

JOINT COMMITTEE ON THE
ADMINISTRATION OF THE AGREEMENT
(JCOAA)

MINUTES OF MEETING HELD
January 10, 2014.

390 York Lanes
1:30 – 3:30 p.m.

Association: John Amanatides, Brenda Spotton Visano (Co-Chair), Leslie Sanders, Frances Latchford, Sheila Embleton, Andrea Harrington

Employer: Barry Miller (Co-Chair), Don Hastie

Chair: Barry Miller

Regrets: Alice Pitt, Harvey Skinner

Minutes

The Minutes of December 6, 2013 will be approved in advance of the next meeting.

JCOAA

Appendix P: Research Data Centre (RDC) Director; frequency of review of program sizes

- a. **RDC Director** The Employer reported that the proposed initial appointment will be 3+ years, ending June 30, 2017. The appointment of a director will start in the 2014 winter term, if a suitable candidate can be found. The Employer also confirmed that the initial classification of the position in Category 11 of Appendix P will remain in effect for the duration of the initial term. Once criteria for the on-going classification of the position has been developed, the criteria will be brought forward to JCOAA. The Association indicated its agreement with the classification under this arrangement.
- b. **Frequency of Review of Program Sizes** The Employer proposed that as a general principle, the classification of program size will be undertaken at the start of a new or renewal term of appointment. In cases where there is a decanally approved plan for program growth that would change the classification category during the term, the program would be reclassified prior to the end of the term if program growth were to occur resulting in a shift of the program to a higher category. The Employer noted that classification will occur on a “slip-year” basis; program classifications taking effect in a given academic year (July 1 to June 30) will be based on program size in the immediately preceding academic year.

The Association asked for clarification of what is intended by “decanal approval,” specifically inquiring whether reclassification during a term of appointment could occur in circumstances in

which a program is asked to grow by the Dean to help meet overall enrolment targets or in circumstances in which a program obtains permission from the Dean to grow to help meet overall enrolment targets. The Employer indicated that it would clarify the intent of “decanal approval” in view of the questions.

Welcoming statement

The Employer indicated that it finds the third of the three proposed welcoming statements proposed by the Association agreeable:

York University is an Affirmative Action (AA) employer and strongly values diversity, including gender and sexual diversity, within its community. The AA program, which applies to Aboriginal people, visible minorities, people with disabilities, and women, can be found at www.yorku.ca/acaddjobs or by calling the AA office at 416 736 5713.

F. Latchford thanked the Employer for agreeing to welcoming language and the Equity Subcommittee and queer caucus for their work in bringing this initiative forward.

Notice of Change in Practice

The Association agreed that the Employer has met its Article 17 obligation in respect of its notice provided at the December JCOAA meeting that effective 2014 individuals who reach the annual CRA limit on pension contributions will no longer receive a lump sum payment equivalent in value to the contributions they would have received from the Employer were the cap not in place. The Employer confirmed that a final lump sum payment was made in 2013 in accordance with the notice, and the Association expressed no concern with the change in practice.

Copyright Compliance

The Association expressed appreciation for the consultation over the implementation of a University copyright compliance “regime,” noting that it was not approaching the consultation from the standpoint of endorsing either of the approaches described by the Employer. The Association indicated that it considered the liability implications of the two approaches, and has a concern over whether the implementation of a “declaration” box has the potential of increasing a faculty member’s liability; in particular, a concern was raised that a faculty member might face the possibility of being accused of misrepresentation by checking off the box in a circumstance in which the faculty member faces a copyright infringement complaint. The Association also raised the question of whether the declaration box reduces the Employer’s obligation to provide legal support to a faculty member in the event of a copyright infringement complaint and indicated that it will consult with its own legal counsel.

University Mental Health Strategy (S. Beagrie and S. Killick, co-chairs of the Mental Health Steering Committee, attended)

S. Killick and L. Beagrie briefly discussed a presentation distributed to members of the Committee ahead of the meeting providing background information and initiatives of the Mental Health Strategy. L. Beagrie noted that the initial catalyst for the development of a mental health strategy was funding provided through the Academic Initiative Fund (AIF) to look at the resources on campus to promote mental health.

L. Beagrie discussed MentalHealthEdu, intended as a tool to assist faculty and staff. The Association expressed concern that the module included references to American resources and regulations. L. Beagrie indicated that a separate page could be added to provide Canadian references, but the module itself could not be changed. A concern was also raised about the site hosting the module; the

Association asked whether the module was hosted on an American site, and L. Beagrie indicated that she would inquire.

The Association lauded the initiation of the Mental Health Strategy but inquired whether, in regard to MentalHealthEdu, a Canadian resource could be used instead. L. Beagrie indicated that based on a review of available tools, it appeared that there was no Canadian alternative. A resource would have to be locally developed.

L. Beagrie reported that objectives of the Steering Committee include the development of a decision tree providing guidance for faculty and staff in how to assist students with mental health issues and an inventory of supports for students. L. Beagrie and S. Killick advised of the upcoming Let's Talk Mental Health Day at the University on January 28th and drew attention to the Mental Health Website.

York Research Chair Program

VPRI Hache presented an update of the development of the Program, focusing on changes that have been made since he last attended JCOAA to discuss the Program. R. Hache noted that research excellence remains the core criterion for YRCs and that awards will no longer be allocated by Faculty. Instead, each competition will be open with no Faculty-based limits on number of awards. He pointed out that there is no longer a stipend associated with YRCs, noting that stipends were not seen to be a useful tool to help meet the objectives of the Program. He also advised that the CRC Selection Committee will be used as the selection committee for the YRC Program and that the CRC Selection Committee will be supported by a new Major Awards Advisory Committee, which will review the applications and provide input to the Selection Committee. Membership of this committee will be drawn widely from Faculty nominations.

B. Spotton Visano indicated that the Association's comments should not in any way be construed as support for or an endorsement of the YRC Program. She noted that the Association maintains its opposition in principle to the Program, viewing the program as a poor use of funds. B. Spotton Visano noted, however, that the revisions to the program address concerns raised by the Association (equity, open access to awards regardless of Faculty, stipend). She noted the Association hoped to see greater transparency in the review and selection process.

LRP

New Budgeting model

There was no new information to report.

Academic and Administrative Program Review

L. Sanders was congratulated on her election to the Academic Subcommittee responsible for developing the Academic Program Information Form. JCOAA was updated on the membership of the Academic Subcommittee and the Subcommittee responsible for recommending appointments to the Academic Taskforce. The Employer also advised of the nomination period for membership on the Taskforces.

Other Business

Advertisement for Alternate Stream Appointment to the Glendon School of Translation

In reference to the posting for the above-noted alternate stream appointment, B. Spotton Visano indicated that the Faculty Association opposes postings for alternate stream positions that include the requirement that the successful candidate be suitable for appointment to the Faculty of Graduate Studies (FGS). The Faculty of Graduate Studies appointment and reappointment criteria include a continuing contribution to research, scholarship, or professional or artistic activity. The association considers this inconsistent with what it understands as the responsibilities of Alternate Stream faculty and the evaluation criteria for the Alternate Stream established in the Tenure and Promotion policy.

The Association also opposes the statement in the posting indicating that the successful candidate must "commit" to being on campus during the academic year, arguing that it is inconsistent with the collective agreement. The Association supports strategies to promote participation in the University community but is concerned about the language.

The Association asked the Employer to pull the advertisement and remove the statement about being on campus during the academic year and the requirement that the successful candidate be suitable for appointment to FGS. The Association also requested that the application deadline be revised.

The Employer indicated that it would consider the Association's concerns.

The Meeting was adjourned.