

# MUFA Newsletter

February/March 2014 — Volume 40.4 — Janice Hladki, Editor

## Teaching-intensive appointments at McMaster: An Invitation from the MUFA leadership for member feedback

In 2006, McMaster introduced a new category of faculty appointment, the teaching-track professor (TP). At the same time, a limit was placed on the number of years an individual could hold a contractually limited appointment (CLA), and several individuals who held CLA positions had their positions converted into TP positions. At that time, a fixed number of TP positions per Faculty (excluding the Faculty of Health Sciences) was established, with a mechanism requiring approval from the MUFA Executive and the Senate Committee on Appointments for any increases in these allocations ([see SPS A9](#)). Over the last several years, MUFA has been asked to revisit these allocations to accommodate particular programs or needs of specific Faculties, and consequently, the current number of TP positions outside of FHS has risen to 71 from its original total of 51. Many of these additional TP positions are "temporary," in the sense that they are associated with particular individuals and will not be replaced should the individual vacate the position. MUFA initiated a discussion about these allocations in Joint Committee last fall because MUFA leadership was interested in avoiding annual ad-hoc adjustments to these per Faculty allocations.

As part of this discussion, the Provost has posted the [administration's position regarding the allocations and role of TP at McMaster](#) on his website. The MUFA leadership agrees with many of the principles outlined in that document, including recognition of the benefits that have accrued to McMaster and the stability and recognition enjoyed by our members with the creation of these new positions. The Provost's statement raises two additional issues that deserve further reflection: the expectations for TPs and how to address future growth.

### Expectations for Teaching-track Professors (TPs)

The Provost's statement makes a number of claims regarding the nature of TP positions at McMaster and offers suggestions for future directions. For example, the Provost claims "... teaching stream faculty are not simply CLAs without periodic review." On the one hand, this is true: TPs across campus are engaged in a wide range of important and valuable activities, including curriculum development and service, which contribute to McMaster's educational mission and are seldom expected of those holding temporary appointments. On the other hand, existing policies regarding promotion and permanence for TPs treat these positions as if they were similar to permanent CLA positions. In particular, permanence for TPs is based on demonstration that the candidate "is an excellent teacher, has developed as an educator, and thereby has shown academic excellence" ([T&P Policy](#), Section III, num. 25). Further, the policy states that promotion "is not expected to occur at the same time [as permanence], except in very exceptional cases" ([T&P Policy](#), Sect. III, num. 24). In this regard, the current policy outlines fairly narrow criteria for permanence that are consistent with an interpretation of these positions as permanent CLAs who engage in University service (see [T&P Policy](#), Sect. III, num. 17, 18 & 25).

Continued on Page 2

## IN THIS ISSUE:

- 1 Teaching-intensive appointments at McMaster
- 5 OCUFA Teaching & Academic Librarianship Awards 13/14
- 6 Announcements
- 7 Know your Policies
- 8 Tribute to Oktay Aksan
- 9 MUFA Annual General Meeting

### McMaster University Faculty Association

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

905-525-9140  
EXT. 24682/20297

EMAIL:  
mufa@mcmaster.ca

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

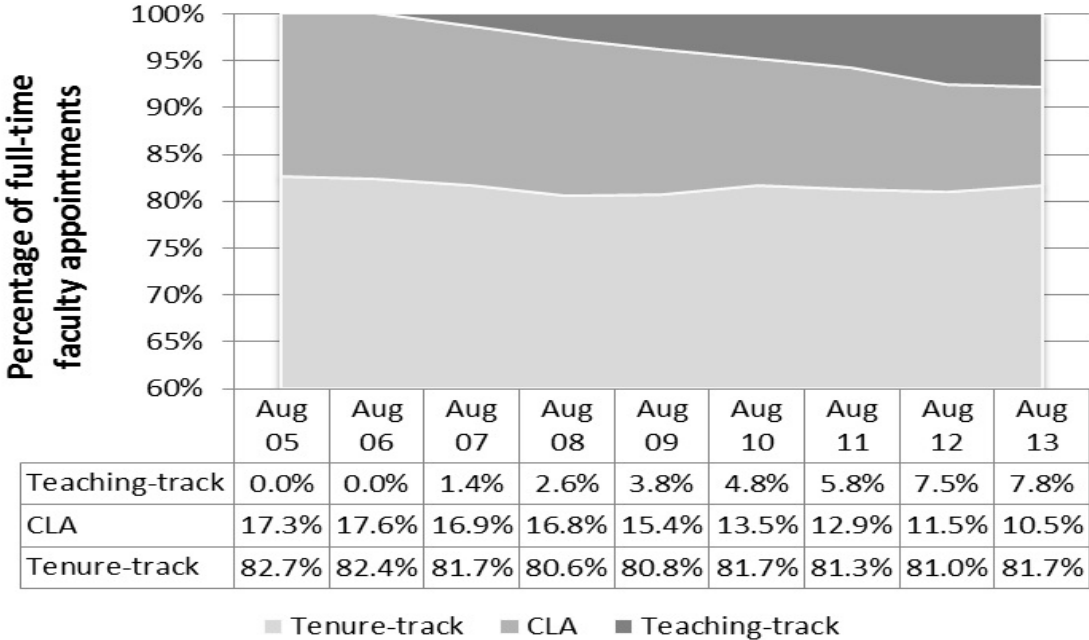


Meanwhile, the criteria for promotion of TPs does envision additional contributions or duties, specifically "curriculum development and/or evaluation (beyond the individual course), presentations and scholarship on teaching or pedagogy, mentoring, or research into the efficacy of different pedagogical approaches" (T&P Policy, Sect. III, num. 26). These activities and roles required not for permanence but for promotion seem to be those that the Provost associates most with TP positions. For example, he explains, "Our expectations are ... that teaching professors will undertake either pedagogical research or educational leadership..." and "... the notion of a teaching professor... is evolving to encompass both teaching and scholarship, the latter being focused on the Scholarship of Teaching and Learning (SOTL)...[and]... educational leadership." While the Provost's aspirations for TP positions are well intentioned, it is important to make sure that policy encourages and rewards such accomplishments, that expectations are appropriately communicated to those who hold these positions, and that adequate policies and resources are put in place to ensure TPs are able to pursue these new goals. The recently adopted Research Leave Policy for Permanent Faculty ([SPS C2](#)) is one such policy, and the [report](#) of Senate Sub-Committee of the Senate Committee on Appointments to Review Policies Surrounding Teaching-Stream Faculty chaired by Prof. Joseph Kim raises similar issues and offers additional suggestions. We hope the MUFA membership will participate in this important discussion about the nature of and the expectations for these positions.

**Future growth**

The Provost’s statement also outlines a proposal for increasing the number and flexibility of TP appointments at McMaster. In principle, the MUFA leadership is in agreement with this need as well. That is, we agree that it is desirable for our members to hold TP rather than CLA positions due to both the greater potential for stability and professional development of our colleagues in these positions and the benefits such positions provide the University. We also agree that it would be preferable to think more systematically but also to add flexibility in the allocation of these positions across the University.

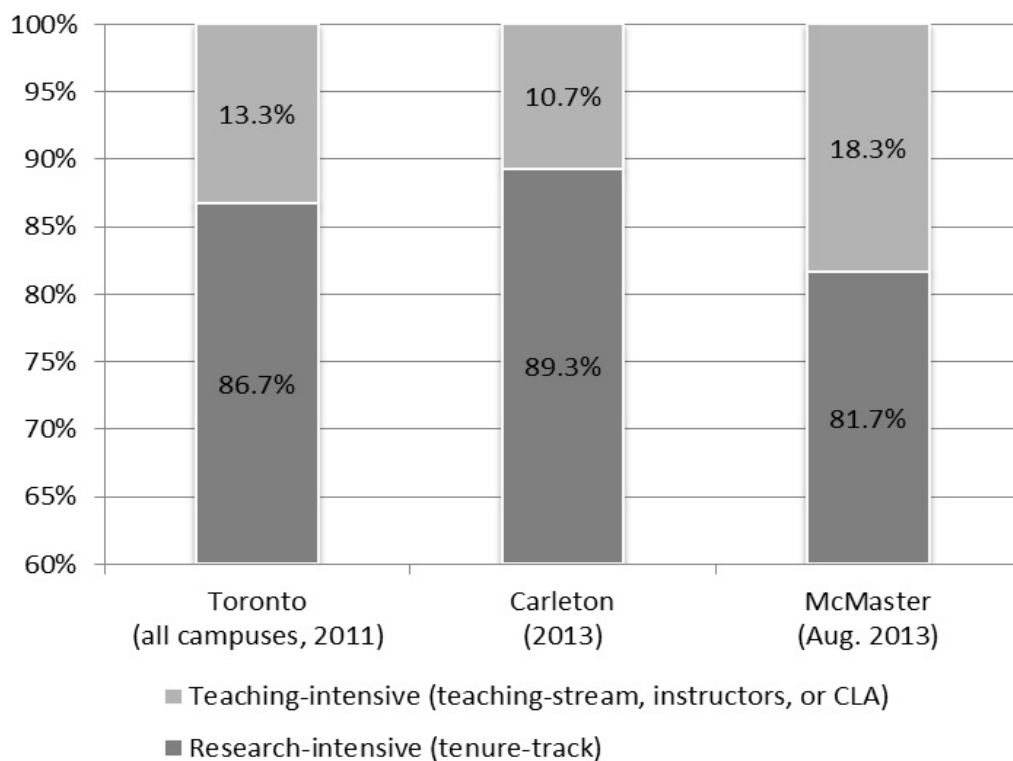
**Distribution of full-time faculty appointments, 2005-13**



Source: MUFA membership database

As the Provost points out, when TP positions were initially introduced, “the university made a commitment... that it would lead to a reduction in the number of CLA appointments.” As the figure above shows, this is true. In the last decade, TP positions have gradually replaced CLA positions. This figure also illustrates the remarkable stability in the relative distribution of full-time faculty appointments outside of FHS between those that are relatively more research-intensive (tenure-track) and those that are teaching intensive (CLA and TPs). Given the persistence of this distribution of research-intensive and teaching-intensive faculty, MUFA believes any deviation from this distribution would entail a significant policy shift and fundamentally alter McMaster’s profile as a “research-focused student-centred” university. Furthermore, relative to other Ontario universities for which data are available, McMaster already has a higher percentage of teaching-intensive positions in its full-time faculty appointments. At the University of Toronto (a research-intensive peer) and Carleton University (a less research-intensive peer), roughly 13% and 11% respectively (compared to about 18% at Mac) of the full-time faculty are primarily engaged in teaching-related activities.

**Distribution of full-time faculty appointments**



Sources: University of Toronto, "Number of Instructional Faculty Members (Excluding Clinicians) in Each Category." <http://cudo.utoronto.ca/2012/>.  
 Carleton University, "Academic Staff by Faculty - 2008-1013." <http://oirp.carleton.ca/databook/ongoing/staff/tables/table-as1.pdf>.



The Provost has proposed that we replace the current policy, which limits the absolute number of TPs by Faculty, with a policy that doubles the current proportion of TP positions relative to TP and TT positions total (ignoring the CLA category of appointments). In August 2013, that percentage was about 7.8%, and the Provost would increase it to 15%. In order to increase flexibility in the allocation of TP positions, he proposes that this proportion be no more than 18% in any Faculty (except FHS). Assuming no change in the number of tenure-track faculty, this would potentially increase the number of TP positions by an additional 50, totalling 120 TP positions overall. *He also asserts that this would ensure that "at least 75% of the teaching undertaken by career-stream faculty"* (emphasis added) would still be carried out by TT faculty, though how he arrives at this figure is unclear. The key point, however, is that this assertion assumes that it is the relative distribution of teaching only between TT and TP faculty that determines the primary character of McMaster as a research-intensive, student-centred university.

The Provost's implied viewpoint is that the absolute and relative number of CLA positions should be allowed to vary without limits and without impacting either undergraduate education or the quality of graduate and research programs within a department or faculty. In addition, McMaster currently staffs many courses using part-time, sessional contracts, in addition to non-permanent CLA appointments. It is quite possible that this balance between research and teaching-intensive positions could be significantly tilted through a combination of tenure-track vacancies (e.g., due to retirements) replaced with sessional or CLA contracts. The Provost's proposal, by focusing only on the ratio of TPs to TT without consideration of the role and number of CLA positions, would create the potential for a significant shift in the profile of the University's full-time faculty complement, which has so far been maintained even during the height of the Great Recession and already tips toward teaching-intensive faculty relative to research-intensive peers, like University of Toronto.

MUFA is proposing an alternative arrangement that would introduce flexibility and avoid ad-hoc annual adjustments to the numbers of TPs per Faculty. As suggested by the Provost's statement, many of the 20 additional TP positions that have been approved "temporarily" are currently held by MUFA members who were formerly CLAs who had reached the limit of the number of times their contract could be renewed. MUFA is interested in facilitating the creation of new TP positions to accommodate other members who might find themselves in similar situations. At the same time, MUFA would like some assurance that the relative balance between research-intensive to teaching-intensive full-time faculty positions remain similar to their current levels, which have remained relatively stable for the last decade. For these reasons, MUFA is proposing 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). 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. The MUFA leadership would like to echo the Provost's [call for feedback \(provost@mcmaster.ca\)](mailto:provost@mcmaster.ca) or [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca) prior to the end of March from MUFA members regarding both the Provost's and MUFA's proposals and encourages all members to participate in the broader discussion about the role of different faculty positions in the future of the University.





Ontario Confederation of University Faculty Associations  
Union des Associations des Professeurs des Universités de l'Ontario

## 41st Annual OCUFA Teaching & Academic Librarianship Awards for 2013/2014

### PROGRAM

Each year OCUFA recognizes outstanding teachers and academic librarians in Ontario universities through its Teaching and Academic Librarianship Awards. Since 1973 OCUFA has presented 383 awards. The recipients are selected by the OCUFA Teaching and Academic Librarianship Awards Committee. Approximately 7 awards are presented.

### 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.

### NOMINATIONS

Nominations are invited from individuals, informal groups of faculty or students, or both, and such organizations as local faculty associations, faculty or college councils, university committees concerned with teaching and learning, librarians, local student councils, departments, alumni, etc.

Guidelines to assist in organizing a nomination should be consulted by prospective nominators and are available on request from your Faculty Association Office, the Provincial Office of OCUFA, or the OCUFA website: [www.ocufa.on.ca](http://www.ocufa.on.ca)

Nominations should include a covering nomination form (appended to Guidelines for OCUFA Teaching Award Nominations and Guidelines for OCUFA Academic Librarianship Award Nominations), a nominator's brief, and sufficient evidence, from as many sources as possible, to make it clear that outstanding work deserving of recognition has been done.

### PROCEDURE

OCUFA no longer accepts nominations in paper format. All submissions should be done as one single PDF file via the online system at <http://ocufa.on.ca/?p=3991>

**Deadline for receipt of nominations:  
May 23, 2014.**

---

## Faculty Association Dues Holiday

---

Just a reminder that a dues holiday is in effect for the following pay periods:

**For MUFA Librarians  
March 7 and March 21, 2014**

**For Faculty  
March 14 and March 28, 2014**

A surplus of income over expenditures for this fiscal year is projected in the Nine-Month Budget review for 2013/2014. In addition, MUFA reserves continue to be in a healthy state.

The mill rate will return to .0005 in April 2014.

**Don't forget, when you are preparing your tax returns, MUFA dues are tax deductible.**

### Welcome New Member

**Janice Pogue, CE & B**



Many thanks to our new MUFA Council Representative: **Mor Boram** (Materials Science and Engineering).

## Save the Date!

---

---

**2015 Travel Showcase  
Thursday April 24, 2014  
2:00pm – 4:00pm  
At the Design Annex, by Art Gallery  
of Hamilton**

---

---

Join McMaster Alumni and Friends Travel Program as we showcase our 2015 travel destinations!

- ▶ Hone your photography skills with some tips from photographer Mike Lalich on how to capture your travel adventures like a pro!
- ▶ Hear from our travel providers, as they outline the exciting travel excursions planned in 2015
- ▶ Enjoy snacks and refreshments as you mingle and chat with the travel providers and like-minded McMaster travellers.

For more information or to register, please contact (905) 525-9140 ext. 24882 or email [mactrav@mcmaster.ca](mailto:mactrav@mcmaster.ca)

### **REMINDER**

**Benefit Year End:** Please note, the benefit year end is June 30<sup>th</sup>. Please ensure all claims dated from July 1, 2013 to June 30, 2014 are submitted to Sun Life prior to September 30, 2014. Late claim submissions will not be reimbursed.



## Know your Policies!

---

---

### Research Leaves

The University's system of Research Leaves is designed to contribute to the professional resources and effectiveness of faculty members, and to the value of their subsequent service to the University community.

After six years of full-time service at McMaster University, a full-time faculty member who has received tenure/permanence or CAWAR may apply for a research leave. Please refer to the individual policies for particular information on the various options available to you based on your class of appointment.

Below are the policies that pertain to both regular full-time tenured/CAWAR and permanent faculty members.

<http://www.mcmaster.ca/mufa/handbook/documents/SPS-C1.pdf>

<http://www.mcmaster.ca/mufa/handbook/documents/SPS-C2.pdf>

---

### Grievance Procedures

Grievance procedures are designed to provide McMaster faculty members with prompt and impartial adjudication of grievances arising from their employment relationship with McMaster which are not covered by existing, specific review procedures. It is intended to facilitate and promote informal resolution of grievances, and to furnish a

formal mechanism of grievance resolution when informal means are unsuccessful. Nevertheless, the time lines for each point of the process are tight. It is really important to be mindful of them, should you ever have to avail yourself of this process, otherwise you could lose the right to continue to the succeeding phase of the procedure.

<http://www.mcmaster.ca/mufa/handbook/Grievance.pdf>

The MUFA Executive and staff are available to offer help should questions arise about this Policy and other University policies and their execution.

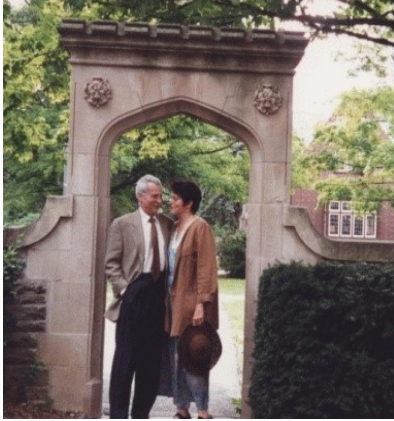
---

---



### Great Family Home Right Near McMaster University:

A well appointed, spacious, fully furnished character home offering plenty of living space. The house contains a large family room, kitchen, living room dining room study, media room as well as 4 bedrooms and 4 bathrooms, a garage and large yard and patio area. Located in beautiful Westdale, a 5-10 minutes walk from McMaster University in Hamilton, ON, conveniently located to great schools, parks and the Royal Botanical Gardens. Extremely well located for McMaster University and only a short bus or bike ride to downtown Hamilton, and to intercity bus and train stations. Rent is \$2900/month. Available for 11-12 months starting in August 2014. If interested please get in touch by email with Sigal Balshine ([sigal@mcmaster.ca](mailto:sigal@mcmaster.ca)) or David Earn ([earn@math.mcmaster.ca](mailto:earn@math.mcmaster.ca)).



---

## Tribute to Oktay Aksan

(December 31, 1934-November 13, 2013)

---

**April 27, 2014,**

**3 pm - 6 pm**

**Great Hall, University Club**

My family and I invite you to a celebration of the life of Oktay Aksan, who passed away on November 13, 2013. The son of a Bosnian grocer in Istanbul, Oktay was a man of many talents. He loved travel, was a keen amateur philosopher and historian, and greatly enjoyed football and woodworking. He immigrated to Toronto, Canada in 1967 where he worked as a bus driver for the TTC until 1995. At the same time he studied at the University of Toronto where he received a BA in Philosophy and Middle Eastern and Islamic Studies in 1988.

January 31<sup>st</sup>, 2014, was the 52nd anniversary of the day we met in Istanbul, the beginning of many wonderful adventures in a lifetime of travel, study and conversations with family and friends. The tribute will be a celebration of a life well lived by a man who was known to many of you affectionately as "The last Ottoman." I hope you can join us,

*Virginia Aksan  
History*

---

### Passages

**Barb Mueller**, Surgery, February 22, 2014  
**Vivienne Walters**, Sociology, November 22, 2013



---

# MUFA

## Annual General Meeting

Wednesday, April 30<sup>th</sup>, 2014

3:00 pm

Great Hall  
University Club