sexual Assault Centre Hamilton and Area (SACHA). <https://dailynews.mcmaster.ca/articles/new-director-sexual-violence-prevention-and-response-office-appointed/>

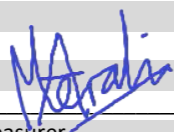
The SVPR Task Force met three times over the Fall and Winter terms (Nov 23, Jan 23, March 21). Discussions of the Task Force centered on prevention education initiatives, updates on rates of disclosure to the SVPRO, new initiatives aimed at supporting both complainants and respondents, and reminders of relevant events aimed at creating a culture of consent on campus. All told, there is some great work being done in this area, and we should feel confident about the path taken by new leadership in the SVPRO. Interested MUFA members can find the Terms of Reference and other information relevant to Task Force activities here: <https://equity.mcmaster.ca/strategy/advisory-groups/sexual-violence-prevention-response-strategy/>

Updates on the activities of the SVPRO can be found in annual reports of the Equity and Inclusion Office here: <https://equity.mcmaster.ca/publications/eio-reports/>

We await drafts of the revised Sexual Violence and Discrimination & Harassment Policies. These revisions have been held up to ensure that they are informed by results of the Best Practices Review on University Investigations conducted by Michelle Flaherty, and that will be made public soon.

April 1, 2023 Statement of Cash Receipts and Expenditures for the year ended March 31, 2024

	2022-2023													2023-2024
	TOTAL	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	TOTAL
CASH RECEIPTS														
Membership Dues	\$894,741.41	\$100,125.89	\$66,801.71	\$66,871.21	\$69,289.81	\$70,023.05	\$105,661.50	\$70,511.77	\$70,413.36	\$71,851.46	\$70,802.41	\$71,052.55	\$106,370.13	\$939,774.85
Interest	\$10,421.09	\$496.62	\$198.41	\$60.28	\$0.00	\$206.41	\$364.05	\$365.45	\$355.03	\$356.36	\$2,294.63	\$359.12	\$348.45	\$5,404.81
Miscellaneous	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL RECEIPTS	\$905,162.50	\$100,622.51	\$67,000.12	\$66,931.49	\$69,289.81	\$70,229.46	\$106,025.55	\$70,877.22	\$70,768.39	\$72,207.82	\$73,097.04	\$71,411.67	\$106,718.58	\$945,179.66
EXPENSES														
Bank Charges	\$52.50	\$3.00	\$204.20	\$6.00	\$0.00	\$0.00	\$6.00	\$4.50	\$1.50	\$7.50	\$1.50	\$1.50	\$12.00	\$247.70
CAUT Fees	\$205,684.55	\$17,369.09	\$17,382.58	\$17,372.26	\$19,244.48	\$19,149.08	\$19,298.66	\$19,290.80	\$19,326.60	\$19,359.22	\$19,427.64	\$19,409.44	\$19,463.24	\$226,093.09
Donations	\$5,104.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,057.00	\$0.00	\$1,000.00	\$11,057.00
Employee Benefits	\$46,404.87	\$4,627.40	\$6,941.08	\$4,625.89	\$3,461.34	\$3,906.38	\$3,884.80	\$4,938.12	\$3,274.70	\$3,274.70	\$2,864.46	\$4,822.36	\$4,822.36	\$51,443.59
Employee Salaries	\$225,225.99	\$18,194.26	\$27,291.39	\$18,194.26	\$18,429.78	\$18,979.32	\$18,979.32	\$28,468.98	\$19,043.07	\$18,979.32	\$18,979.32	\$18,979.32	\$18,979.32	\$243,497.66
Equipment/Furniture	\$2,687.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$418.08	\$0.00	\$0.00	\$1,802.03	\$0.00	\$0.00	\$2,220.11
Insurance	\$5,214.24	\$2,484.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,801.52	\$0.00	\$0.00	\$0.00	\$0.00	\$5,285.52
Meetings/Events	\$5,813.35	\$152.58	\$9,384.47	\$741.32	-\$4,039.95	\$178.38	\$0.00	\$219.22	\$962.16	\$1,135.58	\$0.00	\$189.25	\$2,629.53	\$11,552.54
Members' Legal Support	\$71,698.89	\$0.00	\$1,859.76	\$0.00	\$2,734.80	\$0.00	\$7,387.61	\$2,491.65	\$2,805.79	-\$1,287.79	\$1,085.93	\$6,135.02	-\$1,037.09	\$22,175.68
Miscellaneous	\$5,579.16	\$593.25	\$2,845.79	\$2,438.08	-\$570.66	\$0.00	\$1,157.09	\$146.87	\$0.00	\$502.84	\$53.88	\$157.07	\$177.54	\$7,501.75
MUFA Awards/Gifts	\$8,722.66	\$5,000.00	\$145.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,745.66
Office Supplies	\$413.08	\$70.49	\$0.00	\$0.00	\$0.00	\$0.00	\$257.28	\$73.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$401.38
OCUFA Fees	\$202,549.23	\$17,117.59	\$17,130.76	\$17,120.91	\$17,864.16	\$17,778.40	\$17,916.09	\$17,909.44	\$17,942.08	\$17,972.33	\$18,035.22	\$18,017.40	\$18,066.86	\$212,871.24
Postage	\$22.83	\$0.00	\$418.60	\$12.27	-\$209.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$221.57
Printing	\$2,403.32	\$523.25	\$1,376.82	\$0.00	\$0.00	\$642.65	\$0.00	\$0.00	\$399.34	\$0.00	\$0.00	\$436.20	\$0.00	\$3,378.26
Prof. Fees (Legal)	\$28,330.22	\$0.00	\$2,671.32	\$0.00	\$13,392.20	\$0.00	\$5,739.84	\$438.44	\$0.00	\$0.00	\$3,886.07	\$450.87	\$0.00	\$26,578.74
Prof. Fees (Other)	\$17,053.43	\$0.00	\$0.00	\$0.00	\$3,107.50	\$0.00	\$0.00	\$847.50	\$0.00	\$0.00	\$0.00	\$847.50	\$12,000.00	\$16,802.50
Telephone	\$2,593.42	\$88.07	\$610.80	\$30.72	\$30.72	\$30.72	\$1,156.31	\$739.58	\$0.00	\$1,502.92	\$62.94	\$48.79	\$385.70	\$4,687.27
Travel	\$5,350.59	\$1,129.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,313.78	\$0.00	\$0.00	\$0.00	\$3,443.72
TOTAL EXPENSES	\$840,903.44	\$72,352.92	\$88,263.23	\$60,541.71	\$73,445.07	\$60,664.93	\$75,783.00	\$75,986.79	\$67,156.76	\$63,760.40	\$71,255.99	\$69,494.72	\$76,499.46	\$855,204.98
SURPLUS (DEFICIT)	\$64,259.06	\$28,269.59	-\$21,263.11	\$6,389.78	-\$4,155.26	\$9,564.53	\$30,242.55	-\$5,109.57	\$3,611.63	\$8,447.42	\$1,841.05	\$1,916.95	\$30,219.12	\$89,974.68
MEMBERS EQUITY -- MARCH 31, 2024														\$850,649.50


 Aadil Juma, Treasurer

Statement of Cash Receipts and Expenditures for fiscal period ending at March 31, 2024

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/2025 PRELIMINARY
CASH RECEIPTS:								
Membership Dues	\$666,092	\$684,346	\$764,695	\$795,679	\$825,163	\$894,741	\$939,775	\$986,764 ¹
Interest Received	\$6,805	\$7,972	\$13,055	\$8,579	\$15,614.16	\$10,421	\$5,405	\$23,235 ²
Miscellaneous	\$0	\$0	\$0	\$0	\$0.00	\$0.00	\$0.00	\$0
TOTAL CASH RECEIPTS	\$672,897	\$692,318	\$777,750	\$804,258	\$840,778	\$905,163	\$945,180	\$1,009,999
EXPENSES:								
Bank Charges	\$0	\$0	\$3	\$21	\$41	\$53	\$248	\$250
CAUT Fees	\$168,746	\$172,121	\$177,143	\$187,729	\$197,094	\$205,685	\$226,093	\$248,558
Donations	\$4,788	\$5,288	\$5,288	\$10,104	\$6,104	\$5,104	\$11,057	\$15,000
Employee Benefits	\$71,960	\$65,883	\$48,411	\$40,347	\$49,548	\$46,405	\$51,444	\$57,021
Employee Salaries	\$173,236	\$181,900	\$194,669	\$206,649	\$234,296	\$225,226	\$243,498	\$255,063
Equipment/Furniture	\$4,663	\$4,274	\$8,192	\$6,841	\$2,271	\$2,687	\$2,220	\$5,000
Insurance	\$3,966	\$4,033	\$4,202	\$4,389	\$5,061	\$5,214	\$5,286	\$7,500
Meetings/Events	\$7,526	\$7,594	\$9,214	\$0	\$967	\$5,813	\$11,553	\$15,000 ³
Members' Legal Support	\$0	\$0	\$0	\$0	\$11,871	\$71,699	\$22,176	\$100,000 ⁴
Miscellaneous	\$3,774	\$3,422	\$4,371	\$8,234	\$4,710	\$5,579	\$7,502	\$8,000 ⁵
MUFA Awards/Gifts	\$1,657	\$1,750	\$3,352	\$7,753	\$7,500	\$8,723	\$5,746	\$8,500
Office Supplies	\$1,018	\$458	\$320	\$391	\$88	\$413	\$401	\$500
OCUFA Fees	\$167,654	\$173,163	\$182,593	\$187,737	\$193,720	\$202,549	\$212,871	\$223,391
Postage	\$220	\$224	\$231	\$20	\$14	\$23	\$222	\$300
Printing/Photocopier	\$187	\$127	\$3,112	\$2,386	\$1,088	\$2,403	\$3,378	\$4,500
Professional Fees-Legal	\$0	\$0	\$0	\$0	\$13,178	\$28,330	\$26,579	\$60,000 ⁶
Professional Fees-Other	\$8,599	\$20,712	\$8,882	\$14,882	\$46,574	\$17,053	\$16,803	\$50,000 ⁷
Sun Life (LTD Payment)	\$0	\$0	\$200,000	\$87,309	\$0	\$0	\$0	\$0
Telephone	\$3,996	\$3,287	\$3,328	\$4,304	\$2,830	\$2,593	\$4,687	\$6,000
Travel	\$2,132	\$2,022	\$5,132	\$0	\$0	\$5,351	\$3,444	\$6,000
TOTAL EXPENSES	\$624,122	\$646,257	\$858,442	\$769,097	\$776,958	\$840,903	\$855,205	\$1,070,583
SURPLUS (DEFICIT)	\$48,775	\$46,061	-\$80,692	\$35,161	\$63,820	\$64,259	\$89,975	-\$60,585

Statement of Financial Position as of March 31, 2024

ASSETS		LIABILITIES	
Cash in Bank (Main)	\$363,117		\$0
Cash in Bank (Operating)	\$71,884	EQUITY	
Investments	\$850,650	Investments	\$850,650
	<u>\$1,285,650</u>	Current Reserves (Cash in Bank) Main	\$363,117
		Current Reserves (Cash in Bank) Operating	\$71,884
			<u>\$1,285,650</u>



Aadil Juma, Treasurer

NOTES:

- Income is based on 0.5% (5 mils).
- GIC and TBD Savings Account interest earned remains in investment account. \$755.31 is available for spending if needed.
- Estimated costs for Retiree Luncheon, MUFA Events, New Faculty Luncheons, GM and AGM.
- Accounts for the funds currently set aside (\$400,000 - 4 years) for faculty for legal support minus expenditures for 21/22, 22/23 and 23/24.
- RHPCS Annual Fee for support and server hosting, Media Productions (Annual Website Fee), Facility Services, Simply Voting (Elections)
- Estimated legal costs for MUFA.
- Estimated costs associated with release time (Grievance - Chair & Vice-Chair [\$12,000]), auditor (\$5,000) and Newsletter Design (\$1,695).