



# MUFA Newsletter

## President's Report

Delivered at the General Meeting, December 9th, 2015



*Michelle Dion*

### Updates since the last report

Since my report in September, the MUFA Executive Committee has been working on a number of issues that affect our members in addition to working with individual members to address particular concerns.

With regard to University finances, MUFA has asked the administration to encourage an open-discussion of the New Budget Model in order to understand its impact in academic units but also to inform future adjustments. The MUFA Budget Advisory Committee has met and is seeking input for its analysis of the University budget, particularly the New Budget Model. A report will be forthcoming in the spring.

In addition, we have discussed with the administration issues and problems with MOSAIC as well as the recent email migration to Microsoft Exchange. Further,

we have raised concerns about the lack of free and accessible means for faculty to disseminate their research. McMaster is the only U15 university in which faculty members do not have free access to a dedicated webspace to host personal or project-related websites. In the new year, the Administration will be undertaking a review of its information technology infrastructure, and MUFA has been assured that individual faculty members will have an opportunity to articulate their needs and identify areas for improvement. My hope is that the result will be improved and more responsive services for faculty members.

For the first time in a long time, the University has requested bids for its employee health, dental, and long-term disability insurance. MUFA will be providing feedback on the bids when the providers are on campus in January to give presentations. In particular, MUFA hopes that this process will yield better, more cost-effective long-term disability insurance coverage (which is an employee-paid benefit) for our members.

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MUFA has also participated in discussions around a provincial, sector-wide jointly-sponsored pension plan. A summary of the preliminary proposal appeared in our most recent newsletter and is [available online](#). MUFA participated in these discussions on the condition that the administration acknowledges MUFA's right to bargain pensions, including decisions to join a jointly-sponsored pension plan. To that end, we signed a Memorandum of Agreement with the administration articulating this position, which is also [available online](#).

Finally, one area that requires continued attention is the state of collegial governance, particularly around issues that affect the terms and conditions of our members' employment at McMaster. Unlike certified unions, the policies that affect our employment are not consolidated in one labour contract. Instead, a wide range of University policies directly and indirectly impact our work every day. While the written policies are often quite reasonable, there are sometimes gaps in implementation or interpretation. Much of the MUFA Executive Committee's work and attention necessarily focuses on trying to improve and clarify our existing policies and practices.

The rest of my report will summarize the results of our member survey this fall.

#### **REPORT OF MEMBER SURVEY**

Early this fall, MUFA asked members to complete a short survey, and a [full report of the results](#) is posted on our site. The short survey included an open-ended item in which we asked members to identify an issue or concern to be brought to the attention of the MUFA leadership. There were about 130 responses to this open-ended question, and about 15% of the responses listed more than one discrete issue. Overall, there were about 143 separate substantive comments or issues raised.

I have read all the comments and grouped them under the following broad types of concerns:

- Issues of austerity or equity impacting morale and faculty workload (33)
- Salaries and/or benefits (30)
- Teaching professors (18)
- Administration (collegial governance) (11)
- Gender equity and/or family friendly policies (11)
- Teaching roles (6)
- Implementation of MOSAIC (6)
- Judicial Review related to the DeGroot School of Business (6)
- MUFA's advocacy in general (8-9)

#### **ISSUES OF AUSTERITY OR EQUITY IMPACTING MORALE AND FACULTY WORKLOAD**

The most common theme in the comments were concerns about faculty workload and morale, and these concerns were often either explicitly or implicitly linked to budget constraints and how budget pressures are being managed either centrally or locally.

Specifically, several members mentioned pressures to either increase class sizes, cancel classes, or increase teaching loads and the effects that such changes have both on the student experience and research productivity. Several also highlighted how these pressures were being exacerbated by deficits (in some cases made more apparent by the New Budget Model) in particular Faculties. Further, these observations sometimes also included concerns about inequities in teaching loads between and within faculties. Several comments articulate a sense that budget constraints are undermining teaching and research activities in some Faculties, while others are unaffected, and that this contributes to an accumulation of advantage in some Faculties and disadvantage in others.

These are clearly complex and difficult issues but also ones that must be addressed in order to maintain or even improve McMaster's teaching and research excellence. MUFA can raise these concerns with the Administration, but we are more effective when we can point to specific examples of poor policy or policy implementation or when we have sufficient data to support our claims. (To that end, let me remind our members to complete the [OCUFA survey on workplace stress](#), which could give us more data about the pressures of our workplace.) We are also working to put in place a more robust system for tracking inquiries and concerns brought to our attention by members so that MUFA can better identify areas of concern.

#### **TEACHING PROFESSORS**

Six members specifically asked about MUFA's position on the number of teaching-intensive (teaching-track, permanent teaching) faculty members. It is worth clarifying some apparent misunderstandings. First, there is no limit to the number of teaching track positions in the Faculty of Health Science. If the Faculty of Health Science is not creating new teaching track positions, this in no way is a consequence of any formal policy or agreement with MUFA. Second, every time a Dean has requested, through the Provost, an increase in their allotment of teaching stream positions, MUFA has approved this request. Indeed, since 2011, MUFA has approved 8 additional teaching stream positions in the Faculties of Business, Humanities, Science, and Social Sciences as well as 15 positions for Engineering's Bachelor of Technology program.

MUFA agrees that it would be preferable for the University to limit its use of temporary (CLA) contracts and instead hire permanent academic staff. Between 2005 and 2013 (teaching track appointments were introduced in 2007), about 17-18% of all full-time faculty appointments have been CLA or teaching-track appointments combined. Both CLA and teaching-track appointments tend to be teaching intensive, with similar workload distributions (80% teaching, 20% service).

Previously, MUFA proposed “that SPS-A9 be superseded by an agreement that limits the allocation of CLA plus TP positions University-wide (and excluding Health Sciences) as a percentage of all full-time faculty positions (CLA, TP, and TT) to a value that reflects the current and recent distribution of such positions (with some flexibility for annual fluctuations)” ([full text available here](#)). Further, “the MUFA leadership believes such an agreement would be beneficial for both MUFA members and the University. It would create greater flexibility than the current policy and allow for growth while ensuring a reasonable and historically informed balance between research-intensive and teaching-intensive full-time faculty members.”

Other comments regarding teaching-track positions focused on issues of workload, equitable treatment, and other concerns raised by a Senate Committee on Appointments [Sub-Committee to Review Policies and Procedures Surrounding the Appointment Category of Teaching-Stream Faculty](#). MUFA solicited additional member feedback related to the report and its recommendations and has discussed many of these issues with the University administration. Some issues identified in the report, such as evaluation of teaching expertise, are being addressed by other committees looking at the issue more broadly. Some other issues identified in the report are difficult to address systematically through policy interventions because the roles of teaching-track members can vary significantly across campus and individual teaching-track faculty members have different preferences for the allocation of their workloads. For example, some teaching-track members would like discipline-based research to be acknowledged as part of their workload, while others want recognition for pedagogical research. Still others want no expectation of research whatsoever. This makes it difficult to articulate a clear policy position that is likely to satisfy everyone. Nevertheless, MUFA will continue to advocate that existing policies be implemented fairly and transparently.

#### **SALARIES AND BENEFITS**

Under the general heading of salaries and non-pension benefits a number of suggestions or issues were raised

(about 15 responses). The issues that were raised by more than one member included better health coverage and tuition bursaries for dependents. About 15 members specifically raised concerns either about erosion of pension benefits or requested greater information about retirement planning. I would direct those concerned about our pensions to an [update on provincial discussions of a sector-wide, jointly-sponsored pension plan](#), which was included in the last newsletter.

#### **GENDER EQUITY/FAMILY-FRIENDLY POLICIES**

About 10 members raised issues broadly related to gender equity or family-friendly policies. Most of these comments suggested that MUFA’s involvement in gender pay equity was welcome, though significant issues remain. One member specifically raised concerns about lack of spousal hires, which has historically affected female academics who tend to have higher rates of marrying other academic staff than their male colleagues. Other members raised concerns about maintaining productivity during parental leave. I will note that MUFA recently worked with the Administration to clarify how merit pay following parental leave is calculated. The [revised policy](#) went into effect this summer. This is a small step toward addressing these issues. MUFA continues to discuss opportunities for promoting equity with the Administration, in particular with the Associate Vice-President (Faculty) Susan Searls Giroux, who leads a working group that has been discussing implementation of recommendations from the [Equity Task Force](#).

#### **ADMINISTRATION (COLLEGIAL GOVERNANCE)**

More than 10 members raised concerns about the Administration of the University, particularly with regard to collegial (joint) governance. Phrases used included “lack of consultation,” “heavy-handed,” “managerialism,” or “fiefdom.” Most of these comments reflected a sense of frustration about general trends rather than specific instances of abuse. Three of the comments specifically mentioned non-specific concerns about the Faculty of Health Science, the only Faculty to be singled out this way.

#### **TEACHING ROLES**

With regard to our teaching roles, six members raised concerns. Specific concerns were how student evaluations of teaching are used in our merit and promotion processes as well as potential misuse or bullying of faculty through such feedback tools. Mounting evidence suggests that student evaluations of teaching are significantly biased and poor measures of instructional quality. A working group headed by Susan Searls Giroux has been reviewing best practices for evaluation of teaching—beyond student evaluations—and is expected to have

recommendations this academic year. Often, our existing formal policies are quite clear and appropriate, but sometimes there are gaps in implementation that should be addressed. Faculty members also expressed concerns about how retroactive accommodations are managed, online education, and grade reporting on McMaster University transcripts.

### MOSAIC

Six members specifically mentioned concerns about MOSAIC, including the downloading of work to faculty and staff in academic departments and programs. In several other comments, MOSAIC was mentioned in conjunction with general concerns about workloads and demands on faculty and staff time for tasks not directly related to our teaching and research missions.

### JUDICIAL REVIEW RELATED TO THE DEGROOTE SCHOOL OF BUSINESS

Six members expressed concerns over MUFA's position on the filing of the judicial review related to a McMaster University Board-Senate Hearing Panel in the DeGroot School of Business. Interested members can [review key documents online](#). MUFA has members on both sides of the dispute in the Faculty, and the comments in the survey reflect that fact. More troubling to me is that one member described the Faculty as in a state of "ongoing dysfunctionality."

### MUFA'S ADVOCACY IN GENERAL AND DUES

Some (6-7) would like MUFA to be more aggressive in its approach toward the administration, including several (3 of the 7) who would like to see MUFA become a certified union. However, it appears that those most interested in certification do not regularly attend MUFA meetings or are not interested in doing so, according to their survey responses. Last but not least, two members commented on MUFA dues, one appreciating that they are low and another complaining that they are too high. For information, MUFA's mill (or membership) rate is 0.5% of salary. In practice, it is often closer to 0.46% because the Executive Committee approves dues "holidays" when there is an operating surplus, which occurs most years. Excluding McMaster, the Ontario average (for 10 universities) is 1.011%, and the average rate among Ontario U15 members is .855%.

I'd like to thank our staff and Executive Committee members for their hard work during the fall term. The Executive Committee meets every two weeks to discuss issues brought to our attention by members or the administration. MUFA could not function without members willing to volunteer their time and expertise in this way.

*Michelle Dion*  
President, MUFA



# Call for Nominations

## The MUFA Award for Outstanding Service

### PURPOSE

The purpose of the MUFA Award for Outstanding Service is to provide annual recognition<sup>1</sup> for faculty and professional librarians who have made an outstanding contribution to the mission of the University through the provision of exceptional service to faculty, librarians, staff and/or students.

### THE AWARD

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

### ELIGIBILITY

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

### PROCEDURES

1. The MUFA Executive will appoint a selection committee to be drawn from amongst the categories of faculty, librarians, staff and students (undergraduate and graduate).
  - a. The Committee shall be comprised of no less than four, and no more than seven members, including the Chair.
  - b. The MUFA Past President normally serves as Chair and is not counted as the faculty representative.
  - c. The Secretary to the Committee will be the MUFA Executive Director.
  - d. A quorum for a Committee meeting shall be four members in attendance, including the Chair.
2. Nominations
  - a. There will be a call for nominations through the University and MUFA electronic distribution lists, in the MUFA Newsletter, and on the MUFA webpage.
  - b. Nominations must be e-mailed (mufa@mcmaster.ca) or mailed to MUFA (Hamilton Hall, Room 103A) no later than

**February 26th, 2016**

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

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

- c. The nomination must include a summary of not more than 750 words highlighting the candidate's accomplishments.
  - d. Each nomination must be supported by a minimum of two and not more than four reference letters. The reference letters must be e-mailed or mailed to MUFA, either through the nominator or directly from the reference. Reference letters should not exceed 500 words.
  - e. The position and contact information for the nominator and all references must be clearly indicated.
3. The Committee will review the nominations and will make the final decision regarding the selection of the award recipients. Some of the factors considered by the Committee will include:
  - \* Enhancement of the reputation of McMaster University
  - \* provision of excellent service
  - \* demonstrated innovation
  - \* breadth and depth of impact
  - \* the enhancement of student success
  - \* the ability to establish and maintain effective and harmonious working relationships
  - \* evident acceptance of diversity and inclusivity at McMaster
  - \* strength and diversity of supporting references
4. The faculty/librarians selected to receive the awards will be invited to attend a special reception normally held in conjunction with the MUFA Annual General Meeting and will be presented with their awards at that time. Pictures of the individual recipients and a brief summary of the rationale for their awards will be published in the MUFA Newsletter and on the MUFA webpage.
5. Each eligible faculty/librarian who was nominated for an award will receive a letter of commendation from the MUFA President.



## 43<sup>rd</sup> Annual OCUFA Teaching and Academic Librarianship Award

### 2015/2016 Call for Nominations

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

#### Categories

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

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

#### Eligibility

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

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

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

Posthumous nominations can be made for those who passed away in the award year. For example, if the award year is 2014-2015, nominations can only be made for those who passed away between July 1, 2014 and June 30, 2015.

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## The Nomination Process

1. A 1-2 page statement of support is completed by a nominator (or a group of nominators) who can attest to the nominee's exceptional commitment to the higher education community. Nominations can be submitted by members of faculty (including Chairs and Deans), librarians, students or alumni.
2. Nominators submit the nomination statement and a copy of the nominee's CV to [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca) and [miietl@mcmaster.ca](mailto:miietl@mcmaster.ca) by **February 26, 2016**.
3. The MUFA Executive Committee will review the nominations for approval.
4. MIETL will contact the nominees in early March and encourage them to develop and submit a nomination brief by **April 27, 2016** according to the OCUFA award's guidelines available at [http://ocufa.on.ca/assets/OCUFA-Teaching-Award-Guidelines-dec-2013\\_final.pdf](http://ocufa.on.ca/assets/OCUFA-Teaching-Award-Guidelines-dec-2013_final.pdf) and [http://ocufa.on.ca/assets/OCUFA-Librarianship-Award-Guidelines-dec-2014\\_final.pdf](http://ocufa.on.ca/assets/OCUFA-Librarianship-Award-Guidelines-dec-2014_final.pdf)

### Welcome New Members

**Marla Beauchamp**  
Rehabilitation Science  
**Tohid Didar**  
Mechanical Engineering  
**Wenbo He**  
Computing & Software  
**Daniel Pape**  
Linguistics and Languages  
**Jennifer Long**  
School of Engineering  
Technology  
**Yu Lu**  
Biochemistry and  
Biomedical Sciences  
**Ian McKay**  
History  
**André Phillion**  
Materials Science and Engineering

## Elections to the Senate and Board of Governors

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

### Senate: Two Stage Process:

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

### Board of Governors: One Step Process:

A general call is issued to all faculty.

## 2016-2017 MUFA Executive

If you are interested in serving on the Faculty Association Executive or know of someone who would make an excellent candidate, please complete the form below and mail to the Nominating Committee, Faculty Association, Hamilton Hall 103A. If you prefer, give us a call (ext. 24682/20297) or drop us an e-mail note (mufa@mcmaster.ca). **Deadline: February 12th, 2016.**

CANDIDATE \_\_\_\_\_

FACULTY \_\_\_\_\_

RANK \_\_\_\_\_

PORTFOLIO PREFERENCE \_\_\_\_\_

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

DEPARTMENT \_\_\_\_\_ CAMPUS ADDRESS \_\_\_\_\_

EXTENSION \_\_\_\_\_ E-MAIL \_\_\_\_\_



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

\_\_\_\_\_

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

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

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

NAME \_\_\_\_\_ EXTENSION \_\_\_\_\_

DEPARTMENT \_\_\_\_\_ E-MAIL \_\_\_\_\_

**Return form to McMaster University Faculty Association, HH 103A**

## Employment equity census will reveal composition of workforce

Six questions. Two minutes. One inclusive community. On January 27, McMaster will launch its new employment equity census.

The goal of employment equity is to create an inclusive workplace environment for all staff and faculty by identifying and removing barriers in employment practices. The first step in understanding McMaster's current workforce is to conduct an employment equity census.

The six-question census will be conducted through Mosaic. An optional paper census will also be available. All participants will be asked to "self-identify" as members of designated groups identified in the Employment Equity Act. These groups include:

First Nations, Métis and Inuit Peoples (Aboriginal Peoples); Members of Racialized Communities (Members of Visible Minorities); Persons with Disabilities; and Women. Participants will also be asked if they self-identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual/Pansexual, Transgender Persons, Two-Spirit, Queer) community.

Data will be shared in an aggregate format so that no individual can be identified — reports will not be provided where an individual might be identified based on the response, or the number of individuals.

While completion of the census is voluntary, all faculty and staff are encouraged to participate. After launching January 27, the census will remain open. New McMaster employees will be asked to complete the census as part of their onboarding procedure.

**Shylo Elmayan**  
**Employment Equity Specialist**  
Human Resources Services  
Gilmour Hall, Room 304  
(905) 525-9140 x 21535  
Email: [elmayans@mcmaster.ca](mailto:elmayans@mcmaster.ca)

## T2200 and Research Grants Program

With the deadline for tax filing coming soon, we would like to draw your attention to two University policies that pertain to use of personal funds in the course of the employment activities of faculty members.

The first is a revised policy regarding the University's policy on certifying CRA form T2200's, accompanied by a new guidance document with language specifically pertaining to faculty members.

The second policy describes the Research Grants Program that allows faculty members, under some circumstances, to direct salary towards research activities and therefore not be taxed on those funds. In some cases, this may be a favourable alternative to using the T2200 to claim expenses.

These policies can be found at the links below.

<http://www.mcmaster.ca/vpadmin/Policies/HRPolicy-T2200-2014.pdf>

[http://www.mcmaster.ca/vpadmin/Policies/Procedure\\_InterpretationGuideT2200-2014.pdf](http://www.mcmaster.ca/vpadmin/Policies/Procedure_InterpretationGuideT2200-2014.pdf)

<http://www.mcmaster.ca/policy/faculty/Financial/ResearchGrantsProgram.pdf>

# Immigration Status

If you are a Canadian citizen or permanent resident you can ignore this message. If not, please read on.

Please note that as a condition of continued employment with McMaster, it is your responsibility to maintain appropriate immigration status. Failure to do so constitutes a frustration of the employment contract with no further payments due to the employee. This is true for all faculty members regardless of appointment type. (eg. Tenured, Non-tenured, Teaching-Track, Permanent, Special, CAWAR and CLA).

If you are neither a Canadian citizen nor a permanent resident (PR) and you are planning to work in Canada beyond your current work permit, you should undertake to apply for permanent resident status. Indeed, within months of commencing employment, faculty should begin to collect their documents, apply for police checks and register for language testing so they are ready to proceed after they have worked in Canada for one year. With the exception of the NAFTA agreement, work permits cannot be extended! This means PR status must be applied for well before the work permit expires.

In order to assist faculty with the process and help determine which route is most appropriate for each individual to apply through, the Provost's office holds semi-annual immigration sessions for faculty members and postdoctoral fellows. Faculty should make an effort to attend these information sessions given the importance of this issue. **The next session is scheduled to be held on Monday, March 7 at 9:30 a.m. in GH 111.**

The application of immigration rules has become tighter in recent years, and the general environment on immigration matters more challenging. It is very important that you undertake the necessary actions to maintain your work status. Please visit the Citizenship and Immigration Canada website for more information: <http://www.cic.gc.ca/english/>

If you have questions about immigration, or if you need assistance you can contact the Provost's office for guidance. Please contact:

**Barbara Eftekhari**  
Manager, Faculty Appointments and Records  
Office of the Provost and Vice-President (Academic)  
McMaster University  
University Hall, Room 203B  
Phone: (905) 525-9140, ext. 23065  
Fax: (905) 546-5213



McMaster faculty and staff can sign-up to get their 2015 T4 or T4A tax slip electronically by logging into Mosaic and clicking on the link under News and Information. Selecting the option is as simple as clicking a checkbox and employees who “Opt In” for electronic delivery will be able to securely access their tax slips from anywhere they can log into Mosaic. Those employees who chose the electronic delivery format will also experience the added benefit of earlier access to tax slips than employees who remain with the paper slip delivery option.

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

## McMaster University Faculty Association

Hamilton Hall, Room 103A  
Hamilton, ON L8S 4K1

(905) 525-9140  
ext. 24682/20297

Email:  
mufa@mcmaster.ca

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

## McMaster opts out of Access Copyright license

McMaster University is one of several Canadian universities which ended its licence agreement with Access Copyright, a copyright collective that provides licences to make copies from print and digital works such as books, magazines, newspapers and journals.

**McMaster's current licence expired on December 31, 2015.** The final decision was made by the Provost and Vice-President (Academic), in consultation with McMaster's Copyright Advisory Group, legal counsel, the University Library and other McMaster stakeholders.

The University will continue its commitment to copyright compliance, which is an ongoing legal duty and an integral component of academic integrity. Over the coming weeks and months, more information will be released around newly developed internal resources which will become available to assist staff and faculty with clearing necessary copyright permissions, to ensure all are aware of their rights and responsibilities under the University's [Fair Dealing Policy](#) and the Copyright Modernization Act (*Bill C-11*).

More information can be found at <http://copyright.mcmaster.ca>. Questions can be sent to [copyright@mcmaster.ca](mailto:copyright@mcmaster.ca).

### Passages

**James Williams**

Economics, November 19, 2015

