



In This Issue

Articles

- [President Report](#)
- [VP Communications](#)
- [VP Membership Services](#)
- [LR Report - Notes](#)
- [Bargaining Update](#)
- [2020 - A Look Back](#)
- [NASA News \(Contests\)](#)
- [Student Essay Winner](#)

[Peeking Over the Fence](#)
[MUFA](#)

Links

- [2020 Approved Budget](#)
- [2020 - Discounts](#)
- [ACIFA 2019 Climate Survey](#)
- [- NASA Results](#)
- [- Provincial Results](#)
- [NAIT HSS Newsletter](#)

Contact Us

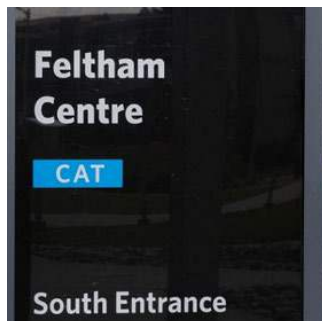
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I'M STRESSED OUT!

How About You?

My work environment at home is hardly ideal. I would much rather be teaching in a classroom, even if it was just in front of a camera and empty tables ... [Read More from](#)

[Gordon Cutting, VP](#)
[Communications](#)



What's in a Name

The renaming of the CAT building ... [Read more from](#)
[Garry Wilson, NASA](#)
[President](#)



2019 Essay Winner

Tech and enhanced education ... [Read the](#)
[winning essay from Paige](#)
[Lutz](#)



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NAIT Academic Staff Association

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*necessarily those of the NASA
Executive. Items that are unsigned
reflect general Executive views.*

SUBMISSION DEADLINE:

November 1, 2020

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I'M STRESSED OUT – HOW ABOUT YOU?

Gordon Cutting, Communications VP

I've agonized over what the topic of my first Intercom article of the 2020 academic year was going to be, but I finally decided that I HAD to air my current grievances and frustration. Perhaps you will empathize with me, or perhaps you will consider me a whiner, but I'm sure that many of you will find that you feel somewhere in between (if the bulk of you empathize with me then please let me know – perhaps we can express this frustration to management and get them to recognize that the instructional staff is not feeling positive/healthy about our current situation).

I am currently stressed to the limit. My work environment at home is hardly ideal – I'm working from a corner of our unfinished basement with limited access to electrical, an unfinished ceiling/floor space above me that lets me hear every step of the dogs as they run to the window to bark at anyone that goes by the house, very little heat (that I'm getting from a small heater that bakes my legs while leaving my toes frozen), our cat that is hanging out in the basement because the second dog that we got this summer hasn't quite made friends with him yet, and computer hardware that hasn't been cooperating with all of the essential software that I need to install in order to present to our students.

Below I've attached a picture of myself, the black cat that is barely identifiable in the picture (who always wants to cuddle during my online presentations and is unhappy at the moment of the photo because I've picked him up when he was doing his own thing...), the unfinished walls, and the painting tarp that I'm using as an airflow barrier to keep the pathetic little heater's efforts confined to my workspace (if you look closely, you can see the rod is a piece of $\frac{3}{4}$ copper piping that was left over from our original home build). The only thing that is missing is a big old patch of duct tape. However, if you look carefully, you can see where I've patched the poly with Tuck tape after adding an electrical outlet to support the computers and printer.

I had to retake the picture because I wasn't smiling in the first attempt, and I looked too sad. The first picture I took was more reflective of my current mood, but I chose to put on a brave(r) face.

I need a shave and a haircut, but those things are done in my free time, which I have little of in the last two weeks.

Behind me you can see the lightboard with which I was going to revolutionize my presentations. It works, but because of my technical issues, I have been unable to get the image reversed so that I could write on the back of the glass (so that I'm not blocking the text as with a whiteboard) and flip the text so that it is readable to the students. I was supposed to write this article on this awesome presentation device, but instead I'll link you to some YouTube videos so you can check these boards out for yourself. If you are interested in how I built my board then feel free to ask (gordonc@nait.ca). I thought I was doing something ground-breaking that I saw at the ACIFA conference a couple of years ago (<https://safacalgary.com/2018/04/26/acifa-award-winner-2017-2018/>), but the internet has taught me that, no matter how early you think you might be getting to the party, thousands – or millions – of people got there before you.



<https://lightboard.info/>

I've worked out a few of the technical glitches, and I hope to be able to provide some synchronous lectures using the board (as opposed to asynchronous recordings as is mostly presented on YouTube), but it's a work in progress at this time.

Also note the replacement printer ink on top of the printer behind me. That little box of black ink cost me \$80 (with our NAIT corporate Staples discount), and the color ink cost me \$100 from Costco.

In the first few months of the pandemic I laid out the financial capital for the heater, the tarp, upgraded internet so myself and our daughters could work/learn from home, and some electrical modifications/upgrades for my corner of the basement. In the month of September I have had to buy my own pens, whiteboard erasers, glassboard markers, and printer ink. The \$50/month stipend was initially taking care of the upgraded internet costs, but this month the color and black printer ink ate up about 3 ½ months of stipend all by themselves. I'm beginning to feel that this \$50/month stipend isn't going to cut it...

That's last was sarcasm, by the way. How did we go from being told in April that "the \$50 per month stipend is to cover your EXCESS costs of working from home," to September becoming "the \$50 per month should cover ALL of your home office costs"? Printer ink, paper, pens, markers, and internet costs aren't free. The added cost of running the furnace more, running extra computers and monitors, and other increased home expenses don't seem to be fitting into managements calculations...

Sure, I'm saving on commuting costs by working from home, but so far this academic year I have been spending more time on the road each day driving my girls back and forth from school between junior high and (new for our older daughter this school year) high school. This is technically our choice, but we're trying to keep the girls off the buses with the high-touch surfaces and the social-distancing limitations that buses dictate.

These additional parenting and transporting 'luxuries' aren't reducing my workload or getting my teaching done in less time. This is particularly frustrating when the people I normally talk/socially-distance with hear me complaining about working from home – they tell me I'm 'lucky'.

I would much rather be teaching in a classroom, even if it was in front of a camera and a set of empty tables. As many of you will surely agree, the environment/surrounds affect our teaching performance. I am substantially more efficient and effective working in a 'work environment.'

I get that there is a pandemic and, *boo hoo*, my job (which I still have) has been affected by this pandemic, but the stress of trying to do this from a non-ideal office, in a non-ideal environment, with non-ideal resources and support is getting to me, and I'm worried that it's going to grind me to dust before long.

Already I notice that I'm working later into the evenings, tossing and turning more in my sleep/getting poorer sleep quality, and am less patient with my family (who I adore, but I can't keep from popping down to ask me any question that comes to mind or wanting me to watch the dogs while they pop off to the store).

I'll terminate my rant there. I could go on about how I was shocked to hear that NAIT named/dedicated a building after our departing president during one of the most significant financial challenges of NAIT's history. Surely that could have waited until we were on less-uncertain financial footing. I also wonder how our corporate sponsors who have donated equipment and capital feel about an entire building being named after an individual when they've only gotten their names on labs, presentation theatres and other building spaces. Ethically, I go back and forth on the monetization of our learning spaces, but I'm pretty sure this renaming of the Centre for Applied Technology could have been considered or presented better.

On the positive side, it has been good to reconnect with the students. Several have already said that they find my online lectures/presentations extremely helpful because they have difficulty trying to understand the material from the textbook/resource material without the lectures. Few, if any, textbooks or resources can replace the efforts of an instructor who can listen to student questions and provide timely and relevant answers. I'm glad that we're still beating the internet for useful and comprehensive teaching and training, even though many of us are trapped in internet space.

And to those members who are doing their job face-to-face: I applaud you for your dedication and commitment and at the same time envy you for your ability to engage with the students in a common space even though you are facing some risk by doing so. Stay safe and hopefully everyone can return to campus to join with you soon.

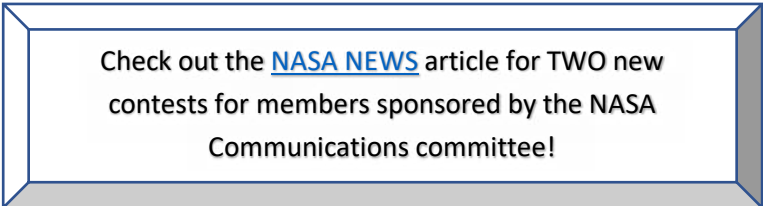
Please feel free to let me or any of the NASA Representatives know if any of my complaints are striking chords with you. One of the essential things that NASA is missing without the bulk of our members on campus is the lunchroom or 'watercooler' talk that normally occurs, and the emotional validation and release that goes with those conversations.

Or maybe I'm just whining.

Gordon Cutting

VP Communications, NASA

gordonc@nait.ca



Check out the [NASA NEWS](#) article for TWO new contests for members sponsored by the NASA Communications committee!

WHAT IS IN A NAME

Garry Wilson, NASA President



I have chosen to talk about a possible controversial subject. Within academia there is always the discussion around different viewpoints and controversies.



This is the talk around the renaming of a building on the Metro campus. Many will know the building I am referring to is The Centre of Applied Technology (CAT) building.

This building process was started under former President Sam Shaw and was completed under former President Glenn Feltham.

The name change that happened has surprised many people in the NAIT community. I am one of those people.

Many I've talked to feel this name change may be a slap in the face to our industry partners that have donated funds to have their name on our labs, classrooms, hallways and buildings.

Don't get me wrong I like Glenn, and I do believe he was a cheerleader for NAIT. He did do a lot for NAIT to help make it nationally recognized as a leading Polytechnic. I have had many meetings and have been to many functions at which Glenn was no doubt the grand cheerleader for NAIT. There are a lot who also know what it is like to be on the other end of the spectrum with Glenn as a leader.

Which now brings me to my dilemma.

It revolves around the lack of open transparency and optics from NAIT leadership. In this time of budget reductions, financial constraints and everyone working from home, why did the Board of Governors choose to forgo the 24-month waiting period for retirees according to ER 6.1 procedure? It leaves me wondering why. Was it due to personal relationships with outgoing board members?

We also cannot deny the fact that under his leadership Glenn allowed the largest deficit to occur and has had the largest reduction in Academic Staff of any of our past presidents. Is this a valuable way to spend NAIT resources during these tough economic times?

Why name a building after him?

Why rename the CAT and not the PIC, a building that he helped get built, which I feel has added to our increasing deficit? Or the Administration building with the renovations that occurred there that went over budget?

Why the name change, and why now?

Conspiracy theorists can only speculate why this happened.

This is where I wonder if it is like the Mario Lemieux and the Pittsburgh Penguins situation monies owed and how Mario became one of the owners.

Was there a large financial donation to NAIT by Glenn to have his name on the CAT building? Or is there another reason for this renaming?

I feel we may never know the real reason but will be reminded of the controversy for years to come. I think that there is more to this story that many are letting on.

NASA PRESIDENT – ACTIVITY REPORT

July 2020

- NAIT Relaunch meeting
- ACIFA President's Council (x2)
- Meeting with ACIFA & Minister of Advanced Education
- Meeting with HR Executive Director

August 2020

- NAIT Relaunch meeting with Alberta OH&S
- Meeting with member; IWAS
- ACIFA President's Council
- Meeting with HR Executive Director
- Meeting with VP Academic
- Meeting with ACIFA & Minister of Advanced Education
- Meeting with LRD re: member concerns

September 2020

- ALRB hearing

- NASA Executive (x2)
- NAIT Relaunch (x2)
- NASA Office COVID Safety plan
- Legal (x5)
- Multiple member meetings; Workload, Substitution, Respectful Workplace
- Alberta 2030 Innovation and Commercialization Roundtable (Alberta Government)
- Academic Council (Planning Committee and Orientation)
- NASA Arbitration Sub-committee (x2)
- Meeting with SAST and HR
- NASA Table Officers (x2)
- Meeting with STRades and HR
- Meeting with VP Academic
- Meeting with NASA President and Table Officers, NAIT President, VP Academic, HR Executive Director and HR Director Employee & LR

Ongoing issues: Intellectual Property/Copyright (legal and research), Workload and Schedules (10-hour block)

2019 STUDENT ESSAY WINNER

Technology and the Enhanced Education Experience

By Paige Lutz



(This essay has been reformatted to fit Intercom guidelines)

To get to the University of Alberta on time for my 8 a.m. class, I have to follow a strict routine: wake up at 5:30 a.m., be out the door by 6:25, drive to the bus station to catch the 204, connect to the LRT to take me to campus, and hopefully make it across campus to sit in my seat by 7:45. Without exaggeration, it takes a car, a bus, a train, and a hike to get to a campus within the same city I reside. The solution to the painful 2.5-hour ordeal? Technology. Improving and evolving technology has changed the education landscape, impacting every aspect of the modern learning experience. From electronic textbooks to entire virtual classrooms, no part of education has remained untouched from the influences of technology.

One of the most staggering parts of the impact of technology in the classroom is how the room itself is no longer confined to four brick walls. The typical university class setting – tables that are too small, plastic chairs that are less than comfortable, and restrictive areas of personal space – is fading out and its desirability is fading alongside it. Online classes gain popularity with every passing semester. According to a study conducted by the U.S. Department of Education, 33% of all students enrolled in fall 2017 post-secondary education took at least one online course; of that percentage, 15.4% were

exclusively enrolled in distance education courses¹. These numbers are up from the 2016 counterparts, where 14.7% were solely online, out of the total 31.1% of students involved in distance education¹.

Technology has impacted my physical health, as well. No longer is it necessary to figure out a way to maneuver three different four-hundred-page textbooks to school on any given day. I don't have to strain my back or my arms by carrying excess materials; everything is digitized on my laptop. With a chiropractor as a sister, I hear about the importance of proper posture and bodily wellbeing on a routine basis; knowing the effects of a heavy backpack on my spine is constantly on mind. Luckily, with technology, that worry goes away.

Furthermore, in relation to both physical health and the online classroom, when the inevitable back-to-school time comes and the annual 'welcome back' sickness makes its rounds, technology's helping hand once again lends itself to improving my school experience. As more and more professors continue to use online portals to post notes, answer questions on forums, and distribute quizzes, I can feel secure in knowing that I can miss one day and not miss important concepts. It is a win-win situation; I am able to stay home and recuperate before spreading any illness to peers, all while remaining actively involved in my education.

Not only does technology help improve my physical health, but I have also found it to enhance my mental wellbeing. According to a 2017, "fifty-six percent of post-secondary students report feelings of fatigue, while 25% experience clinical anxiety"². Just having that failsafe of knowing that I have the means to catch up on any work I may miss when I feel unwell or unable to go to class eases my anxiety I have over constant attendance. The symptoms of burnout and fatigue are always present, especially during the dark winter months. Sometimes it feels necessary to stay home and refocus my energy on something other than school. However, missing one hour of a \$750 class equates to wasting about \$20 of tuition. The concept of a virtual classroom means no money or education has to be compromised to better my mental health.

On the off chance that a professor prefers traditional teaching methods – pen and paper notes, no online portal – technology still aids the learning experience. The simple fact is that every student I have ever met has had access to or owned a smart phone, laptop, or both. Not only am I almost constantly connected to the course content, but I have immediate access to my fellow classmates. We can collaborate and share lecture notes over Google Drive, or instant message each other with questions during class in order to not disturb others. While coordinating group work can be a headache on a good day, having virtual access to the same document at any time of the day solves the problem of conflicting academic and personal schedules. This way, team members from Sherwood Park, St. Albert, Southside Edmonton and Spruce Grove can work together without everyone wasting valuable gas and time by attempting to coordinate a meeting on campus.

One of my most satisfying experiences of modern technology was being able to submit my 42-page group report last year virtually and realizing just how much of an environmental impact the class of 500 students was able to reduce for that one project alone. Technology has not just enhanced my education, but it has also helped with greening the campuses we all attend.

I consider myself lucky to be able to learn in the environment that I do. I can wake up at 7:30 a.m. to attend an online lecture at 8:00. I have the freedom to submit assignments from home. I can collaborate and connect with my fellow students and professors almost 24/7. The extra time I save with the luxury of using technology gets put into work and other extra-curricular activities that are just as important for self-development as getting an education. With technology progressing the ways of the classroom, I no longer have to just say that I'm a student. I'm a student, a Government of Canada Co-op employee, a volunteer, a volleyball player, a reachable friend, and an involved family member. Technology has not made the content we learn any easier than generations before, but it has revolutionized the ease at which we are able to access it.

1. U.S. Department of Education. (2019). *Enrollment and Employees in Postsecondary Institutions, Fall 2017; and Financial Statistics and Academic Libraries, Fiscal Year 2017*. <https://nces.ed.gov/pubs2019/2019021REV.pdf>
2. Family Kinnections. (October 25, 2017). *Anxiety and Depression in Post-Secondary Students*. <http://familykinnections.ca/anxiety-and-depression-in-post-secondary-students/>

MEMBERSHIP SERVICES

By Shauna MacDonald, NASA MSC VP

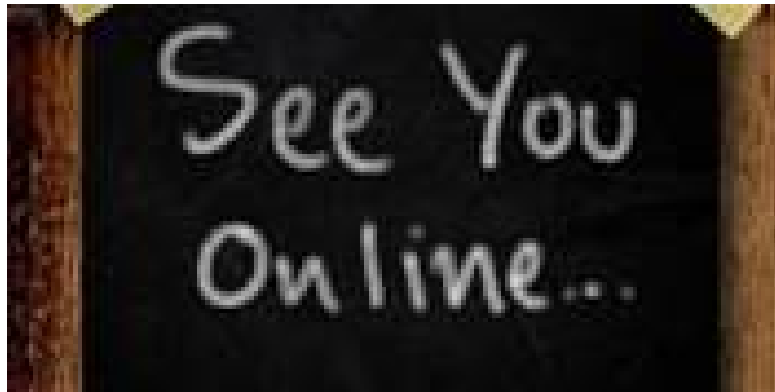
I would like to extend a warm welcome back to all our members, and I wish each of you a safe and healthy academic year.

It goes without saying that we are in unprecedented times. The changes to our society and our jobs will impact how the Membership Services Committee and I are able to host events and giveaways this year, but I foresee some interesting ideas coming from these changes too.



We have already started to brainstorm innovative ways to connect with members online. While we have not made any concrete decisions yet, it seems that with these changes will come some new (and I hope exciting) ways to approach the old traditional methods. Watch for details coming soon about our “Welcome Back” event.

Do you have ideas about online events and/or speakers? Please consider joining our committee or sharing your ideas with me at shaunam@nait.ca.



LABOUR RELATIONS

Jarret Serediak, NASA LRO

Welcome back to a new academic year. I have been working with many issues aside from bargaining since June 2020 including arbitrations, grievances, member concerns and ongoing workplace issues.

A current list of grievances is provided on the status report at the end of this article.

Members are encouraged to contact the NASA office (nasa@nait.ca) with any questions or concerns arising from the application of the Collective Agreement.

Section 8 – Association Recognition

8.01 No staff member shall make written or oral agreement with the Institute which conflicts with the terms of this agreement, nor shall the Institute ask, require, or permit any staff member to do so.

Section 15 – Work Schedule

15.01 Workload hours for staff members shall not exceed seven and one-quarter (7 ¼) hours per day to a maximum of 36 ¼ hours per week. Hours shall be continuous unless mutually agreed to by the staff member and the institute.

15.02 Programs will each determine their normal hours for program delivery utilizing a 10 hour block of time between Monday to Friday. Staff members will be scheduled within this window unless mutually agreed to by the staff member and the Institute. If the operational delivery of courses or course sections is required beyond normal hours a process will be established when assigning salaried staff members, with due consideration given to work life balance.

Staff members may request hours outside this range that will be taken into consideration by the Institute and will be approved if they meet the operational requirements for the delivery of the program.

A full rendition of the Collective Agreement can be accessed [HERE](#).

GRIEVANCE STATUS REPORT – as at September 22, 2020

GRIEVANCE #	ISSUE / ACTIONS	STATUS
DRF-2020-SEPT RC-00010	ALRB Extension granted to Sept 25/20 Response required: Sept. 11/20 Filed at Labour Board: Sept. 2/20	Open
2020-05-28	Arbitration Subcommittee: Forward to Arbitration, Sept. 10, 2020 Heard at Step 3 - Denied Filed at Step 3 (Policy grievance)	Open
2020-05-26	Forward to Arbitration: Sept. 15/20 Arbitration Subcommittee: Sept. 15/20 Heard at Step 3 - Denied Filed at Step 3 (Group grievance)	Open

2020-03-03	Step 3 – Sept. 28/20 Filed at Step 3 – Abeyance June 29,2020 Discipline	Open
NAIT VS NASA	Awaiting Arbitration Date Section 12	Open
2019-10-04	Arbitration dates: Nov.5-6, Dec 14-18,2020 Motion: ARB-2019/20-01 Termination	Open
2019-04-10	Arbitration Date: March 9-10, 2020 Motion: ARB-2018/9-17 Termination	Open – Awaiting Panel decision
2018-11-07 G	Arbitration: January 13-15, 2021 Motion: ARB-2018/9-16 CCP Group	Open
2018-11-07 P	Arbitration: January 13-15, 2021 Motion: ARB-2018/9-12 CCP Policy	Open
2018-09-202	Temporarily Adjourned Arbitration: May 5-8, 2020 Motion: ARB-2018/9-14 Redundancy	Open
2018-09-201	Temporarily Adjourned Arbitration Date: May 5-8, 2020 Motion: ARB-2018/9-14 Redundancy	Open
2018-09-21	Arbitration Date: March 31 – April 3, 2020 Motion: ARB-2018/9-11 Contractor Dues	On-going
2018-08-291	Arbitration Date: Feb. 22-24/21 April 8, 9 & 15, 2020 Motion: ARB-2018/9-10 Redundancy	Open
2018-08-30	Arbitration Date: October 5-6, 2020 Motion: ARB-2018/9-9 Redundancy	Ongoing
2018-01-17	Arbitration Date: November 16-18, 2020 Motion: ARB-2018/9-6 Compensation (Survey Issue)	Open
DFR-2020-APR GE-08260	Labour Board Decision: In favor of NASA Response filed: May 19, 2020 Filed at Labour Board	Closed

Bargaining Update #12

September 28, 2020

The NASA Bargaining Committee would like to provide an update since resuming negotiations after the summer break. We met virtually with the employer on August 28 and September 25, 2020. Negotiations will continue to be conducted online until restrictions due to COVID-19 are relaxed.

Over the two days we discussed proposals focused on Workload (Section 16) and Employee Type which touches on a number of Sections within the collective agreement, primarily looking at replacing NAIT's contractor model with that of an employee covered under the collective agreement. We have not yet received a response from the employer on our latest two proposals on Workload and Employee Type and we look forward to discussing these with the employer over the coming weeks.

Other major items of interest to NASA members still to be negotiated revolve around wages, benefits, term of the new collective agreement and incorporating ESL members into the collective agreement.

Our next bargaining meetings with the employer will be on October 16 and November 13, 2020. Both sides are canvassing further dates to collectively bargain in the months of October and November and we will communicate those dates should we be able to get together.

Thank you and please feel free to get a hold of the Bargaining Committee should you have any questions or comments.

Thank you.

Keep up to date by visiting the NASA Website's [Bargaining Update](#) page.

A LOOK BACK AT MEMBERSHIP EVENTS 2020

Glenn Tkachuk, Recently Retired NASA MSC VP



Speaker: Kelsey 'Cannabis' Watt with MSC Member Todd Buchart

In January, speaker Kelsey 'Cannabis' Watt presented two back to back sessions, "Cannabis: Affecting Behaviour in the Classroom. These sessions were recorded and one has been posted on the NASA website. Click on her photo and you will be redirected to the site.

Also in January we hosted the Mid-Winter Frolic, Roaring 20's event. This annual themed event was catered by NAIT Catering Services and they provided us with some fantastic food from that era.

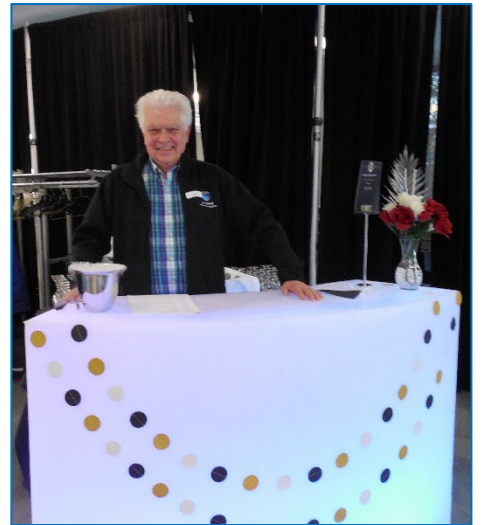
We had door prizes provided by some of our Corporate Discount Sponsors – Thank You! Pictures of the event and our winners can be found on the next few pages. The full list of all Corporate Discount Sponsors can be accessed on our website, click [HERE](#),

Revolution Entertainment was brought in to set up a themed speakeasy photo booth that provided our guests with an opportunity to have a little fun and receive their pictures on the spot!.



2020 MID-WINTER FROLIC





MBS

INSURANCE BROKERS LTD.

\$100 Gift Cards





The Sutton Place Hotel
EDMONTON



LEDUC CHRYSLER

Since 1952

DODGE // Jeep RAM



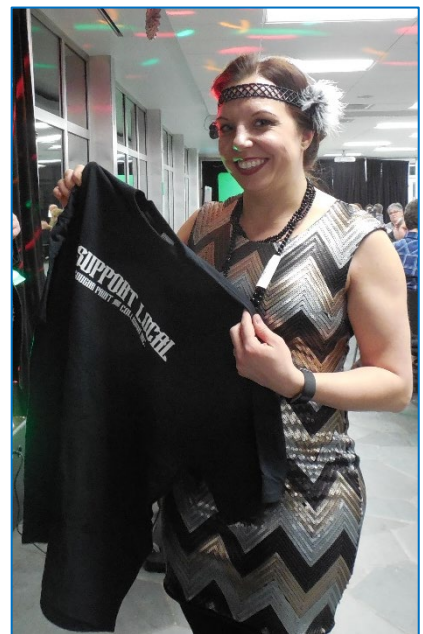
PractiCar

Car & Truck Rentals



COUGAR

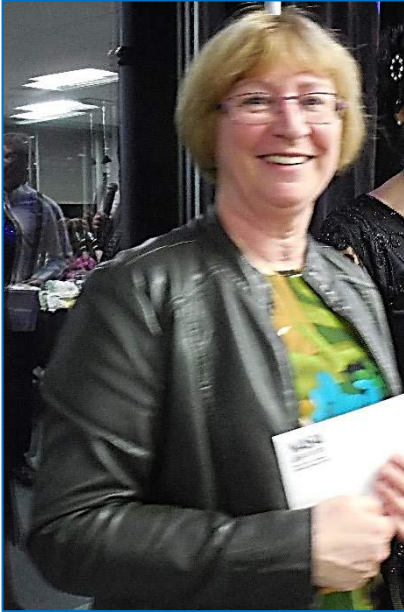
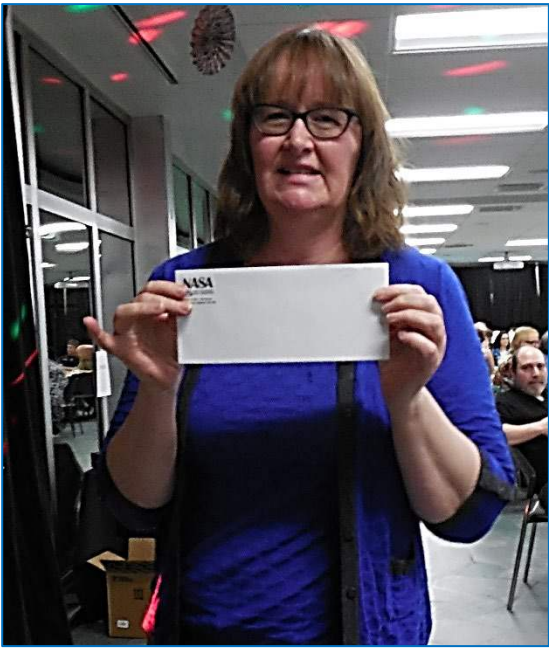
PAINT & COLLISION INC.



MSC Google Home Mini



MSC \$25 Retail Meat Store Gift Card



NASA NEWS

MBS Contest Congratulations!



Congratulations to the (5) \$100 gas card winners from the MBS contest that ended August 31, 2020. (Check out NASA's [Contest Page](#) for a new contest from MBS)

\$100 Visa Gift Card Winners

- 1) Bart Oleksy
- 2) Junxiang Liang
- 3) Shauna Lesick
- 4) Cheryl Keen
- 5) Shelley Bester



New Contests

Sponsored by the NASA Communications Committee

DYSFUNCTIONAL HOME CLASSROOM/OFFICE

The top 10 most dysfunctional home classrooms/offices picks will receive a \$200 gift card to Costco

Criteria:

- Photo must clearly show the member in their home office/classroom
- Members must submit a description outlining the challenges of working from home in their spaces.

WORKING MASKS ON CAMPUS

- 1) The top 5 in-class mask picks will receive a \$50 Visa gift card
- 2) The top 5 at-NAIT mask picks will receive a \$50 Visa gift card

Criteria:

- 1) Photo must clearly show the member in-class at NAIT with their mask.
- 2) Photo must clearly show the member at NAIT with their mask.

All entries will be judged by the Communications Committee (and thereby excluded from the contest). Open to NASA members only. All decisions are final. **Submit your entry to:** intercom@nait.ca

DEADLINE: October 15, 2020

All photos will become the property of NASA and may be used in future publications of Faculty Conversation: Intercom, and/or other electronic communications/social media platforms.

Newsletter

Volume 47.1
Editor: Elkafi Hassini

McMaster University Faculty Association - September 2020



SAVE THE DATES!

MUFA General Meeting
December 10, 11:00am

MUFA Annual General Meeting
TBD

IN THIS ISSUE

President's Report: A new normal?

Congratulations on withstanding the disruption of a lifetime; we have indeed proven that the university system is quite resilient thanks to the robustness of its major stakeholders and the agility by which we are reacting to the COVID-19 pandemic. While we all miss the vibrancy of our campus at this time, it is great to see that our academic programs and many of our research projects are on track. Thank you to all our faculty members for the great work that you are doing, despite the novel challenges you had to cope with. In particular, I would like to thank our retiring members for their years of service. I would also like to welcome our new members and wish them the best as they make a smooth transition to Mac.

In normal years, MUFA will typically have a busy year representing and protecting the interests of its members. This year will be no exception and the COVID-19 pandemic is providing us with a heightened sense of the importance of working together in a consultative decision making approach, both within MUFA and with the administration. I am confident that with the support of our strong executive committee and our collegial governance traditions we will be able to overcome the new challenges brought by the pandemic.

In addition to attending to individual members concerns, MUFA works on behalf of faculty to review and create new policy that effect the terms and conditions of employment of faculty. In this regard, several policies were updated during the past year. The policy on the Allocation of Teaching-stream Positions Across Faculties (SPS A9) has been updated and received all necessary approvals on March 5, 2020. This policy now specifies portions for teaching-intensive faculty positions both within a Faculty and across the University. It is anticipated that the revised policy will provide more flexibility to Faculties as well as streamline planning and coordination with MUFA on these matters. The policy on Recruitment and Selection of Faculty Members (SPS A1) has seen a major overhaul, that was in the making for over three years, and has been approved on April 16, 2020 and became effective on July 1, 2020. The changes are meant to set practices and guidelines to support equity, diversity and inclusion. The policy on Procedures for the Assessment of Teaching (SPS B1) has been updated and got final approvals on April 16, 2020. The change involves mainly the format of the first question in the teaching

President's Report	p1	New Faculty Workshops	p8
New UTS Website	p3	2020-2021 Faculty Association Council	p9
Observers Needed	p3	Childcare Allowance	p9
Career Progress & Merit (CP/M) For 2020	p4	Committee Structure 2020-2021	p10
External Tuition Bursary Benefit Applications	p5	OCUFA Board Meeting	p11
Retiring Members	p7	COVID-19 MUFA Website	p12
Welcome New Members	p7	Benefit Year End Reminder	p12
		Passages	p12



evaluation and that it be not used for tenure/permanence, promotion or career progress/merit (CP/M). In addition, we have settled the procedure for applying for the external tuition bursary and reached to agreements within the Joint Committee on an optional extension to the tenure/permanence and promotion cycle as well a modification to the [CP/M plan for 2020](#) to accommodate the COVID-19 special circumstances.

Going forward, I anticipate that we will focus on the following:

Joint Committee: This committee focuses on matters of concern to the university and discusses all issues related to the terms and conditions of work for faculty. It is also mandated with the negotiation of our annual salary and benefits agreements. It has six members, three from the administration and three from MUFA. It meets monthly and serves as the main conduit for discussing matters about revising and creating policies. This year, the MUFA representatives are Nicholas Kevlahan (MUFA VP/ President Elect, Mathematics & Statistics) and Catherine Anderson (MUFA Remunerations Chair, Linguistics and Languages), and me (Operations Management, Business). The administration will be represented by Susan Tighe (Provost, Civil Engineering), Roger Couldrey (VP Administration) and Kim Dej (Vice-Provost (Faculty), School of Interdisciplinary Sciences).

Pending Policy Revisions: It is expected that we will continue to work on revising several policies. First, we have recently approved some minor changes to the policy for Referees – Tenure-Stream Faculty (SPS B7) and the CV Requirements (SPS B11) at joint committee to make them more amenable to be inclusive of community engagement research. These are expected to go through Senate and the Board of Governors for approval in the fall. Second, we expect to wrap up the review of the Faculty General Grievance Procedure which has been in the making for more than two years. The review will ensure that faculty have more options to put some checks and balances on the hearing procedures and outcomes. It is quite likely that this revision will entail revisions to other four policies that involve hearings. The Tenure and Promotion Policy is also expected to be reviewed to ensure that it supports equity, diversity and inclusion. A committee has already been setup and our past-president Alison Sills is one of its members.

Pre-Bargaining: One of our last agreement terms is to set-up working groups to look at outstanding issues on pensions and post retirement benefits plans. A working group has just completed its work on pensions and its final report will be made available to all members soon. The group focused on the Canada Pension Plan integration and pension indexation. We are currently starting to setup another working group to look at post retirement benefit plans. The outcome of these two groups will inform our remuneration committee that would start its work next fall.

Pay Equity: Our past president, Alison Sills, has completed a data analysis on gender salary gap since the last adjustment that was done in 2015/16. We found that there is a significant gap in 2019 and that it seems to be due to starting salaries during the first five years. We plan to conduct further analysis to understand the causes of this gap and what can be done to rectify it and avoid it in the future. To do so we will need collaboration and data sharing from faculties. We also intend to explore enlarging the lens of equity to go beyond gender and be inclusive of other visible minorities. A starting point may be the CAUT report on the [Underrepresented & Underpaid: Diversity & Equity Among Canada's Post-Secondary Education Teachers](#).

Retirement Phase-in and Faculty Renewal: Currently we have a policy on Faculty Reduced Workload Policy – Phase-in to Retirement (SPS C6). We would like to look into the usage data for that policy and investigate ways of improving it to provide better means for faculty to phase-in to retirement and at the same time allow Faculties to better plan for faculty renewal.

MUFA Council: The council has representatives from every Department and Area in the university. The councillors can potentially provide a valuable source of support for the executive committee as they can convey local concerns in Areas/Departments, help in standardising procedures when relevant and for equity purposes across all units, and can serve as a means for channeling information from the executive committee to members. We plan to work on a more formal, but still flexible, way of engaging councillors. One idea is to invite councillors to join a select number of the executive committee meetings. This will be relatively easy to do this year as it is likely all our meetings will be done remotely.

Enrolments, Digital learning: a new normal? While the move to remote teaching has been solely motivated by the pandemic, it may not disappear with its end. There will be the cases where an instructor finds that they have discovered new means for enhancing student learning through online tools and as such it will be perfectly fine for them to choose to continue to use those tools in the future. On the other hand, we have to be vigilant that remote teaching does not become the “new normal” for other non-pedagogical reasons such as the de facto imposition of digital learning as an ex post justification for the recent cost increases to accommodate remote learning or the large increases in student enrolment that seem to be the result of poor planning.

Legal Counsel Support: We are noticing that the administration is involving legal counsel (both internal and external) more and more in hearings and investigations that involve faculty. This should be of a major concern to us as it creates an unfair and asymmetric representation for our members. It is also likely to challenge the collegial governance that we pride ourselves on creating. We will continue to work with the administration on ways to avoid such escalations of conflict resolutions, but at the same time we want to make sure that we have in place a reasonable process for providing legal support for our members. Such a process can be used in cases of necessity, but it also can serve as a form of hindrance for the administration to not rush into engaging external legal counsel when they know that our members will be equally represented from the get go.

To close, I would like to invite you to send in your suggestions and comments to me directly at mufapres@mcmaster.ca, or our excellent MUFA staff at mufa@mcmaster.ca. Channeling your concerns to MUFA will ensure that they are discussed in different forums such as the executive committee meetings, our monthly joint committee meeting, biweekly meeting with the provost and/or the monthly meeting with the president. I am also extending my invitation to you to attend the annual general meetings. The one in December will be done remotely and I hope that will make it easier for you to join us.

Elkafi Hassini
MUFA President

New website from UTS provides feature-packed, user-friendly experience

The University Technology Services (UTS) website has undergone major changes in both appearance and features! As McMaster’s central IT unit, UTS provides campus-wide IT services and support. This new website launches many new features—such as Live Chat, which connects visitors with UTS Service Desk Analysts to provide real-time support, and Search Filters that neatly organize services into student, staff or educator categories so information is always relevant. UTS is also extending support hours for our Service Desk in preparation for the fall term.

To read more about the new UTS website, click [here](#).



Observers Needed

Required: members of the Faculty Association—yes, RETIREES also qualify—to serve as observers for appeal and grievance hearings. The role of the Observer is to report on the adequacy of the procedures, with a view to making recommendations to improve relevant policies, not to comment on the conduct or the judgement of the tribunal. Hearings usually take place over one or two days. For more information, send us an email at (mufa@mcmaster.ca).

Career Progress & Merit (CP/M) for the calendar year 2020

As one component of the University's strategy to support our community during the COVID19 pandemic, we are implementing a modification to the calculation of CP/M to be applied to the 2020 calendar year. We acknowledge that the impacts of this crisis may be felt further into the future, and we undertake to monitor the situation and perhaps make future modifications, but this statement applies to CP/M for the calendar year 2020 only.

1. The Record of Activities Form will be modified to encourage faculty members to provide as much detail as they wish about their activities during this calendar year, which may include course modifications, new instructional modalities, changed research priorities, limited access to research materials, and reorganization of service obligations due to the COVID19 pandemic. These instructions will be added to the current sections 1.5 (Noteworthy Contributions to Teaching Practice), 2.5 (Noteworthy Contributions to Research), and 3.4 (Noteworthy Service-related Activities).
2. The evaluation of faculty members will go forward as normal, following the CP/M policy, up to step 8 under 'Procedures' in that document.
3. After the CP/M par units have been decided under the normal procedure, the Department Chair¹ will compare the 2020 awards to the average of the faculty members' last three years. That average will be rounded to the nearest multiple of 0.25 (e.g. both 1.17 and 1.30 will become 1.25 par units). If the rounded average is higher than the faculty member's score for 2020, the average will be awarded instead of the 2020 score.

For recently-hired faculty members who have CP/M evaluations only for 2018 and 2019, those scores will be averaged and used as the comparison. For faculty members who have a CP/M evaluation only for 2019, that value will be used as the comparison. The same methodology will then apply to determine if the faculty member's score will change from the initial 2020 evaluation.

Faculty members for whom this is their first CP/M evaluation at McMaster and who receive less than 1 par unit in 2020 will have their files evaluated by the Dean of their Faculty and the Dean of Graduate Studies, with the expectation that all new faculty members will receive a score of 1 par unit except in exceptional circumstances.

The above method will be applied even if faculty members have already had a three-year average applied to their CP/M score in the last three years (because of pregnancy/parental leave or sabbatical, for example).

4. When this adjustment process is complete, step 9 of the CP/M procedures will be taken ("The President informs each faculty member of her/his final CP/M award.")

The par units needed to support the adjustments described above are in addition to the 120 par units per 100 faculty members that are listed in the Joint Administration/Faculty Association Committee Remuneration Agreement signed on March 13, 2019. Approved by the Joint Committee July 21st, 2020

¹ Department Chair also means Area Chair, Assistant Dean in Health Sciences, Director of a School, or equivalent.

External Tuition Bursary Benefit Applications

McMaster University is dedicated to the pursuit of life-long learning and skill development.

The [External Tuition Bursary](#) for Dependants and Spouses offers tuition reimbursement from non-McMaster post-secondary institutions, to assist in furthering the education of eligible dependants and spouses.

Applications for the McMaster External Tuition Bursary Benefit for Dependants and Spouses of MUFA members for the 2020/2021 year will be accepted starting from August 31, 2020. This benefit is available to dependent family members and spouses of eligible employees as defined by the [Policy](#) and who have completed a minimum of three years of continuous service with the university.

Note that more than one Application Form can be submitted for each dependant/spouse for an eligibility review for each term they are enrolled in. Application deadlines for each term are listed below.

What You Need to Know:

Process

- The application is a two-step process that requires proof of enrolment, payment, and completion of courses.
- The first step in the process includes the submission of a [benefit eligibility application](#).
- The application and payment procedures for the External Tuition Bursary Benefit (for non-McMaster students) are different from the Tuition Bursary Benefit for McMaster students and from the Tuition Assistance benefits. Employees wishing to apply for benefits under these programs can find out more by visiting the Registrar's Office [website and the HR website](#).

Benefit Amount

- The bursary benefit divides a fixed annual pool among eligible applicants. The maximum payable amount per applicant is determined by the total number

of eligible applicants each year and for the 2020/21 academic year will not exceed \$6,510.

- For the 2020/21 academic year, the pool for MUFA applicants is \$250,000.
- The bursary benefit that is paid will be determined after September 30th after the academic year is completed and once all applications are received, and approval is communicated to eligible applicants.
- The benefit is payable in November after the academic year is completed.
- For example, students who complete a summer 2021 term will receive their bursary payment in November 2021.
- McMaster University will report bursary benefit received by Eligible Dependants/Spouses to that individual on a T4A slip by the end of February of the calendar year following the year that the bursary amount is issued. For example, when the benefit is paid in November 2021, the T4A will be issued in February 2022. The Eligible Dependant/Spouse will be responsible for paying any applicable income tax and should consult their personal income tax advisor for guidance accordingly.
- The bursary benefit amount will be communicated to the employee upon final review and approval of application.

How to Apply:

The application for the External Tuition Bursary is a two-part process. A summary of the application deadlines is included in the table below.

Part 1: Application Form

1. Access the External Tuition Bursary tile from the Employee Self Service page in Mosaic.
2. Complete and submit the Application Form on behalf of your dependant/ spouse.

Note that you may submit multiple Application Forms for each dependant/spouse for each term they are enrolled in, or alternatively, if enrollment details for the full academic year are known in advance, one Application Form per dependant can be submitted for all

terms.

- You will be notified within two weeks via email whether your application has been pre- approved.

Part 2: Payment Application Form

Part 2 should only be completed if your application was pre-approved in Part 1 (above) and must be submitted by September 30 each year.

- Access the External Tuition Bursary tile from the Employee Self Service page in Mosaic.
- Complete and submit the Payment Application Form on behalf of your dependant/spouse.
Note that **only one** Payment Application Form for each dependant/spouse should be submitted for each academic year. All applicable Application Forms for the academic year should be attached to the Payment Application Form.

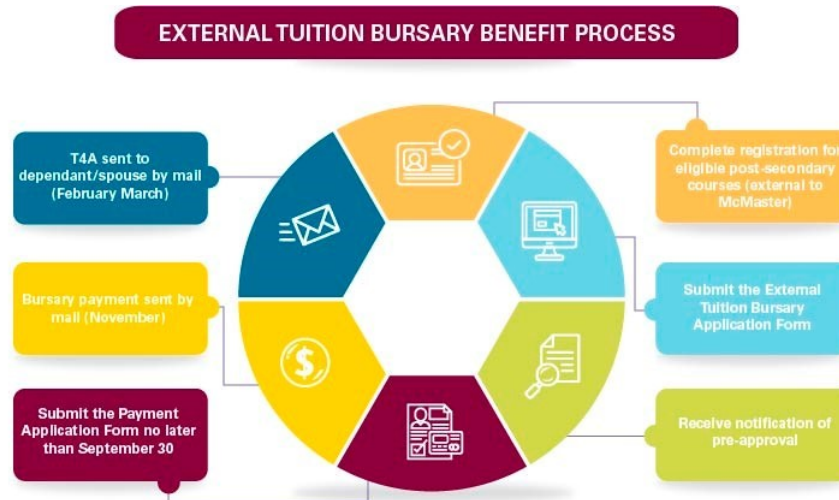
- You will be notified when your payment application is approved.

If approved, you will receive additional notification of bursary benefit amount your dependant/spouse will receive. A cheque will be mailed to the address of your dependant/spouse as provided on the Payment Application form. A T4A will also be mailed to the same address, during the regular reporting period of February.

Application Deadlines

Part 1: Application Form	
Course/Term	Application Form Deadline
Fall 2020	August 31*
Winter 2021	December 31
Spring/Summer 2021	April 30
Part 2: Payment Application Form	
All Courses / Terms	September 30, following the Academic Year ending August 31

*This deadline will be extended to September 30 for Fall 2020 courses to accommodate the new application process



Please read the [Tuition Bursary Program Policy](#) for specific eligibility requirements for the External Tuition Bursary Benefit.

Further details about the application process, deadlines and entitlements are posted on the [HR website](#). Questions can be directed to hr.mcmaster@mcmaster.ca

Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those who have retired during the academic year. Unfortunately, The annual luncheon for MUFA retired faculty and librarians will not take place in the fall of 2020. We look forward to co-hosting this event as soon as it is safe to do so.

Barbara Brennan Obstetrics and Gynecology	Catherine Kallin Physics and Astronomy	Joseph Rose Human Resources and Management
Hugh Couchman Physics and Astronomy	Janet Landeen Nursing	Lorie Shimmel Rehabilitation Sciences
Michele Anne Drummond-Young Nursing	William Leigh Chemistry and Chemical Biology	Robert Storey Labour Studies
Elisabeth Gedge Philosophy	Wayne Lewchuk Labour Studies & Economics	Ruta K Valaitis Nursing
Catherine Graham School of the Arts	Cheryl Missiuna Rehabilitation Sciences	Patricia Wakefield Health Policy and Management
Nadine Graham Rehabilitation Sciences	Paola Muti Oncology	Wilfrid Joseph Waluchow Philosophy
John Hassell Biochemistry and Biomedical Sciences	Dorothy Pawluch Sociology	Priyanthy Weerasekera Psychiatry and Beh. Neurosciences
Anju Joshi Health, Aging, and Society	James Reilly Electrical and Computer Engineering	Peter Whyte Pathology and Molecular Medicine

Welcome New Members

Kevin Browne Computing and Software	Basit Iqbal Anthropology	Laurie Paula Perrett Rehabilitation Science
Katherine Bujold Chemistry and Chemical Biology	Caroline Junkins Mathematics and Statistics	Jenna Rajchgot Mathematics and Statistics
Robert Cockcroft Physics and Astronomy	Vincent Maccio Computing and Software	Behnam Sadeghirad Anesthesia
Nicole Dalmer Health, Aging and Society	Neerja Mhaskar Computing and Software	Smith-Turchyn Rehabilitation Science
Adrienne Davidson Political Science	Jennifer Mohaupt Nursing	Stephanie Springgay School of the Arts
Kaitlin Debicki English	Christiaan Mueris Economics	Sarah Anne Styler Chemistry and Chemical Biology
Leigh Elizabeth Doyle Anthropology	Manali Mukherjee Medicine	Sarah Svenningsen Medicine
Allauren Samantha Forbes Philosophy	Laura O'Neill Psychiatry & Behavioural Neurosciences	Jeremy James Walsh Kinesiology
Cameron Franc Mathematics and Statistics	Kenneth Owen Medicine	Angela Lynn Zheng Economics



New Faculty 2020-21 Workshops

hosted by the
Office of the Vice-Provost, Faculty

All workshops to be held from
3pm to 4:30pm

These workshops expose faculty to McMaster's various management and support structures and involve guest speakers from across campus to present critical topics for career success. Each peer-to-peer workshop format provides an excellent opportunity to hear from reputable faculty and/or senior leaders on aspects of the academy to help junior faculty develop their intellectual pursuits and campus community connections.

All events take place remotely (platform link will be distributed closer to the event date).

2020

Friday, September 25

Work-life Balance

Register at: [Work-life Balance](#)

Friday, October 23

Teaching Fundamentals and Technology

Register at: [Teaching Fundamentals-Technology](#)

Friday, November 20

Graduate Supervision

Register at: [Graduate Supervision](#)

Thursday, December 10 (change to the day of the week)

Granting & Funding Landscape

Register at: [Granting-Funding Landscape](#)

2021

Friday, January 15

Equity, Diversity and Inclusion

Register at: [Equity-Diversity-Inclusion](#)

Friday, February 5

Building Your Research Portfolio

Register at: [Building Research Portfolio](#)

Friday, March 5

Experiential Learning

Register at: [Experiential-Learning](#)

Friday, April 9

Collaborations

Register at: [Collaborations](#)

T/P Sessions – Choose one date - Event Information is Repeated

9:30am to 11:30am

Monday, November 23, 2020

and

Monday, November 30, 2020

Register at: [Tenure & Promotion](#)

If you have any questions, please contact

Jill Axisa

Director, Faculty Leadership and Development

axisaji@mcmaster.ca

ext. 24619

2020-2021 Faculty Association Council

In order to maintain close contact with faculty members at the department level, the MUFA Executive established the Faculty Association Council made up of representatives from every academic department. These representatives serve as liaisons between the Association's Executive Committee and the members of the Association.

MUFA wishes to thank all of our Faculty Association Council members for their continued service.

Accounting & Financial Management	Aadil Merali Juma	Interdisciplinary Science	Chad Harvey
Anthropology	Kee Yong	Kinesiology	Krista Madsen
School of the Arts	M. Woolhouse	Labour Studies	Stephanie Premji
Biochemistry & Biomedical Science	Russell Bishop	Library	Wade Wyckoff
Biology	Ana Campos	Linguistics & Languages	Nikolai Penner
Chemical Engineering	Prashant Mhaskar	Marketing	Marvin Ryder
Chemistry & Chemical Biology	Ryan Wylie	Materials Science	Andre Phillion
Civil Engineering	Samir Chidiac	Mathematics & Statistics	Adam Van Tuyl
Classics	Claude Eilers	Mechanical Engineering	Gary Bone
Communication Studies & Multimedia	Sara Bannerman	Medicine	Karen Beattie
Computing & Software	Antoine Deza	Nursing	Michelle Butt
Economics	Katherine Cuff	Obstetrics & Gynecology	Derek Lobb
Electrical & Computer Engineering	James Chen	Operations Management	Elkafi Hassini
Engineering Physics	Rafael Kleiman	Pathology & Molecular Medicine	Laurie Doering
School of Engineering Technology	K. Apostolou	Pediatrics	Joyce Obeid
English & Cultural Studies	Mary Silcox	Philosophy	Sandra LaPointe
Family Medicine	Matthew Kwan	Physics & Astronomy	M. Rheinstadter
Finance & Business Economics	John Siam	Political Science	Greg Flynn
French	Nicholas Serruys	Psychiatry & Beh. Neuroscience	James MacKillop
Geography & Earth Sciences	N. Yiannokoulias	Psychology, Neuroscience & Beh.	Deda Gillespie
Health, Aging & Society	Meridith Griffin	Rehabilitation Sciences	Lilian Coman
Health Policy & Management	Glen Randall	Religious Studies	Daniel Machiela
Health Research Methods, Evidence & Impact	Amiram Gafni	Social Work	Christine Sinding
History	Stephen Heathorn	Sociology	Luca Berardi
Human Resources & Management	Aaron Schat	Strategic Management	Linda Stockton
Information Systems	Ali Montazemi	Surgery	J. Astephen-Wilson

Childcare Allowance

The gross payment for the childcare allowance was \$2,326.56 and was included in the August 7, 2020 pay deposit. If you are eligible for the payment and did not receive it, please contact your [HR Advisor](#).

To review the eligibility requirements, please visit <https://hr.mcmaster.ca/app/uploads/2019/02/CHILD-CARE-ALLOWANCE-Language-MUFA-1-42.pdf>



Committee Structure 2020-2021

Standing Committees

Academic Affairs

Katherine Cuff, Economics

Human Rights

Lydia Kapiriri, Health, Aging and Society

Joint Committee

Catherine Anderson, Linguistics and Languages

Elkafi Hassini*, Operations Management

Nicholas Kevlahan, Mathematics and Statistics

Membership

Gail Gauvreau, Medicine

Nominating Committee

Marshall Beier, Political Science

Elkafi Hassini*, Operations Management

Bonny Ibhawoh, History

Robert Fleisig, Engineering Practice and Technology

Nicholas Kevlahan, Mathematics and Statistics

Alison Sills, Physics and Astronomy

OCUFA Director

Nicholas Kevlahan, Mathematics and Statistics

Pension Committee

Sherman Cheung, Finance and Business Economics

Claude Eilers*, Classics

Elkafi Hassini, Operations Management

Thomas Hurd, Mathematics and Statistics

Nicholas Kevlahan, Mathematics and Statistics

Alison Sills, Physics and Astronomy

Public Relations

Elkafi Hassini, Operations Management

Remuneration

Catherine Anderson, Linguistics and Languages

Special Enquiries & Grievances

Ana Campos, Interdisciplinary Science

Kirsten Culver, Nursing

Tenure/Permanence

Gail Krantzberg, Engineering Practice and Technology

Treasurer

Aadil Merali Juma, Accounting and Financial Management

Returning Officer

Matheus Grasselli, Mathematics and Statistics

University Committees & Boards

Copyright Working Group

Greg Flynn, Political Science

Honour M Selection Committee

Todd Alway, Political Science

McMaster Children's Centre

Hao Yang, Civil Engineering

Pension Trust

Sherman Cheung, Finance and Business Economics

Claude Eilers, Classics

Thomas Hurd, Mathematics and Statistics

President's Advisory Committee on Building an Inclusive Community

Elisabet Service (I), Linguistics and Languages

Wendy D'Angelo (II), Linguistics and Languages

President's Advisory Committee on Relations with Community

Lisa Schwartz, Health Research Methods, Evidence and Impact

Rudy Heinzl Award for Excellence Committee

Peter Vilks, Strategic Management

**Committee Chair*



OCUFA Board discusses impact of COVID-19

On Friday, May 8, OCUFA held its final Board of Directors meeting of the 2019-20 academic year, and the organization's first ever virtual Board Meeting. The meeting took place in the shadow of the COVID-19 pandemic, which has upended every aspect of academic life, [including the learning and teaching process](#).

Throughout the day, board members discussed the pandemic's impact on their institutions and on OCUFA's priorities – good jobs, university funding, and capacity building – with a focus on [challenges to the postsecondary sector](#) and to public education as a whole during the pandemic. In particular, members discussed the additional workload resulting from the sudden move to remote teaching, the conflation between remote and online teaching, concerns around intellectual property rights, student evaluations of courses and teaching, and job security for contract faculty.

Given the pandemic's impact on postsecondary institutions, participants discussed the [state of postsecondary funding](#) prior to the pandemic. In particular, members discussed the [chronic underfunding of public services](#), including postsecondary education, as well as how institutional responses would [impact equity on and off campus](#). As members noted, this pandemic demonstrates the flawed policy approach that has seen universities increasingly relying on international tuition fees to make up for dwindling public funding.

OCUFA members also discussed the growing use of invasive technologies to proctor exams remotely, and the importance of robust privacy protections for faculty, students, and staff.

There was also discussion about how [university administrations are circumventing existing collegial governance processes](#), and why those processes are crucial for addressing the the pandemic's impact on our institutions, and in planning for reopening campuses following public health guidelines.

OCUFA members elect new Executive Committee

During the meeting, the OCUFA Board of Directors elected the organization's executive for the 2020-21 academic year. As of July 1, the new executive will be comprised of:

Treasurer:

Mikael Eklund (University of Ontario Institute of Technology Faculty Association)

Members-at-large:

Kate Lawson (Faculty Association of the University of Waterloo)

Gautam Das (Lakehead University Faculty Association)

Michelle Webber (Brock University Faculty Association)

Chair of the Board:

Gyllian Phillips (Nipissing University Faculty Association)

The newly elected Executive Members will join current President Rahul Sapra (Ryerson Faculty Association) and Vice-President Sue Wurtele (Trent University Faculty Association) to guide OCUFA's work for the coming year.

Recognizing the recipients of the 2020 Mandelbaum Fellowship

As the meeting was virtual, awards for the 2020 Mandelbaum Fellowship for Excellence in Social Sciences, Humanities, or Arts were presented in absentia.

Established in 2011 to honour former OCUFA Executive Director Henry Mandelbaum, the fellowship is awarded to two full-time graduate students (one master's, one doctoral) who have demonstrated academic excellence, provided significant community service, and shown exceptional academic promise in their university careers.

This year's recipients were [Fitsum Areguy](#), a Masters student at the University of Guelph, and [Perna Subramanian](#), a doctoral candidate in Cultural Studies at Queen's University.

The next OCUFA Board of Directors meeting will be held October 17-18, 2020.

COVID-19 MUFA Website

There are many resources available for faculty members during these difficult times. A summary of some of the resources can be found on the [MUFA website](#).

If you have any questions, please don't hesitate to reach out to the [MUFA office staff](#) or [MUFA Executive](#).

BENEFIT YEAR END REMINDER

Please note the benefit year end is June 30th. Please ensure all claims dated from July 1, 2019 to June 30, 2020 are submitted to Sun Life **prior** to September 30, 2020.

Late claim submissions will not be reimbursed.

Passages

Ihor Chorneyko
Mathematics and Statistics

July 27, 2020

Vikki Ceccheto
Linguistics and Languages

September 3, 2020



MUFA is always looking for pictures that represent McMaster and faculty to use on our website (www.macfaculty.ca) and in our newsletters. If you have any pictures you would like to share, please email them to mufa@mcmaster.ca.



MCMASTER UNIVERSITY FACULTY ASSOCIATION

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

(905) 525-9140
ext. 24682/20297

Email: mufa@mcmaster.ca
<http://www.macfaculty.ca>

**APPROVED BUDGET FOR THE YEAR ENDING
June 30, 2021**

	Ref#	
REVENUES		
Dues Revenue	1	1,140,941
Interest Revenue	2	20,000
TOTAL REVENUES		1,160,941
EXPENSES		
Administration		
President – Release Time & Benefits	3	150,476
NASA Staff – Salaries & Benefits	4	328,460
<i>Sub-Total</i>		478,936
Staff Conferences & Travel	5	12,000
Office and Audit	6	30,125
Printing	7	3,500
Honoraria – Vice Presidents (3)	8	22,080
Honoraria and Awards	9	43,000
NASA Development	10	3,000
Amortization	11	4,000
Total Administration		596,641
Bargaining Committee		
Bargaining Team Honoraria	12	9,990
Bargaining Committee/Team Expenses	13	18,500
Arbitration – Collective Agreement	14	40,000
Total Bargaining Committee		68,490
Advocacy, Grievance & Legal Matters		
Legal & Arbitration Fees–Grievances/Contract Management	15	200,000
Professional Development & Training	16	3200
Resource Material & Miscellaneous	17	4,500
Total Advocacy, Grievance et al.		207,700
Communications Committee		
Printing – Intercom	18	100
Committee Expenses	19	2,200
Public Relations	20	21,100
Total Communications Committee		23,400
Membership Services Committee		
Professional Development - ACIFA Conference	21	33,000
- Speakers/Committee Expenses	22	3,400
Membership Services Activities	23	34,500
Total Membership Services Committee		70,900
Other		
Affiliation Fees – (ACIFA/CAUT Fees)	24	79,425
Employee & Family Assistance Plan	25	15,000
Education Award Program	26	20,000
Total Other		114,425
NASA Defence Fund	27	100,000
ACIFA Defence Fund	28	39,000
TOTAL EXPENSES		1,220,556
Excess (Deficiency) of Revenues Over Operating Expenses		-59,615

NAIT ACADEMIC STAFF ASSOCIATION

DESCRIPTION OF BUDGET ITEMS

2020/2021

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REVENUES

1. Dues Revenue

The budget is based on general staff salaries increasing by a negotiated settlement of three step grids and 0.0% for Salary Increases. For your information, NASA dues rates have varied as follows:

1989/1990 – .75%	1998/1999 – .75%	2006/2007 – .70%	2014/2015 – .70%
1990/1991 – .60%	1999/2000 – .85%	2007/2008 – .70%	2015/2016 – .70%
1991/1992 – .75%	2000/2001 – .95%	2008/2009 – .70%	2016/2017 – .70%
1992/1993 – .75%	2001/2002 – .95%	2009/2010 – .70%	2017/2018 – .70%
1993/1994 – .75%	2002/2003 – .95%	2010/2011 – .70%	2018/2019 – 1.10%
1995/1996 – .70%	2003/2004 – .95%	2011/2012 – .70%	2019/2020 – 1.10%
1996/1997 – .70%	2004/2005 – .85%	2012/2013 – .70%	
1997/1998 – .70%	2005/2006 – .75%	2013/2014 – .70%	

Executive recommends increasing the dues rate at 1.2%. This rate will be sufficient to sustain the level of service expected by the members now and into the future.

2. Interest Revenue: Represents interest received on long and short-term investments.

EXPENSES

Administration

3. **President - Release Time & Benefits:** The budget amount is based on the salary of a Step 17 Instructor Supervisor at 100% release time; plus, employer paid benefits.
4. **NASA Staff Salaries & Benefits:** This budget amount covers salary and employer paid benefits for 1.0 Executive Officer, 1.0 Labour Relations Director, and 0.8 Administrative Assistant. It incorporates the negotiated settlement as per the NAIT/NASA agreement.
5. **Conferences & Travel:** The amount budgeted is intended to allow NASA staff to attend conferences and upgrading seminars.
6. **Office & Audit:** This budget includes funding for audit fees, inter-office travel and parking costs, utilities, office supplies, computer equipment, equipment maintenance and software upgrading, telephone rental and long-distance costs, and hospitality. It also includes funding for “Contents” insurance, and the purchase of Association Server (IT).
7. **Printing:** Printing of the AGM and Election packages, Collective Agreement, and office duplication are included in this expense item.
8. **Honoraria – Vice Presidents (3):** This budget amount covers honoraria for the Communications Vice President, Finance Vice President and Membership Services Vice President.
9. **Honoraria & Awards:** Included here are amounts paid to NASA members who serve on committees with the exception of Bargaining Team and the Vice Presidents.
10. **NASA Development:** Specifically designated for NASA Executive and Committee orientation, goal setting, and strategy sessions. This budget line also includes amounts to fund new Executive initiated activities.
11. **Amortization:** This expense represents “wear and tear” on capital assets. The amount expended on new equipment annually approximates the realized amortization expense.

Bargaining Committee – 2020 - 2021 (preparation for bargaining)

- 12. Bargaining Team – Honoraria:** Honoraria paid to Bargaining Team members.
- 13. Bargaining Committee/Team Expenses:** This category reflects amounts for printing, travel, meals and other expenses associated with bargaining. It also provides funding for training and materials associated with bargaining.
- 14. Arbitration – Collective Agreement:** Funding to cover the cost of legal and arbitrator fees should the Collective Agreement be sent to arbitration.

Advocacy, Grievance and Legal Matters

- 15. Legal Fees – Grievances/Contract Management:** This category consists of fees paid to legal counsel related to grievances and contract interpretation.
- 16. Professional Development & Training:** Included are costs related to advocacy workshops, travel and other expenses related to training.
- 17. Resource Material & Miscellaneous:** This category reflects amounts for resource material, subscriptions and printing.

Communications Committee

- 18. Printing – Intercom:** This reflects the cost associated with the *Intercom*.
- 19. Committee Expenses:** This category includes the expenses for Committee members to attend training sessions, resource materials, as well as incidental expenses.
- 20. Public Relations:** This fund covers the cost of cards and gifts sent on behalf of the Association, memorial funds, corporate activities, new instructor orientation binder, and sponsorship of NAIT/NASA related activities (i.e. PD Days), the spring-fall-winter public relations initiatives (retirement event; volunteer recognition) and miscellaneous items.

Membership Services Committee

- 21. Professional Development – ACIFA Conferences –** assists faculty in attending the annual ACIFA Conference.
- 22. Professional Development - Speakers & Committee Expenses:** This category covers funds to bring in keynote speakers that have a broad scope in the development of NASA members; sponsorship of institute speakers, and related activities. It also includes coverage for resource materials and incidental expenses.
- 23. Membership Services Activities:** This category represents funds donated to the Children's Christmas Party and expenditures to facilitate membership activities (Welcome Back, Mid-Winter Frolic, Year-End social, and other member-related activities).

Other

- 24. ACIFA/CAUT Fees:** NASA is a member of the Alberta Colleges-Institutes Faculties Association, which provides services (e.g. negotiations), strengthens communications between colleges and institutes, and lobbies the provincial government. ACIFA is an Associate member of CAUT (Canadian Association of University Teachers) which deals with many similar concerns.
- 25. Employee & Family Assistance Plan:** NASA pays a portion of the funding for the Employee & Family Assistance Plan (EFAP). The purpose of the EFAP is to provide initial counselling and referrals for NASA members and family who are experiencing personal and/or work-related challenges.
- 26. Education Fund Program -** NASA Educational Award Program provides family-member scholarships.

27. **NASA Defence Fund** – In May 2017 changes were made to the Post-Secondary Learning Act whereby all faculty/staff associations are classified as a trade union. At the May 2018 Annual General Meeting a motion was passed whereby NASA would establish a Defence fund.
28. **ACIFA Defence Fund** – At NASA's 2019 Annual General Meeting a motion was passed whereby NASA would be contributing to ACIFA Defence Fund.

CORPORATE DISCOUNTS FOR ALL NAIT STAFF & ARNS – 2020

AUTO RENTALS

DOOR PRIZE SPONSOR - 2020

Practicar Car & Truck Rentals

www.practicar.ca

T: 780-433-0999

F: 780-428-7655

All Edmonton Locations.

10% off our already lowest rates! Credit Card, Class 5 License, 18+

AUTOMOTIVES

Hughes Petroleum

All Edmonton and area locations

5 cents/litre off posted price on gas and diesel.

Contact NASA for Membership Card

DOOR PRIZE SPONSOR - 2020

Leduc Chrysler Jeep

www.leducchrysler.com

780-986-2051

6102-46A Street, Leduc

\$500 over Dealer Cost on new vehicles

****Contact: Brad McDonald for pricing***

Leung's Auto Service

www.leungsauto.ca

780-452-0134

12025 – 149 Street

20% Auto mechanical & Autobody (excludes engine oil)

CLEANERS

Carson Pow-R-Vac

780-467-8773

We can also sanitize systems once they are cleaned.

10% off whole house special, special price for furnace cleaning.

FASHIONS

Mark's Commercial

All Locations

10% off regular retail

Contact NASA for Coupon

Moore's Clothing for Men

17020 - 90 Avenue

Perfect Fit Rewards Program - NAIT ID

SoftMoc Shoe Stores

780-477-6930

<https://www.softmoc.com/ca/>

All On-Line & Canadian Locations

10% off Regular & Sale Priced

merchandise. N/A for Warehouse or

F&F Events. Contact NASA for

Membership CODE

HEALTH/WELLNESS

Anytime Fitness – St. Albert

www.ANYTIMEFITNESS.COM

780-419-3832

Unit 410, 140 St. Albert Trail

10% off regular membership

Princess Elizabeth Dental

www.pedental.ca

780-488-0383

10515 Princess Elizabeth Avenue

Book for a new patient exam & hygiene

and receive a bleaching kit for \$50

(valued at \$390). The \$50 will be

donated to the charity of NASA's choice.

YMCA

www.northernalberta.ymca.ca

10% off biweekly membership rates and

waived joining fee for all family

members.

HOTELS

International Hotel of Calgary

www.internationalhotel.ca

403-265-9600 or 1-800-661-8627

220 – 4th Avenue SW, Calgary

Studio / Executive King - \$152

Corner King - \$162

1-?Bdrm - \$192

Plus taxes

(NEW) Banff Jasper Collection by

Pursuit

www.groups@pursuitcollection.com

1-888-852-7737

Best Available Rate & Conditions Vary –

discount only via phone reservations.

Quote NAIT when making reservations.

NAIT ID required. Kids under 15 stay

free. (No blackout dates – effective Jan.

2 – Dec. 20, 2020)

****Contact NASA for Booking Code****

DOOR PRIZE SPONSOR - 2020

Sutton Place Hotel

www.suttonplace.com

780-428-7111

10235 - 101 Street

\$139 w/continental breakfast

Premium WIFI & daily newspaper

MISCELLANEOUS

Johnson Inc Insurance

www.johnson.ca

1-800-563-0677

11120 – 178 Street

Discounts on home and auto insurance.

Airmiles available on premiums paid.

Kuby Renewable Energy Ltd.

www.kubyenergy.ca

780-340-5829

14505 – 114 Avenue NW

Receive free 25-year inverter warranty

and 2x standard referral bonus on grid

tied solar PV installations

DOOR PRIZE SPONSOR - 2020

MBS Insurance Brokers

www.mbsinsurance.com

780-436-7880

301, 9452 – 51 Avenue

Total package discounts up to 60% off.

Perkopolis

www.perkopolis.com

REGISTER for Special deals for shopping,

entertainment, travel and services. Code

required for hotel vendors. Contact

NASA for more information.

RESTAURANTS/GROCERY

Allegro Italian Kitchen

www.allegroitaliankitchen.ca

10805 – 95 Street

780-756-6640

20% off food items (excludes alcohol)

Big Daddy's Sandwich Co.

15039 – 118 Avenue

10% off - NAIT ID required

Sir Donair or Pizza

www.sirdonair.ca

14210 – 118 Avenue, NW
10% off. NAIT ID required.

Subway

780-489-8993
11740 – 149 Street (ONLY)
10% Discount with any purchase

TRAVEL

DOOR PRIZE SPONSOR - 2020

Edmonton International Airport

[EIA Rewards](#)

780-224-1861

1, 1000 Airport Road

Click on the link above to receive various rates and discounts.

Merit Travel Company

www.merittravel.com

780-439-3096
1-866-341-1777
8103 – 104 Street
5% off AmaWaterways River Cruising

VISION CARE

Eyewear Advantage

(Lenscrafters, Pearle Vision, Precision Optical, Sears Optical)
30% off prescription eyewear, 20% off non-prescription sunglasses & accessories
(use coupon next page)

(NEW) IRIS Advantage

www.iris.ca/benefits

Various advantage offers
Contact NASA for Code

DISCOUNTS

All Expire: December 31/2020

(Unless otherwise noted)

Some hotels have blackout dates (BOD).

Quote NAIT when making reservations.

All businesses are in Edmonton

(Unless noted otherwise)

All will accept NAIT ID

(unless otherwise noted that a membership card, coupon or corporate account number/code is required.)

NASA gratefully acknowledges the donations of our Door Prize Sponsors at our annual Mid-Winter Frolic Event.

For changes, updates or new discount offers, please contact the NASA Office 780.471.8702 or email nasa@nait.ca



**NAIT ACADEMIC
STAFF ASSOCIATION**

 <p>EYEWEAR ADVANTAGE THE NETWORK OF EYECARE SERVICES LE RÉSEAU DE SERVICES DES SOINS DE LA VUE</p> <p>www.eyewearadvantage.ca</p> <p>MEMBERSHIP CARD / CARTE DE MEMBRE</p>	<p>LENSCRAFTERS</p> <p>PEARLE VISION</p> <p>precision optical by PEARLE VISION</p> <p>SEARS Optical</p>	<p><i>Save 30% on Prescription Eyeglasses & 20% on Sunglasses</i></p> <p><i>Épargnez 30% sur Lunettes & 20% sur Lunettes de Soleil</i></p> <p><small>Card must be presented at time of purchase. Some restrictions may apply. Cette carte doit être présentée lors de l'achat. Quelques restrictions pourraient s'appliquer.</small></p> <p>1-866-692-0888</p>
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ACIFA 2019 Climate Survey - NASA

Friday, December 13, 2019

263

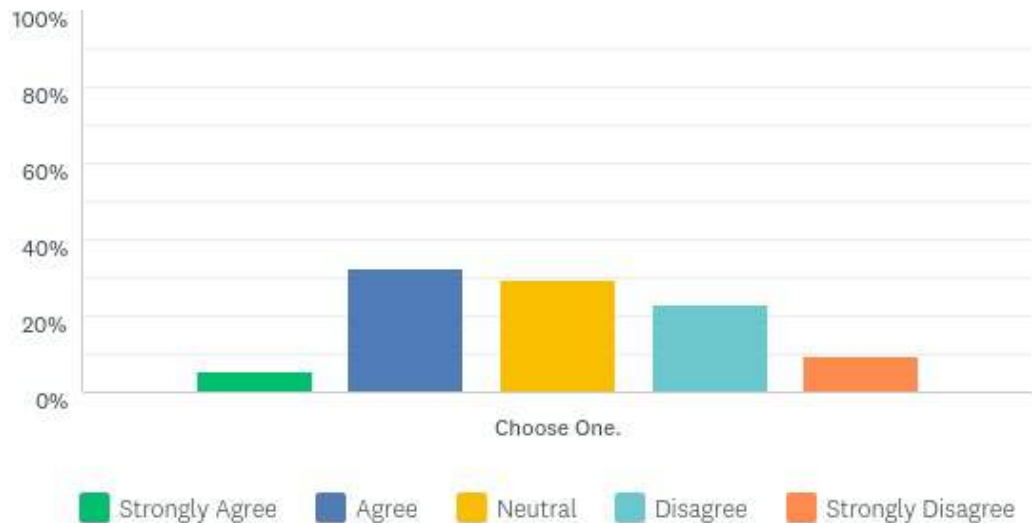
Total Responses

Date Created: Tuesday, November 19, 2019

Complete Responses: 263

Q1: My institution demonstrates a strong commitment to improving my teaching skills.

Answered: 263 Skipped: 0



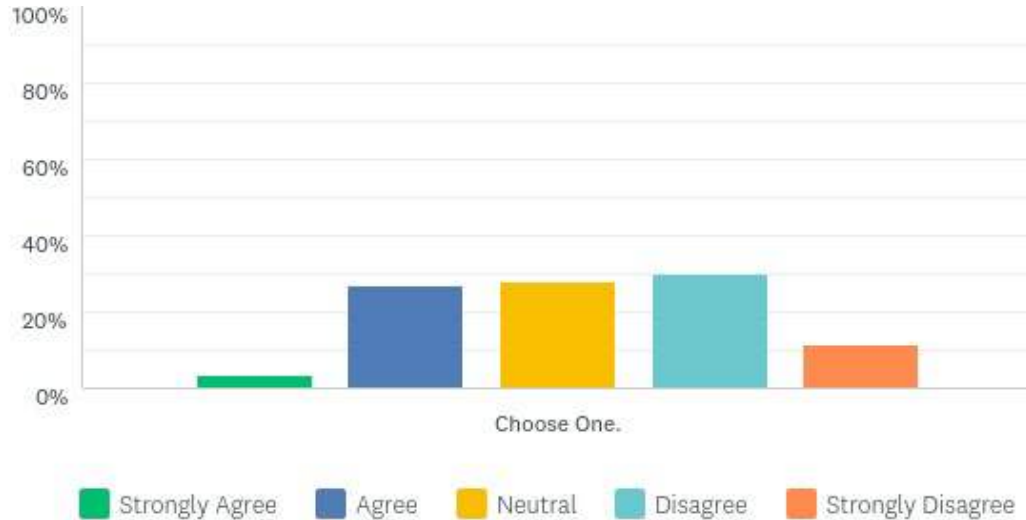
Q1: My institution demonstrates a strong commitment to improving my teaching skills.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	5.32% 14	32.70% 86	29.28% 77	23.19% 61	9.51% 25	263	3.01

Q2: My institution demonstrates a strong commitment to improving my discipline-specific knowledge.

Answered: 263 Skipped: 0



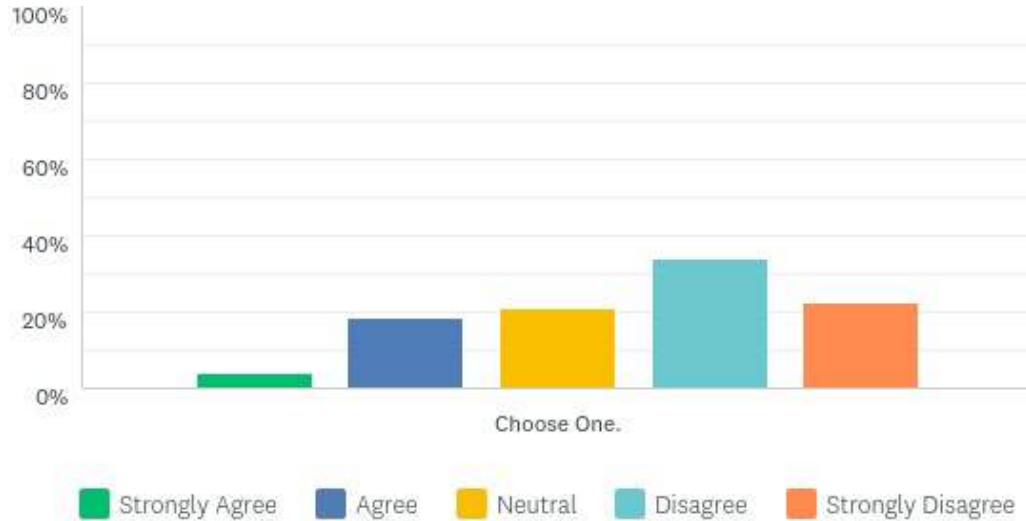
Q2: My institution demonstrates a strong commitment to improving my discipline-specific knowledge.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	3.42% 9	27.00% 71	28.14% 74	30.04% 79	11.41% 30	263	2.81

Q3: I have enough time to attend to my professional development needs.

Answered: 263 Skipped: 0



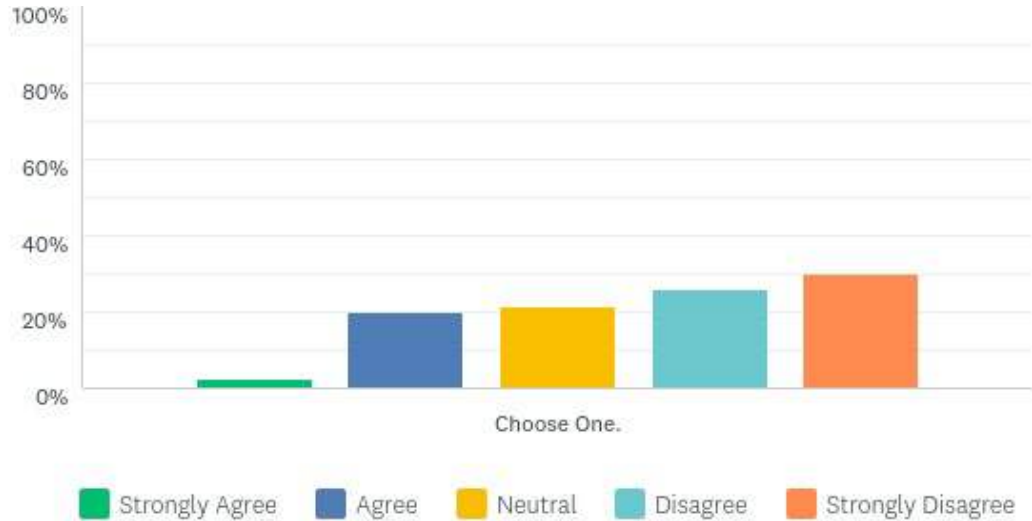
Q3: I have enough time to attend to my professional development needs.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	3.80% 10	18.63% 49	20.91% 55	34.22% 90	22.43% 59	263	2.47

Q4: Senior administration communicates openly with faculty.

Answered: 263 Skipped: 0



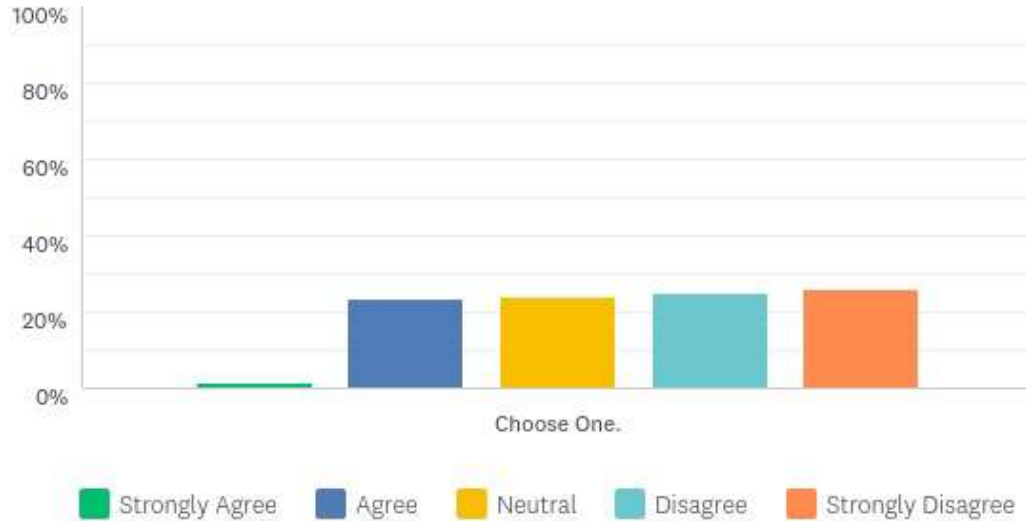
Q4: Senior administration communicates openly with faculty.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	2.66% 7	19.77% 52	21.67% 57	25.86% 68	30.04% 79	263	2.39

Q5: I am informed in a timely manner about important changes that affect me.

Answered: 263 Skipped: 0



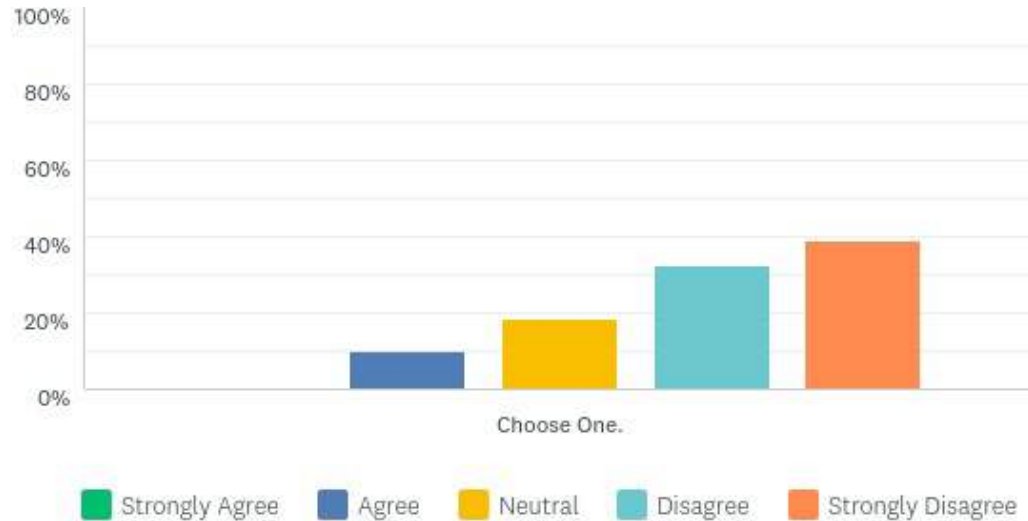
Q5: I am informed in a timely manner about important changes that affect me.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	1.52% 4	23.57% 62	23.95% 63	25.10% 66	25.86% 68	263	2.50

Q6: Input from faculty is sought AND seriously considered in decision-making at my institution.

Answered: 263 Skipped: 0



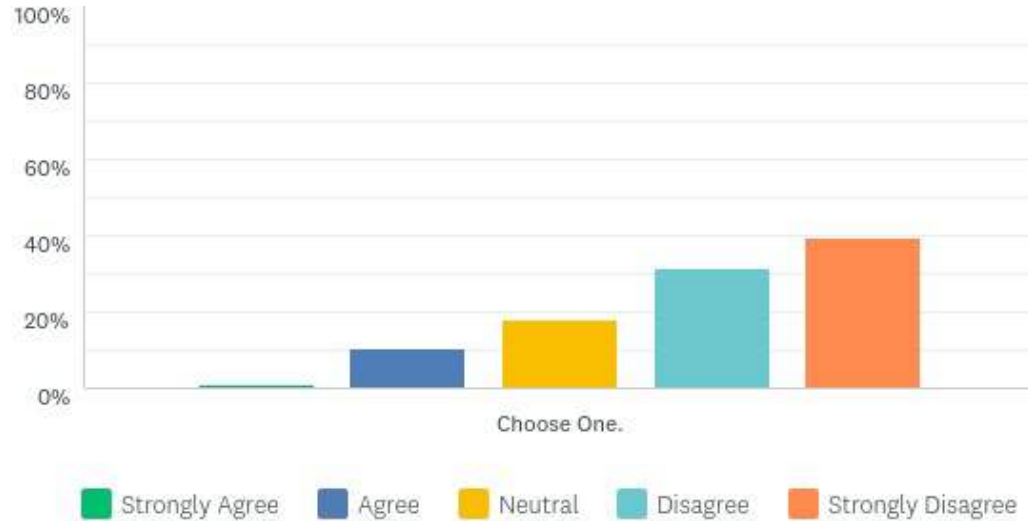
Q6: Input from faculty is sought AND seriously considered in decision-making at my institution.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	0.38% 1	9.89% 26	18.63% 49	32.32% 85	38.78% 102	263	2.01

Q7: Senior administration understands day-to-day challenges faced by instructors.

Answered: 263 Skipped: 0



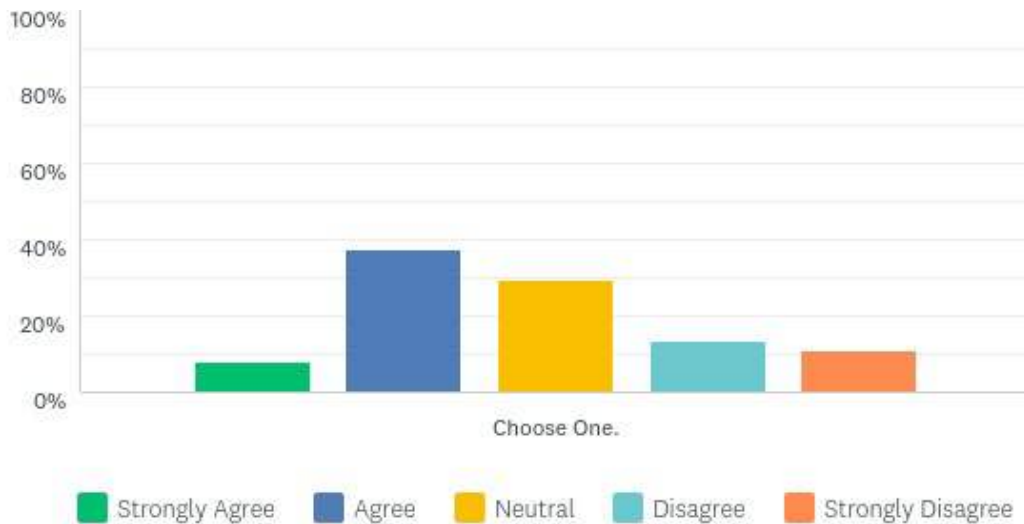
Q7: Senior administration understands day-to-day challenges faced by instructors.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	0.76% 2	10.27% 27	17.87% 47	31.56% 83	39.54% 104	263	2.01

get when making decisions, and instead refers to one or more of a mission statement, a statement of goals, or a statement of values.

Answered: 263 Skipped: 0



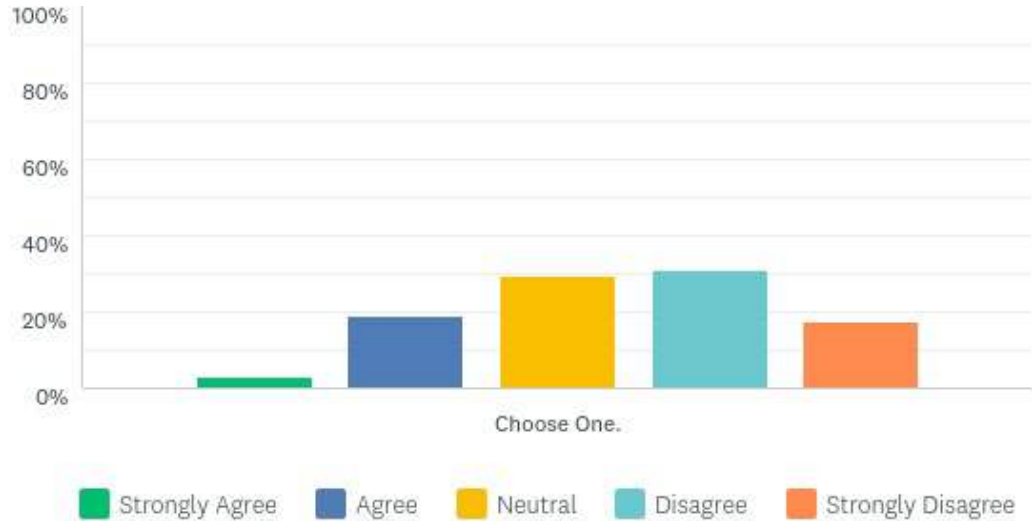
get when making decisions, and motivation refers to one of them. a mission statement, a statement of goals, or a statement of values.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	7.98% 21	37.64% 99	29.66% 78	13.69% 36	11.03% 29	263	3.18

Q9: Outstanding performance by instructors is rewarded.

Answered: 263 Skipped: 0



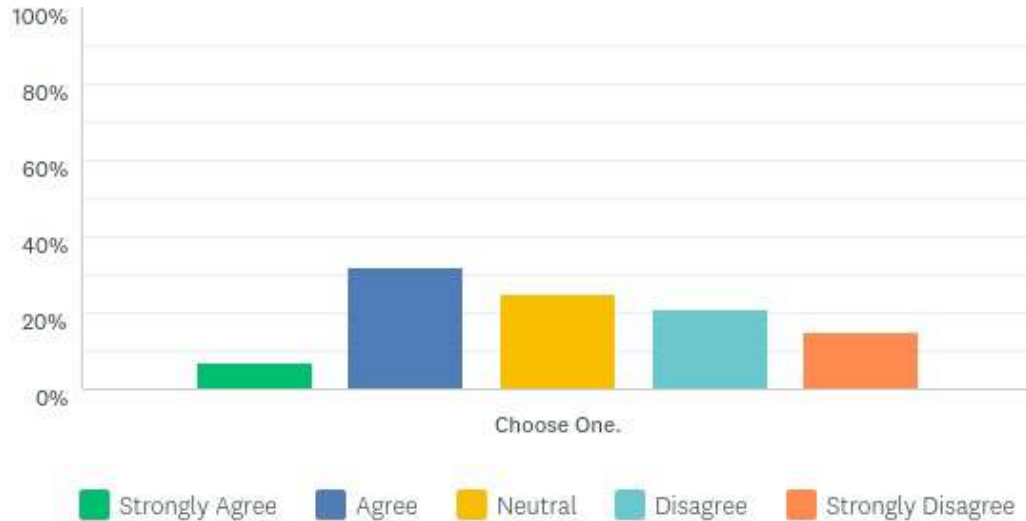
Q9: Outstanding performance by instructors is rewarded.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	3.04% 8	19.01% 50	29.66% 78	30.80% 81	17.49% 46	263	2.59

Q10: My institution demonstrates a strong commitment to my health and well being.

Answered: 263 Skipped: 0



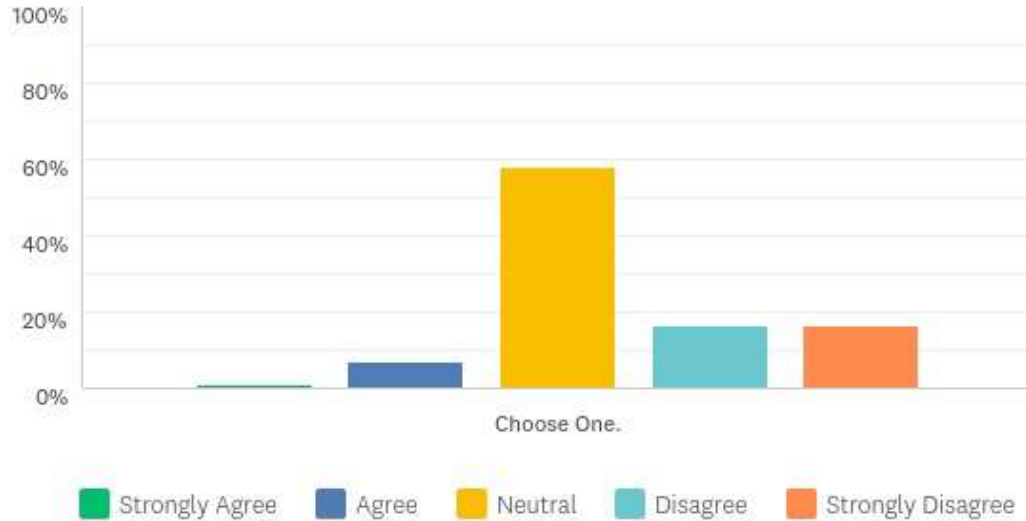
Q10: My institution demonstrates a strong commitment to my health and well being.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	7.22% 19	31.94% 84	25.10% 66	20.91% 55	14.83% 39	263	2.96

Q11: Academic council has a meaningful impact on academic decisions.

Answered: 263 Skipped: 0



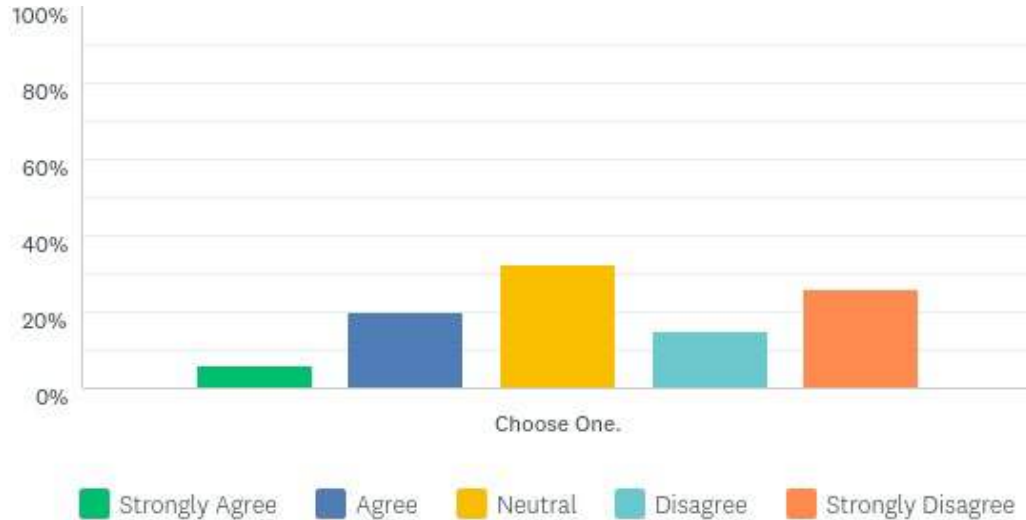
Q11: Academic council has a meaningful impact on academic decisions.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	1.14% 3	7.22% 19	58.17% 153	16.73% 44	16.73% 44	263	2.59

Q12: The president of this institution provides effective leadership.

Answered: 263 Skipped: 0



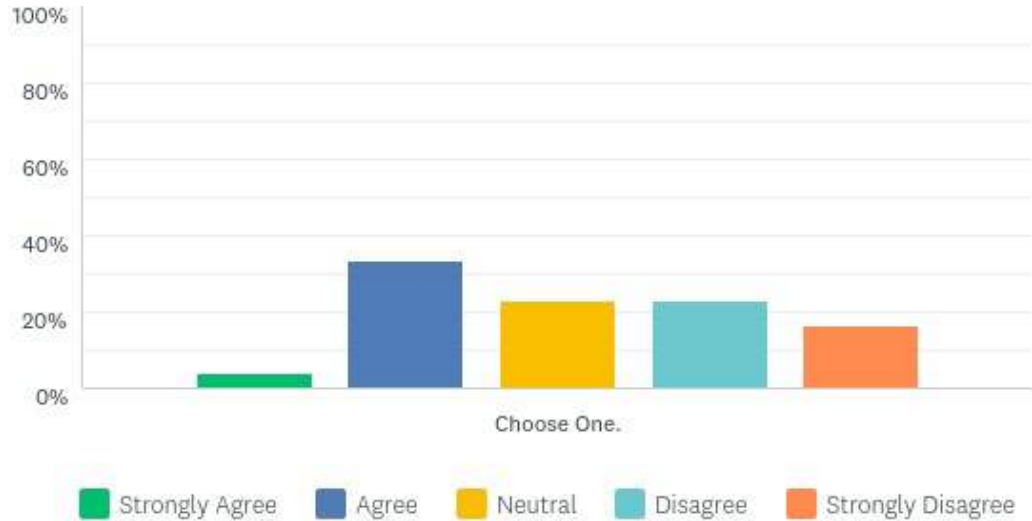
Q12: The president of this institution provides effective leadership.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	6.08% 16	20.15% 53	32.70% 86	14.83% 39	26.24% 69	263	2.65

Q13: I have the resources I need to do my job effectively.

Answered: 263 Skipped: 0



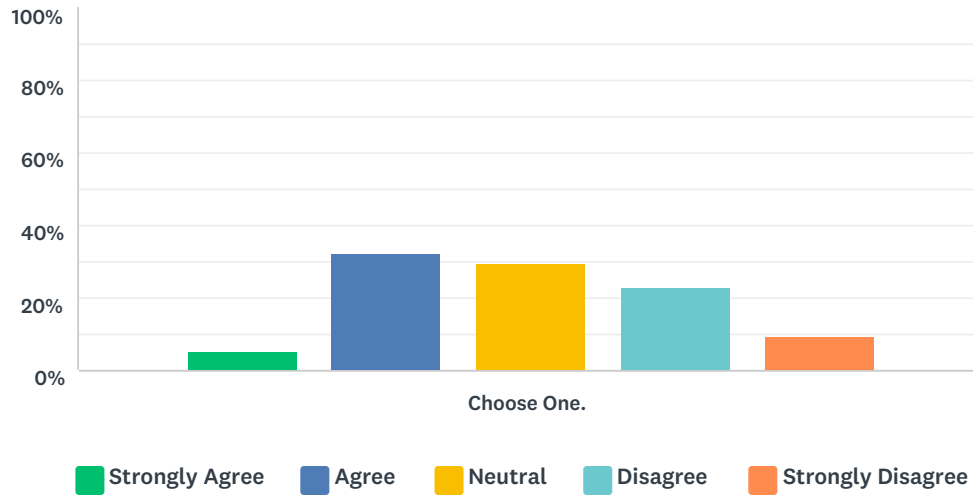
Q13: I have the resources I need to do my job effectively.

Answered: 263 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	4.18% 11	33.46% 88	22.81% 60	23.19% 61	16.35% 43	263	2.86

Q1 My institution demonstrates a strong commitment to improving my teaching skills.

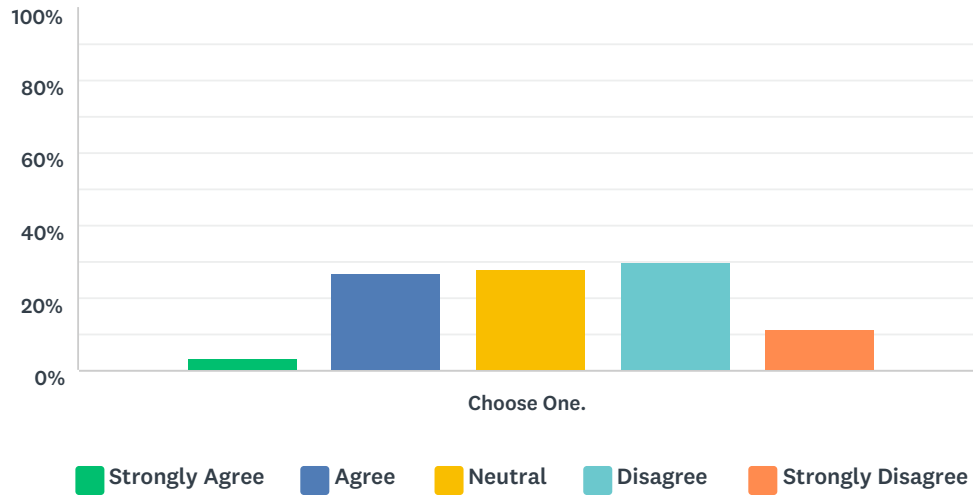
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	5.32% 14	32.70% 86	29.28% 77	23.19% 61	9.51% 25	263	3.01

Q2 My institution demonstrates a strong commitment to improving my discipline-specific knowledge.

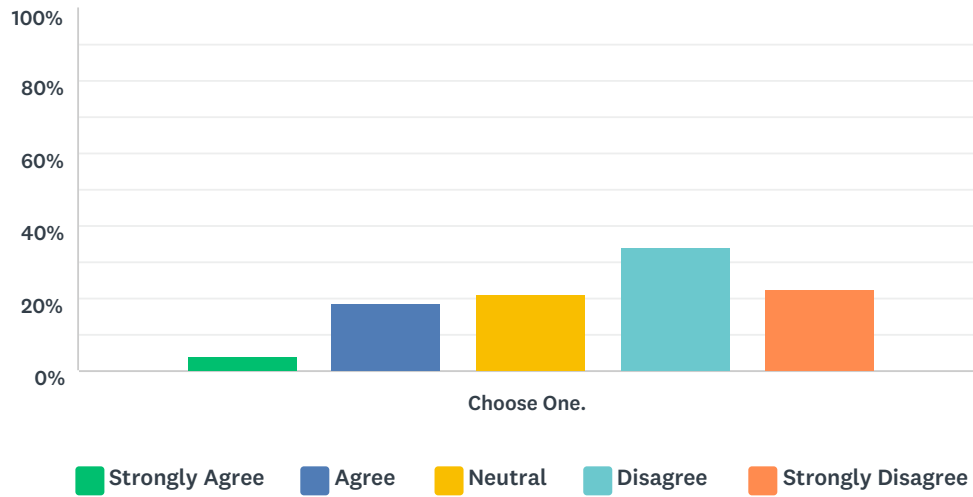
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	3.42% 9	27.00% 71	28.14% 74	30.04% 79	11.41% 30	263	2.81

Q3 I have enough time to attend to my professional development needs.

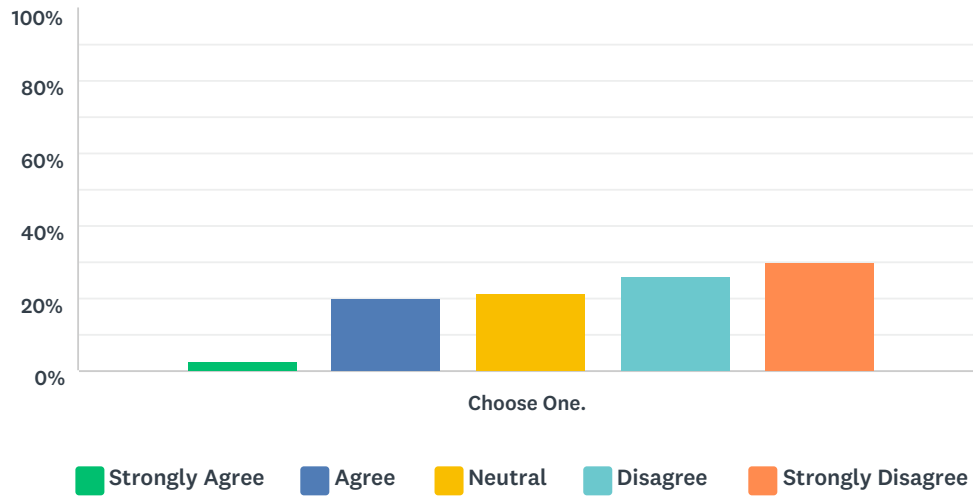
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	3.80% 10	18.63% 49	20.91% 55	34.22% 90	22.43% 59	263	2.47

Q4 Senior administration communicates openly with faculty.

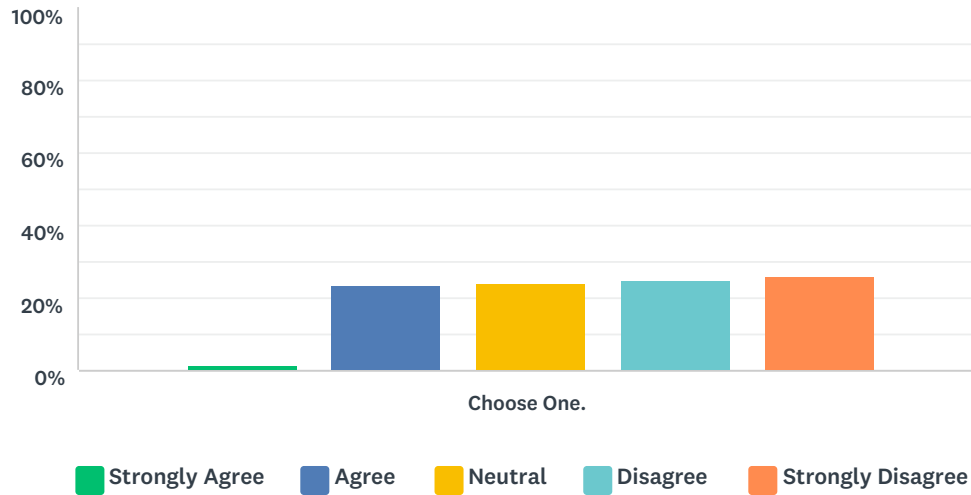
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	2.66% 7	19.77% 52	21.67% 57	25.86% 68	30.04% 79	263	2.39

Q5 I am informed in a timely manner about important changes that affect me.

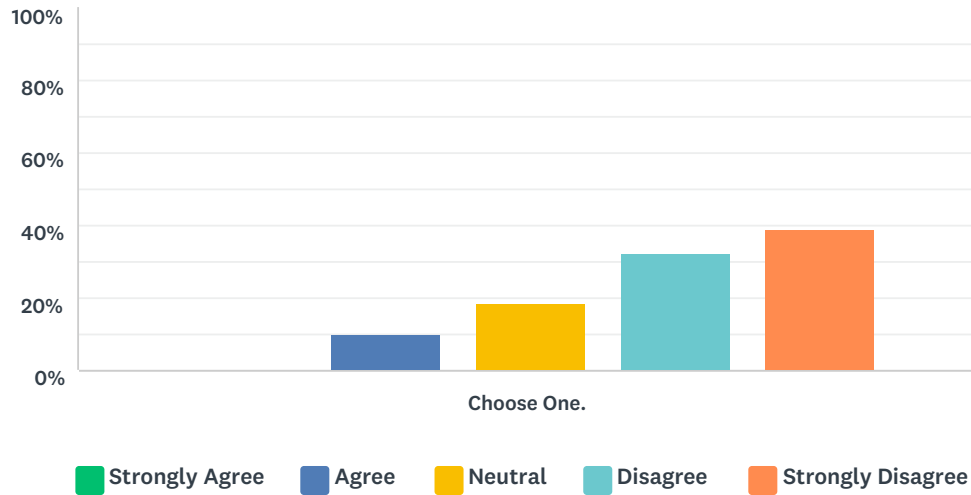
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	1.52% 4	23.57% 62	23.95% 63	25.10% 66	25.86% 68	263	2.50

Q6 Input from faculty is sought AND seriously considered in decision-making at my institution.

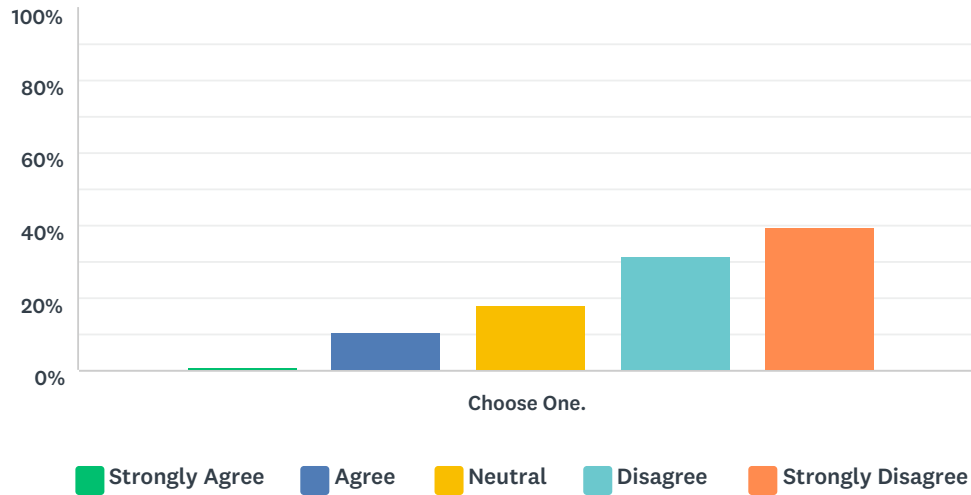
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	0.38% 1	9.89% 26	18.63% 49	32.32% 85	38.78% 102	263	2.01

Q7 Senior administration understands day-to-day challenges faced by instructors.

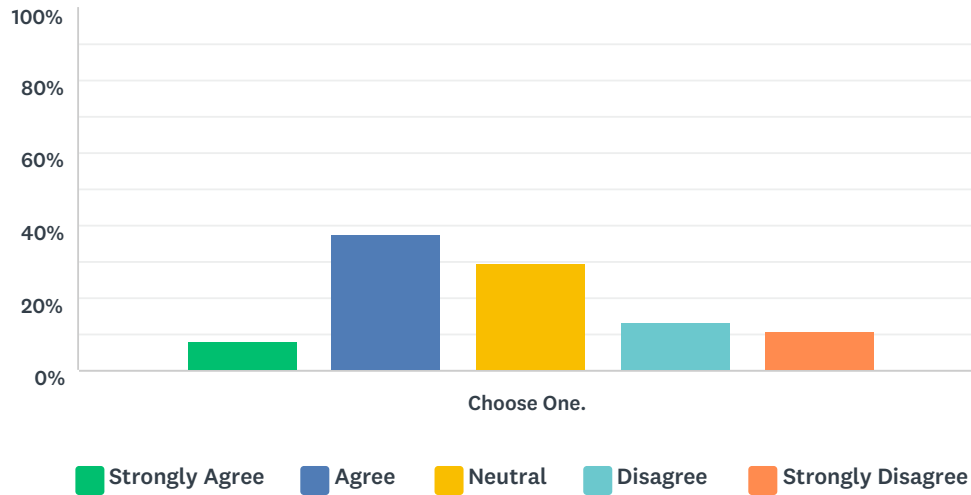
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	0.76% 2	10.27% 27	17.87% 47	31.56% 83	39.54% 104	263	2.01

Q8 When making decisions, this institution refers to one or all of: a mission statement, a statement of goals, or a statement of values.

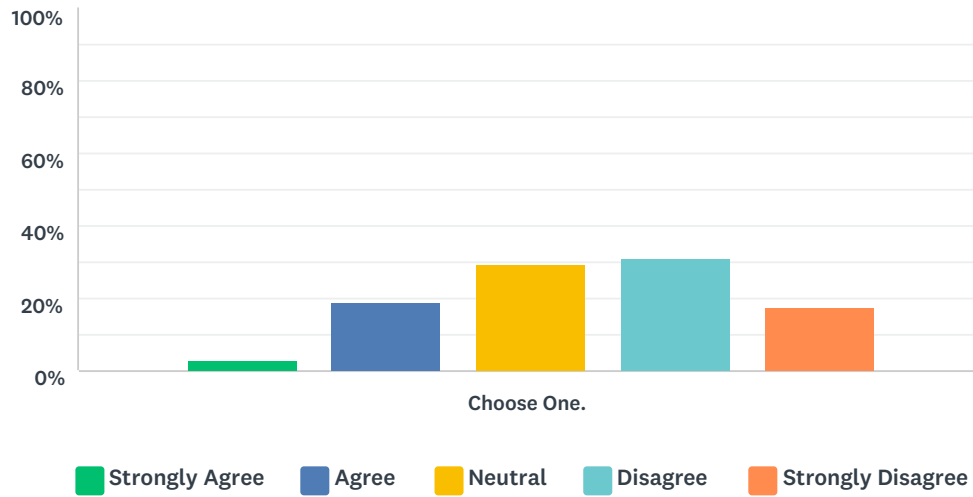
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	7.98% 21	37.64% 99	29.66% 78	13.69% 36	11.03% 29	263	3.18

Q9 Outstanding performance by instructors is rewarded.

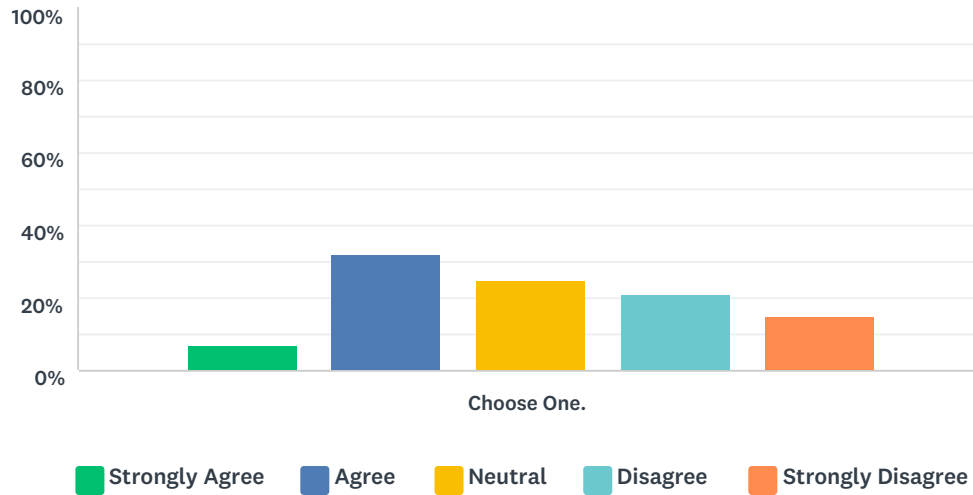
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	3.04% 8	19.01% 50	29.66% 78	30.80% 81	17.49% 46	263	2.59

Q10 My institution demonstrates a strong commitment to my health and well being.

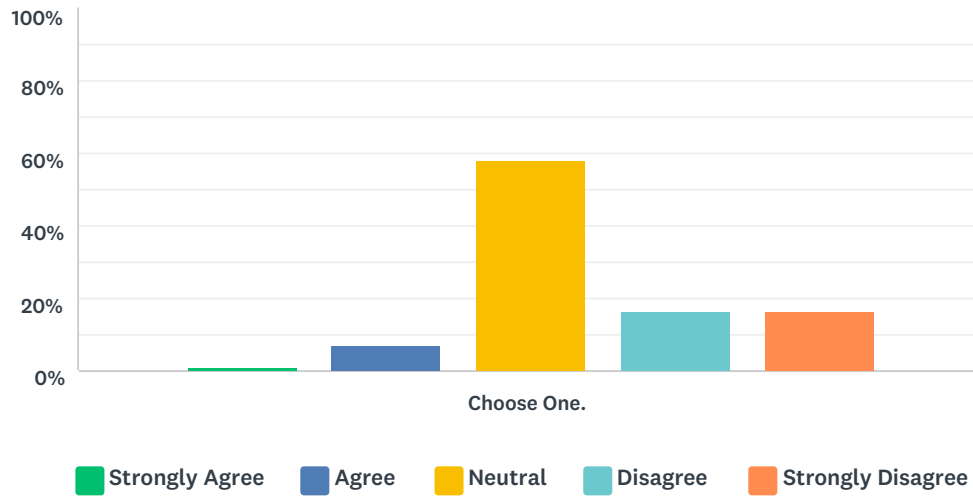
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	7.22% 19	31.94% 84	25.10% 66	20.91% 55	14.83% 39	263	2.96

Q11 Academic council has a meaningful impact on academic decisions.

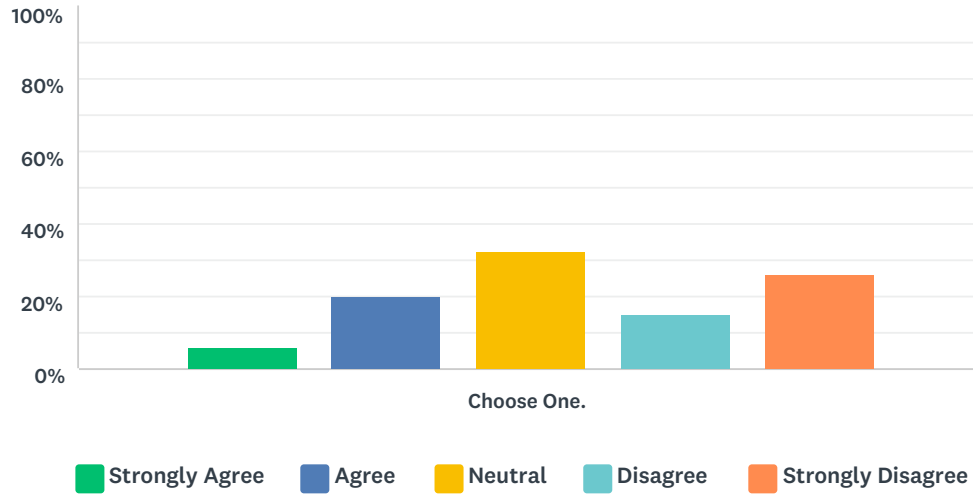
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	1.14% 3	7.22% 19	58.17% 153	16.73% 44	16.73% 44	263	2.59

Q12 The president of this institution provides effective leadership.

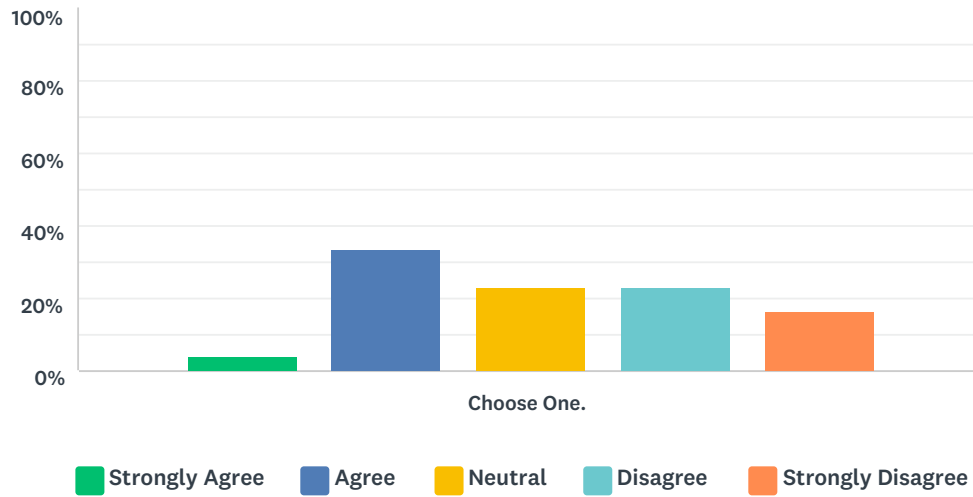
Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	6.08% 16	20.15% 53	32.70% 86	14.83% 39	26.24% 69	263	2.65

Q13 I have the resources I need to do my job effectively.

Answered: 263 Skipped: 0



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Choose One.	4.18% 11	33.46% 88	22.81% 60	23.19% 61	16.35% 43	263	2.86

[View this email in your browser](#)



June 2020

Safety Awareness: **Sleep Hygiene and Eye Strains**

Sleep hygiene to fight COVID-19

Good sleep habits (referred to as "sleep hygiene") can help with a good night's sleep. Obtaining healthy sleep can improve productivity and overall quality of life. Sleep hygiene consists of a variety of practices and habits that are necessary to have good nighttime sleep quality and full daytime alertness.

Sleep disturbances and daytime sleepiness can be signs of poor sleep hygiene. By evaluating your sleep routine and revising your bedtime habits can make all the difference.

Continue reading further into this article from [Telus Health](#), and learn the essential steps for managing insomnia and key to achieving good sleep hygiene.



Source: shcs.ucdavis.edu

Good sleep is essential to maintain physical and mental health!

Computer Vision Syndrome

Working from home comes with a lot of different experiences, and eye strain can be one of them. As we spend more time than ever on electronic devices, many

of us may be experiencing extra eye strain from doing nearly everything through screens. This increase in screen time can increase the number of people suffering from Computer Vision Syndrome.

Computer Vision Syndrome is a temporary eye condition that is the result of focusing on a computer for long periods of time without breaks.

Click on the links below to read further and to learn information on:

- common signs and symptoms
- contributing factors
- recommendations
- strategies

Further reading and resources:
EWI Works: [Computer Vision Syndrome](#)
Berkeley Eye Center: [Avoid Digital Eye Strain](#)

Visit the [HSS Ergonomics Webpage](#) to access more resources including our **Ergonomic Self-Assessment Tool** and access to view ergonomic videos.

Environment Updates

HSS advises on environmental and safety requirements for any activity that may have environmental impacts on campus facilities, including spills, leaks, material release and other effects.

Spill Prevention and Response

A new guideline and fillable template for the prevention and response to hazardous materials spills has been added to the HSS Portal Page.

Check it out here: [Spill Prevention and Response](#)

Ensure that all environmental concerns are reported to HSS when found!

Training Updates

Hazard Assessments are a critical element of NAIT's Health and Safety Management System. Most importantly, they are a requirement under AB OHS legislation. Completing Hazard Assessments help build safe and healthy workplaces by recognizing hazards, then identifying proper safety controls for those hazards to protect against injury or loss.

The need for conducting Hazard Assessments will only increase as NAIT navigates the return to our labs, classrooms and workspaces during COVID-19.

OHS 102 - Hazard Assessment Workshop (2 hrs.)

This offering provides training on how to complete Hazard Assessments for your jobs and related tasks. Check the [Course Catalogue](#) for sessions soon to be available for the month of June.

Customized offerings are also available for your Department or Program - send a request to HSSTraining@nait.ca

Visit the [HSS Training Webpage](#) for more information regarding safety training information and opportunities.

Other Safety Updates...

COVID-19

Updates

Visit nait.ca/coronavirus for:

- Latest Updates
- Information for Students
- Information for Staff
- Facility & Service Status

- Relaunch Planning
- Industry Partners Update
- Mental Health Resources
- Public Health Precautions

This newsletter is distributed to safety committee members as information to share with your work groups.

Have a question? Email hss@nait.ca

Need to report an incident and don't know how to, [click here](#).

To visit our web page click the icon below



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