

MUFA

SINCE 1951



McMASTER UNIVERSITY
FACULTY ASSOCIATION

GENERAL MEETING

TUESDAY, DECEMBER 6, 2011, 2:00 PM
COUNCIL CHAMBERS (IN GILMOUR HALL ROOM 111)

Agenda

1. **MINUTES** of the Annual General Meeting held April 28, 2011 (attached)
2. **BUSINESS ARISING**
3. **MUFA CONSTITUTION** (attached)
4. **PRESIDENT'S REPORT — P. SUTHERLAND**
5. **OTHER BUSINESS**

HAMILTON, ONTARIO
L8S 4K1
HAMILTON HALL
ROOM 103A

905-525-9140
EXT. 24682

FAX: 905-522-8320
mufa@mcmaster.ca

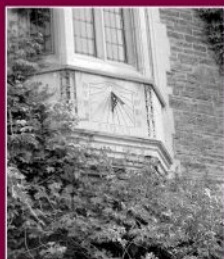
MUFA on the WEB
<http://www.mcmaster.ca/mufa>

November 24, 2011

C:\My Documents\General Meetings\Dec 6-11\agenda.wpd

MUFA

SINCE 1951



McMASTER UNIVERSITY
FACULTY ASSOCIATION

MINUTES of the ANNUAL GENERAL MEETING Wednesday, April 28, 2011, 3:00 pm Great Hall of the University Club

PRESENT: Approximately 41 members, V. Aksan (Chair)

1. MINUTES

MOTION

THAT THE MINUTES OF THE GENERAL MEETING HELD ON JANUARY 13,
2011 BE APPROVED AS CIRCULATED.

M. DOOLEY/B. A. LEVY
CARRIED

2. BUSINESS ARISING

There was no business arising from the January 13, 2011 minutes.

3. COMMITTEE REPORTS

- a. **Association Standing Committees.** There were no questions from the floor regarding the reports from these committees.
- b. **University Committees and Boards.** There were no questions from the floor regarding the reports from these committees.
- c. **Ad Hoc Committees.** There were no questions from the floor regarding the reports from these committees.

MOTION

THAT THE COMMITTEE REPORTS BE ACCEPTED AS SUBMITTED.

P. SUTHERLAND/H. SCHELLHORN
CARRIED

4. RETURNING OFFICER'S REPORT — M. Grasselli

As Returning Officer for the election of the Executive Committee for 2011/12, I hereby report that, as there were no further nominations by the April 6, 2011 deadline, the Nominating Committee's slate which was distributed to the membership on March 23, 2011 is declared elected.

The 2011/12 Executive is as follows:

PRESIDENT:	Peter Sutherland	Professor	Science
VICE-PRESIDENT:	Martin Dooley	Professor	Social Sciences
PAST-PRESIDENT:	Virginia Aksan	Professor	Humanities

MEMBERS-AT-LARGE:

Nancy Bouchier	Associate	Humanities
Nancy Carter	Assistant	Health Sciences
Catherine Connelly	Associate	Business

HAMILTON, ONTARIO
L8S 4K1
HAMILTON HALL
ROOM 103A

905-525-9140
EXT. 24682

FAX: 905-522-8320
mufa@mcmaster.ca

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

Michelle Dion	Assistant	Social Sciences
Ian Hambleton	Professor	Science
Martin Horn	Associate	Humanities
Rafael Kleiman	Professor	Engineering
Graeme Luke	Professor	Science
Michelle MacDonald	Associate	Health Sciences
Mike Veall	Professor	Social Sciences

5. TREASURER'S REPORT — G. Peachey

a. Preliminary Budget for 2011/12 and Annual Statement of Income and Expenditure

MOTION

THAT THE PRELIMINARY BUDGET FOR 2011/12 BE ADOPTED.

J. BERLINSKY/M. VEALL

CARRIED

b. Appointment of Auditor for 2011/12

MOTION

THAT HOECHT GALVIN CHARTERED ACCOUNTANTS BE APPOINTED AS THE AUDITOR FOR THE FACULTY ASSOCIATION FOR 2011/12.

G. PEACHEY/K. CRUIKSHANK

CARRIED

6. PRESIDENT'S REPORT — V. Aksan

2010/11 was a momentous year at McMaster, as all outgoing MUFA Presidents will tell you about their own term. We began the year with a new president, and with a Board of Governors determined to hold the line on finances. I began the year as a novice and end it not much wiser, but reassured about what your organization can do for you. This year, that involved restoring the boundaries of dialogue with the Administration, negotiating a new agreement in a very tough environment, and keeping an eye on provincial and federal discussions about pensions and the future of Ontario universities.

President Deane has spent most of the first year acquainting himself with McMaster's academic culture. He has repeatedly stated that he admires and fully intends to continue the tradition of faculty/administration negotiations as set out in the **Terms of Reference of the Joint Committee**. He has been equally forthright about the crucial role of the Senate in academic governance. As observer at both Senate and the Board of Governors, I have seen more transparency and frank exchanges than in previous years, and hope that will continue. Such relationships are built on trust and common understanding of our academic mission. Your MUFA officers have a unique responsibility in that regard because of our frequent contact with the Administration.

But it has not been an easy transition for the new President, as those of you in the Faculty of Business are perfectly aware. In December, the **PACDSB report** (President's Advisory Committee on the DeGroote School of Business) was distributed to the entire community. Since that time, the Dean of the Faculty has stepped aside, and the human rights tribunal has been established to resolve some of the divisive environmental problems of the Faculty. MUFA vigilance concerning the process has been constant and I wish to commend Graeme Luke, Martin Dooley, Peter Sutherland and John Weaver for the hours they have devoted to assisting our faculty colleagues.

Another problem spot has been Mills Library. Last year, the MUFA librarians, fearful for their jobs, voted to certify and left MUFA. They (MUALA — McMaster University Academic Librarians Association) negotiated a contract this fall that includes a buy-out package for five out of the twenty-three members of the union. We did our best to prevent this from happening, and still bargain for five librarians who were left out of the union. I view this as a personal failure, having spent fourteen years of my life as an academic librarian, and an administrative failure to curb an over-zealous Chief Librarian, whose intention appears to

be to make a mark in the field of "virtual" libraries, i.e., libraries that are no longer research centres but museums. (the debate over the future of academic librarianship is called McMastergate on the web: http://scienceblogs.com/confessions/2011/04/mcmastergate_in_chronological.php)

As you well know, the Remuneration Committee, with Herb Schellhorn as Chair, Peter Sutherland, myself, Mike Veall, Nancy Carter and Qiyin Fang as members, has spent the last four months negotiating from briefs as widely divided as they ever have been in recent years. One of the things I learned this year is how much our system is admired across the province, by union reps and arbitrators alike. We think it worked again this year, although I cannot tell you the final tally until tomorrow's official count of the ratification votes [ed. see p. 3]. In return for reasonable compensation in a year when the Administration was determined to keep us at an ATB of 0%, we have given the University an opportunity to reposition itself regarding pension solvency and long-term post-retirement benefit liabilities. I confess this is where I had to learn the most, and I could not have done it without the deep knowledge and experience of my fellow committee members (**Faculty Negotiations on MUFA website**). I want also to thank Phyllis DeRosa-Koetting and Kelly McCaughey for their total commitment to your welfare and my sanity during negotiations. MUFA is as good as it is because of Phyllis's incredible memory.

Finally, I remind you that we are connected to the larger world of Ontario universities through the provincial organization OCUFA (Ontario Confederation of University Faculty Associations). They are very important advocates for all of us with the provincial government. In January, they, along with the Canadian Federation of Students released a study called "The 2011 OCUFA/CFS Study on Post-Secondary Education," which includes statistics on the public perception of Ontario universities, which, as you might imagine, is a conflicted one. "Johnny" must go to school, but those schools cost too much and are out of touch with reality. While we are repeatedly warned that education does not really "resonate" as an election issue either federally or provincially, the fact is that parents want more, better and cheaper, which translates into "growth, differentiation, credentialism and corporatization." MUFA has spent years resisting the creation and marketing of the McMaster "brand," but the real challenge to our understanding of what a "university" is still lies ahead.

I leave you with the call to service: each of us should participate at some level in the public debates, in an effort to protect the distinctive aspects of our University. That does not require us to become public intellectuals as much as engaged citizens of an academic community. MUFA needs you!

Dr. Aksan responded to the following question:

- *From your regular meetings with the President, what is ahead for McMaster?* He is concerned about internationalization; he thinks we would be addressing issues at home before going abroad. He is interested in seeing the Wilson Building built. Some have credited him with getting the City of Hamilton to move on the medical centre downtown. There is some indication that reporting arrangements among the Senior Administration are being rearranged; this suggests his concern about how he receives information. He would like to hold down the size of the University, but is concerned about the lack of space and the quality of programs. Dr. Aksan felt that Dr. Deane is easy to engage, takes very little offence, and has earned her trust.

7. PRESENTATION OF CAUT DEDICATED SERVICE AWARDS — V. Aksan

Dr. Aksan explained that the Canadian Association of University Teachers (CAUT) invited MUFA to nominate members who should be recognized for exceptional service to the Faculty Association. The Executive nominated three individuals and certificates were presented to Lorraine Allan, Henry Jacek, and Les Robb.

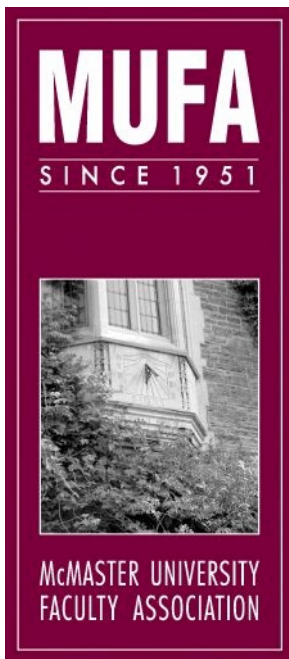
8. OTHER BUSINESS

a. Words of Appreciation. Peter Sutherland thanked Virginia Aksan on behalf of the Executive and the membership for her fantastic service to the Association in 2010/11. He noted that she has worked hard to

reestablish a collegial, even congenial, relationship with the Senior Administration. He added that there were challenges this year during negotiations in the Joint Committee — with himself as the bad cop and Herb Schellhorn as the worse cop, Virginia took on the role of good cop with outstanding equanimity and real leadership. Members concurred with a round of applause.

There being no further business, the meeting was adjourned at 3:30 pm.

A reception followed the meeting.



CONSTITUTION

(Amended April 1989, January 1990, December 1992, March 1994, May 1995, July 2008, June 2010)

ARTICLE 1 - NAME

The name of the organization is the **McMASTER UNIVERSITY FACULTY ASSOCIATION** (herein called "the Association").

ARTICLE 2 - PURPOSE

- (a) The Association is the professional organization of the faculty and senior academic librarians¹ of McMaster University. Its purpose is to promote the principle of academic freedom and the interests and welfare of faculty and senior academic librarians, both as a community of scholars and as individual members of the academic profession. The Association therefore supports the principle that faculty and senior academic librarians should play an active role in University governance, but does not itself represent faculty and senior academic librarians on the governing bodies and councils of the University.
- (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.
- (c) The Association represents faculty and senior academic librarians in all discussions and negotiations in the University on all matters concerning remuneration and working conditions, unless and until the Ontario Labour Relations Board certifies a trade union to represent the faculty and senior academic librarians. Such matters include: the procedures used to determine salary levels and scales, pensions, and other benefits; the procedures used for granting tenure and promotion and for reviewing individual decisions on appeal; and the procedures for dismissal. The Association represents faculty and senior academic librarians in its concern with the fair and proper operation of all procedures that affect conditions of employment and working conditions.
- (d) The Association represents faculty and senior academic librarians on The Joint Administration/Faculty Association Committee to Consider University Financial Matters and to Discuss and Negotiate Matters Related to Terms and Conditions of Employment of Faculty, and on such other joint committees, or other bodies, that involve faculty and senior academic librarians in their capacity as employees of the University, unless and until the Ontario Labour Relations Board certifies a trade union to represent the faculty.

ARTICLE 3 - MEMBERSHIP

- (a) There shall be three classes of membership: Full Membership, Associate Membership and Honorary Membership.
- (b) **Full Membership** shall be open to all persons holding academic appointments with the rank of Lecturer or higher in the Faculties and Schools of the University including those persons holding part-time academic appointments, and to all persons holding appointments as senior academic librarians in the University libraries. A full member may attend general meetings, be eligible for membership on all bodies of the

HAMILTON, ONTARIO
L8S 4K1
HAMILTON HALL
ROOM 103A

905-525-9140
EXT. 24682

FAX: 905-522-8320
mufa@mcmaster.ca

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

¹The term "senior academic librarians" refers to those librarians who are excluded from the McMaster University Academic Librarian Association.

Association, and hold office [except those members excluded by Article 4(c) of this Constitution]. A full member is entitled to all services provided by the Association.

- (c) **Associate** membership shall be open to such other persons employed in the University as the Association decides to admit through a two-thirds majority vote of the Executive. An applicant denied membership by the Executive shall have the right to apply for membership to the next general meeting. An associate member may attend general meetings and participate in discussion but may not vote and is not eligible for membership on Council or on the Executive Committee. An associate member is entitled to all services provided by the Association.
- (d) **Honorary** membership confers all the privileges of associate membership without membership fee. All full members, upon retirement from the University, shall become honorary members for life. Retired members whom the University employs in an academic capacity shall remain eligible for full membership. Honorary membership is open to all visitors to the University who are members in good standing of the faculty association of their university for the term of their visit. In addition, honorary membership may be granted to such other persons as the Association may wish to admit, by majority vote of a general meeting, for outstanding service to the Association or to the University.
- (e) An eligible person shall become a full member or an associate member upon payment of a fee, or on receipt by the Association of a written authorization for deduction of fees by instalments from the member's salary. Such membership may cease or be terminated upon conditions stated in any By-Laws the Association may adopt.

ARTICLE 4 - EXECUTIVE

- (a) All members of the Executive Committee must be full members of the Association, elected or co-opted in accordance with the By-Laws. The members of the Executive Committee shall be the following: the President, the Past-President, the Vice-President, and normally ten members-at-large. A Treasurer shall be appointed by the Executive Committee from among its members. The Executive Director of the Faculty Association shall serve as Secretary of the Association. The Executive Committee shall be the policy-formulating body of the Association and shall be responsible to the membership.
- (b) The Executive Committee shall normally include at least one representative from each of the teaching Faculties of the University. At least one member of the Executive Committee shall hold a teaching stream or a contractually limited appointment. Each academic rank shall normally be represented on the Executive Committee by at least two members. For this purpose the ranks of Lecturer and Assistant Professor shall be regarded as one rank. Rank shall be determined as of July 1st of the academic year of election.
- (c) Membership on the Executive Committee shall be open to all full members except those holding academic administrative appointments with the rank of Assistant Dean or higher, the University Librarian or the Director of the Health Sciences Library.
- (d) The Executive Committee may co-opt additional members at large, but at no time shall there be more than four co-opted members. Co-option of a member to the Executive Committee must be put to the membership for confirmation within one month of co-option at a general meeting or by mail ballot.
- (e) The Executive Committee shall meet at the call of the President or at the request to the President of at least three members of the Executive Committee, such a meeting to be held within two weeks of receipt of the request.
- (f) The term of the Executive Committee shall be one year beginning at noon on the seventh day after the annual general meeting. Members of the Executive Committee shall be eligible for re-election.
- (g) The first meeting of the Executive Committee shall be held within fourteen days of the annual general meeting.

ARTICLE 5 - OFFICERS OF THE ASSOCIATION

- (a) The officers of the Association are the President, the Past-President, and the Vice-President. The office of President may not be held by any individual for more than three terms in succession.
- (b) The designation 'Past-President' shall apply to the most recent available former President who held that office at the time of the annual general meeting of his/her term.
- (c) The President shall carry out Association policy and shall be responsible to the Executive Committee and to the membership. The President shall be Chair of the Executive Committee and of general meetings of the membership.
- (d) The Vice-President shall perform such duties as requested by the Executive Committee as well as, in the absence of the President, the duties of the President.
- (e) The President or the Vice-President may be removed from office by a two-thirds majority vote of a general meeting of the membership.

ARTICLE 6 - MEETINGS AND THE 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.

ARTICLE 7 - BY-LAWS

The Association may pass such By-Laws, not contrary to this Constitution, as are deemed necessary to facilitate the functioning of the Association. By-Laws may be passed by direct action of the membership at a general meeting; or by the Executive Committee, subject to confirmation by the membership at a general meeting or by mail ballot.

ARTICLE 8 - AMENDMENTS

- (a) 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 of the membership~~ 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 members or, failing attendance of one hundred full members, by a two-thirds majority vote in a mail ballot in which at least one hundred ballots are returned.
- (b) ~~From time to time, the MUFA Executive may become aware of a minor matter that is best resolved by an amendment to the Constitution. It may then recommend such an amendment to the membership by e-mail. The amendment may then be passed by vote of the Executive alone unless the President receives within ten business days a written request from ten full members in good standing that the procedure in Article 8 (a) be followed.~~

June 2010
Date 2011