

BUFA VOICE

Message from the President



Michelle Webber

Senate chooses several critical issues for discussion each year. This year, one of the critical issues that Senate chose to explore is shared academic decision making. Dr. Len Findlay, from the University of Saskatchewan, was invited to speak to the University community on January 31 about collegial governance in the 21st Century.

As you may recall, *shared academic decision-making is one of BUFA’s core values and strengthening it was one of our recent key bargaining priorities. Senate is a major site for the expression of shared academic decision-making.*

Examples of such academic decision-making that have been undertaken by Senate include the creation of new programs as well as the discontinuation of other programs, core and context requirements, academic regulations governing courses, and so forth. Senate is also a place where important academic issues are discussed (e.g., Indigenization of the university, retention initiatives, research ethics policy).

If we as a university community value such decision-making, then we must ensure that we have a robust Senate that does not merely act as a rubber stamp for academic decisions made elsewhere. *Continued on next page...*

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BUFA General Membership Meeting
 Tuesday, February 13, 2018 12-2pm in the Pond Inlet

BUFA PRESENTS
Exploring Academic Freedom’s Scope & Limits

with guest speaker
Emma Phillips, Partner
 GOLDBLATT PARTNERS

**refreshments will be available*

Let’s *get* Social

Editor: *Larry Savage*
 Editorial Assistant: *Joy Werner*
www.BUFA.ca

Message from the President *(continued from cover page)*

Rather, Senate must take its legislated leadership role in determining the academic direction of the university and ensuring that budget priorities reflect those directions.

In the recent past there have been administrative attempts to bypass Senate's authority over the academic mission, such as the original Presidential task force for a Program Prioritization review and the process for establishing the first Strategic Mandate Agreement.

Given increasing financial pressures, the Board's emphasis on balanced budgets, and a commitment to responsibilities-based budgeting, it is likely that Administrative will focus on financial priorities over the academic mission of the University. It is important that Senate retains its power to ensure that the academic mission is fulfilled. The academic mission should drive our budget priorities rather than vice versa.

One of the threats to Senate is administrative bloat. The Brock Act safeguards the balance between administrators and elected senators in Senate, ensuring that elected members remain the majority voice. However, it has nonetheless happened in recent years that administrators have been outnumbering elected senators on various committees. Recently a sub-committee of the Governance Committee has been struck to address this serious problem.

Brock has a bi-cameral system of governance, in which the Board and Senate are equal partners with different domains of responsibility. In such a system, there are often tensions between the Senate and the Board. Dr. Findlay, in his talk, reminded us that the role of administrators is to "enhance and protect the academic mission of the University". And, that in

the management of the University, we should look to Senate for guidance concerning the academic mission of the University and draw on "established democratic procedures in the Senate to create consensus". Further, Dr. Findlay argued that academic staff should be vigilant about their contributions to their institutions and "use their intellectual capacities and academic freedom to shape the academic mission of the institution in both collegial and collective bargaining contexts".

BUFA members need to actively participate in shared academic decision making. One possible way to contribute is serving as an elected member of Senate.

There are also other meaningful opportunities to be part of this shared decision-making – such as serving as members-at-large on Senate Committees or acting as BUFA Observers on those committees.

In March, the University Secretariat will distribute a call for nominations for the Senate election.

PLEASE CONSIDER RUNNING FOR SENATE!

If you choose to stand for election, the University Secretariat will ask you to submit a "bio" statement and then distribute those statements to the Senate electorate. If you wish, BUFA members can also send us those statements and we will share this with all BUFA members.

If you have any questions about Senate, including questions about time commitment and responsibilities, please contact the BUFA Office and we will be happy to arrange for you to meet with an experienced Senator who can respond to your questions.

Brock's New Sexual Violence Policy to be Reviewed



Cathy van Ingen

Just over a year ago Brock implemented its new Sexual Assault and Harassment Policy. The Policy was developed in response to provincial legislation (Bill 132) requiring all postsecondary institutions to adopt sexual violence policies. The Sexual Assault and Harassment Policy lays out the complaint process for all faculty, staff, and students who have experienced sexual violence. The Policy also sets out responsibilities and guidelines for how faculty can provide a consistent and supportive response to those who disclose sexual and gender-based violence.

Did you know that Brock University has to review the policy this year and will seek input from faculty?

This review process provides an opportunity for addressing gaps and oversights, and for working towards a violence and harassment-free campus.

Faculty can play a key role ensuring that the Policy does more than provide institutional risk-management strategies while balancing out prevention, education, and reporting. After this year, the Policy is not mandated for review for another three years.

To provide input into the policy review process you can join or attend the Sexual Violence Prevention Committee - contact kveld@brocku.ca or humanrights@brocku.ca for meeting dates and times.

OCUFA makes recommendations for 2018 Ontario Budget

As part of the consultation process, OCUFA President Gyllian Phillips presented the priorities of Ontario's Faculty and Academic Librarians to the Standing Committee on Finance and Economic Affairs on January 16 in Sudbury. On January 22, OCUFA Vice-President Rahul Sapra made a second presentation to the Minister of Finance in Toronto.

OCUFA is recommending that the Government of Ontario:

1. **Increase per-student public investment in Ontario's universities to support a return to 2008-09 funding levels by 2020-21.**

Since 2008, per student funding in Ontario has been declining and trailing the rest of Canada. It is time to break from years of stagnated funding and meaningfully invest in postsecondary education. A sensible plan should begin with investments to return Ontario to 2008 university funding levels, coupled with long-term investments to close the gap with other provinces.

2. **Ensure that the renewed funding model does not link performance metrics to funding. Instead, available data should be used to develop policies that will support university educational quality and research outputs.**

The government's planned shift to allocate a portion of university funding based on performance is counterproductive as it will, by design, create inequities in the system. Funding allocation mechanisms should not be structured in a way that harms the student learning experience. Rather than employing such unnecessarily risky and destabilizing methods, available data should be leveraged to improve policymaking decisions and outcomes.

3. **Make meaningful consultation with faculty a requirement in the Strategic Mandate Agreement negotiation process.**

The Strategic Mandate Agreements (SMAs) that the government negotiates with universities should include input from university communities. As a substantive mechanism for implementing the new funding model, it is vital that faculty have meaningful input in the upcoming SMA negotiations. While it is the responsibility of individual university administrations to undertake local consultations, the Ministry must take a leadership role and set standards for the negotiation process. This will ensure the SMAs reflect the views and priorities of the entire campus community – not just administrators.

4. **Take leadership to facilitate the implementation of updated labour law and identify remaining gaps in coverage in the postsecondary education sector, particularly for contract faculty.**

The government should confidently set a standard of fairness for contract faculty across the postsecondary sector. As the recent changes to labour and employment legislation are rolled out, attention to gaps in coverage will be crucial. The government should take leadership to identify outstanding issues and commit to providing public funding where necessary for fairness for contract faculty to be achieved.

5. **Launch a faculty renewal strategy for Ontario universities that achieves the dual goals of supporting new full-time tenure-track hiring and creating pathways to full-time secure positions for contract faculty.**

Every student's learning experience and every university's capacity to produce research relies on the faculty members who teach, research, and engage in their communities; but the growing gap between enrolment and faculty hiring is putting strain on the system. This year's budget is an opportunity to launch a faculty renewal strategy that supports new faculty hiring and provides pathways for contract faculty to secure full-time positions. Multi-year investments in faculty renewal will improve student-faculty ratios and support quality educational and research outcomes.

Universities are vital institutions within our communities, delivering education to thousands of students, producing thought-provoking and ground-breaking research, and providing good jobs that support local economies. Government commitment to robust public funding for postsecondary education is essential for sustaining the capacity needed to ensure these transformational contributions continue.

Time for renewal
Investing in the future of
Ontario's universities

You can read OCUFA's full pre-budget submission at ocufa.on.ca.

Health and Safety Risks



Jonah Butovsky

I used to suffer from “risk envy”. During my Health and Safety training last spring, I listened to the electrical workers talk about dealing with massive currents, and manufacturing workers grappling with powerful, potentially hazardous, machinery. What are our risks? A sore wrist, from typing? A hoarse voice from lecturing? While our jobs are still *relatively* safe, we spend a great deal of time on campus and are exposed to substantial risks. The purpose of this column is to tell you about some of these risks and how we as BUFA members are able to work to reduce them.

The Administration of the University has a stated commitment to our health and safety (including safety from harassment and workplace violence) as stated in their *Occupational Health and Safety Policy*, Sept, 2017):

Brock University is vitally interested in the health and safety of its workers and committed to taking every reasonable precaution to protect them from occupational illness and injury through the provision and maintenance of healthy and safe working environments throughout its premises and activities. The University strives to provide a hazard-free environment and minimize health and safety risks for all members of the campus community...

Does the stated language match your work experience?

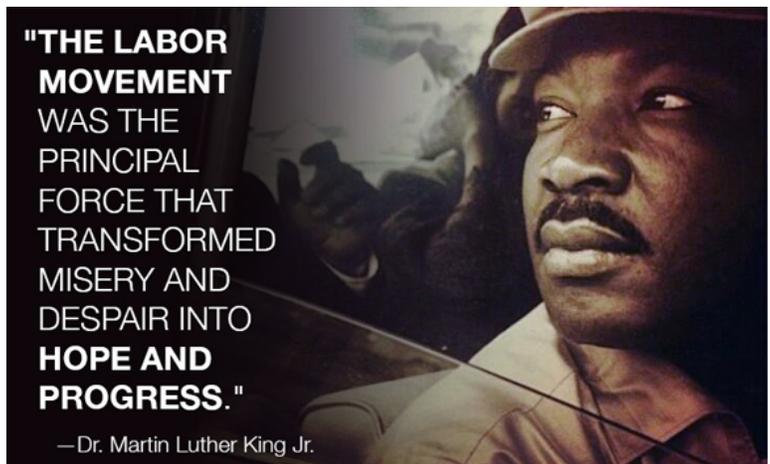
If we evaluated this claim on the basis of the reporting to HR, then perhaps it does. There are very few reports of accidents by BUFA members. There were 104 “incidents”

reported by Brock employees in 2017, and BUFA members reported only four of these. Incidents can be anything that you experience from the moment you arrive on campus to the time when you leave for the day. The incidents can be slips, trips, and/or falls in the parking lot, poor air quality, excessive noise in your office, and/or violence or harassment.

The Joint Health and Safety Committee is the forum where these incidents are discussed and members can push to minimize risks on campus. The Committee is made up of an equal number of representatives from the administration and from workers (both union and non-union). As per the Occupational Health and Safety Act, management cannot be more than half of the membership of the Committee. (We can pause to reflect on the history of workers’ struggles that led to this composition). The role of the Committee is to document and address health and safety concerns on campus, under what is known as the *Internal Responsibility System (IRS)*. If we are not able to successfully resolve issues via the IRS, the workers’ contingent can make a recommendation for remediation directly to the President of the University and the VP, Administration.

But, we need to know what is going on. I strongly encourage you to make a formal report of any incident related to your health and safety, including workplace violence or harassment. The first call to make is to your supervisor, who would normally be the Dean of your faculty or the University Librarian. The second call can either be to me or the BUFA Office for assistance (x4371 jbutovsky@brocku.ca).

Wishing all BUFA members good health!



—Dr. Martin Luther King Jr.

2018-2019 BUFA Executive Elections



Nominations open February 26th and close March 19th

Election polls will be open Tuesday, March 27th and close Wednesday, March 28th

Vice-President

- Fulfills the duties of the President in his/her absence.
- Recommends appointments to the Executive of BUFA members on BUFA, University, and Jointly-Appointed Committees.
- Serves as an ex officio member on the Grievance Panel.
- Serves on Association Committees and/or as a representative of the Association on University-wide committees as required.
- Performs such other duties as may be required by the Association and/or Executive Committee.

Treasurer

- Responsible for overseeing the finances and accounts of the Association.
- Oversees the preparation of the Association's budget.
- Oversees the preparation and reporting of the Association's annual audit.
- Regularly presents financial reports to the Association and to the Executive Committee.
- Serves on Association Committees and/or as a representative of the Association on University-wide committees as required.
- Performs such other duties as may be required by the Association and/or Executive Committee.

Communications Director

- Oversees production and distribution of the BUFA newsletter.
- Advises the Executive on communications-related issues.
- Represents the Association at OCUFA Board meetings, conferences, and events.
- Regularly presents reports to the Association and to the Executive Committee.
- Serves on Association Committees and/or as a representative of the Association on University-wide committees as required.
- Performs such other duties as may be required by the Association and/or Executive Committee.

Equity Officer

- Serves as the Employment Equity Advisor.
- Chairs the BUFA Equity Committee.
- Advises the Executive on policies, activities, and issues related to equity.
- Regularly presents reports to the Association and to the Executive Committee.
- Represents the Association as a member of the OCUFA Status of Women and Equity Committee.
- Performs such other duties as may be required by the Association and/or Executive Committee.

Non-tenured Faculty Representative

- Advises the Executive on policies, activities, and issues related to non-tenured faculty members of the Association.
- Performs such other duties as may be required by the Association and/or Executive Committee.

Professional Librarian Representative

- Advises the Executive on policies, activities, and issues related to Professional Librarian members of the Association.
- Performs such other duties as may be required by the Association and/or Executive Committee.

Member-at-Large

- Serves on Association Committees and/or as a representative of the Association on University-wide committees as required.
- Performs other such duties as may be required by the Association and/or Executive Committee.

The positions of President, Health and Safety Officer, and Grievance Officer have two-year terms and are subject to election in odd numbered years.



2018-2019 Executive Committee Nomination Form

TO: Shannon Lever
BUFA Executive Assistant

DATE: _____



We, the undersigned, wish to nominate _____ as
BUFA _____ for election to the 2018-2019 BUFA Executive.

NOMINEE (please print name)	SIGNATURE OF NOMINEE

NOMINATORS (please print name)	NOMINATORS' SIGNATURES

**THIS FORM MUST BE RETURNED TO THE BUFA OFFICE, MC D402,
OR MAY BE SUBMITTED ELECTRONICALLY EITHER
BY SCANNED DOCUMENT OR WITH ELECTRONIC SIGNATURE
TO bufa@brocku.ca
NO LATER THAN WEDNESDAY, MARCH 19, 2018 BY 4:00 P.M.**

Calendar of Events at Brock and in the Community

(Visit us online for more information)








www.BUFA.ca

February 13, 2018
 BUFA is collecting non-perishable food donations in support of the Food First Program for students. Drop off at the GMM (Pond Inlet) or in the BUFA Office.



BUFA Executive Committee
ELECTIONS
 NOMINATIONS
 OPEN FEBRUARY 26

WEDNESDAY, FEBRUARY 28

NICE
NEEDS
NO FILTER

BUFA PINK SHIRT DAY.CA #PINKSHIRTDAY #PINKITFORWARD

Reading Week
 February 19-23, 2018

You are Invited to Join Brock University Retirees' Association

If you are considering retirement or giving the university notice of your intent to leave your position, you should be aware of the existence of the Brock University Retirees' Association (BURA), an organized group of former faculty and staff. We would like to invite you to join us. Typical applicants are those who left their ongoing/permanent positions from age 55 onward. But there are other applicant groups who are eligible, as outlined on our website at www.brocku.ca/bura. Members' spouses and partners also are welcome.

Please note that being a member of the Brock University Pension Plan is not a requirement for joining BURA.

Our Association encourages the continuation of friendships initially established at Brock and hopes to spark fresh new ones through a series of events and activities scheduled September through June. A very modest annual membership fee is levied to cover basic operating expenses. Individual event costs, such as catering and venue rentals, are recovered from each attendee. The price is included in the event announcement which is distributed in advance to all members, and is payable at the door.

Before your Brock medical and dental benefits end, be sure to check out the BURA *Corsana* group insurance plan. There are benefits to completing an application to join within 60 days of your current health benefits expiration date, especially if you have a pre-existing medical condition. A general summary with contact information is available on our website. Membership in BURA is necessary for maintaining ongoing *Corsana* group benefits.

Alternative medical and dental plans exist. We also provide contact information for two that are aimed at retirees from educational institutions: the Retired Teachers of Ontario (RTO) plan and the Retired Teachers Insurance Plan (RTIP).

We hope this invitation has intrigued you enough to consider a BURA membership. If you have any questions about the information included on our website, please contact Pat Miller at pmillerfrem@gmail.com.

Yours sincerely,

Steve Hartman
BURA President

Patricia Miller
BURA Membership Facilitator