

**Meeting Summary
Research Associates Advisory Committee
January 26, 2015**

1) Caucus Time

2) Follow Ups

1. RA / SRA Orientation

- Orientation event structure and content to be contemplated by Committee and HR representatives - In Progress
- Training for PIs to be explored - In Progress

2. Confirming the Terms of Reference (TOR)

- Call out for new Committee member to be undertaken - Completed
- Members interested in filling the APC vacancy to put their name forward - On January Agenda – Item 3

3. Benefits: Paramedical Practitioners

- Bring forward for discussion at future meeting - On January Agenda – Item 4

4. Possible Independent Research Opportunities for SRAs

- Committee to discuss this item among themselves and consult with broader community to compile a full range of options for consideration - In Progress
- Committee to send ideas to Secretariat before the Advisory Committee meeting in which this item will be discussed so that information can be reviewed in advance - In Progress

3) Introduction of New Member and Call for Additional APC Member

- Joshua Krupp - Department of Biology, UTM
- Rules of engagement were reviewed

Action Item

- Members interested in filling the Agenda Planning Committee vacancy to put their name forward

4) Compensation & Benefits

- Committee was advised that benefits changes for July 2015 are being considered. It is anticipated that they will be similar to those for USW.
- ATB and merit will continue as permitted by the Government's March budget.
- University considering requiring new employees to have 10 years of service prior to retirement in order to be eligible for retiree benefits. This was negotiated with USW in 2014.

Action Item

- University to consider possible Benefit changes for July 1.

5) Update re: Joint Working Committee – re: Jointly Sponsored Pension Plan (JWC-JSPP)

- Employee representatives are all now confirmed.
- The first step will be for Committee to agree on a Terms of Reference.
 - The employee reps include: 2 USW, 2 UTFA, 1 retiree, 1 other unionized, and 1 non-unionized.
 - Effie Slapnicar is the non-unionized employees' representative on the JWC. She has offered to attend future meetings to provide updates on the JWC's progress and to get feedback from the Committee.
- Angela Hildyard advised that she is involved in a separate, external process with the COU, OCUFA, USW and CUPE (among others) that is meeting to discuss the possibility of the creation of a JSPP for all Ontario Universities that wish to participate.

Action Item

- Effie's contact information to be shared with Committee members.

6) Access to University Resources / Services

- The Committee discussed concerns re: RAs/ having limited or no access to certain resources / services of interest (e.g., CTSI, particular Professional Development opportunities and study carrels).
 - It was noted that individuals who teach a credit course are part of CUPE 3902 Unit 3, and can therefore access CTSI and other teaching-related supports and services during a teaching contract.
 - All RAs and SRAs have access to Professional Development resources such as the ODL.
 - Concern expressed by Committee that RAs and SRAs need a higher profile to ensure they have access to resources afforded to other employees.

Action Items

- HR to talk with CTSI about access to resources for RAs / SRAs.
- Importance of role of RAs and SRAs to the University to be discussed by Angela Hildyard at P & D.
- HR to check the School of Graduate Studies' guidelines re: RAs / SRAs and access to carrels.

7) Update re: United Way Campaign

- The Campaign raised more than \$600,000. Thank you to all who donated and helped to promote the campaign.

8) Update re: Speaking Up

- The Committee was thanked for participating in and promoting the survey.
- The University received a 50% response rate among appointed staff and faculty.
- RA / SRA response rates were approximately 30%.
- High level results were shared with the Committee.
- A more detailed analysis of RA / SRA results is planned for the next meeting.
- Further institutional and divisional results will be rolled out in the coming months.

9) Added: Research Grants and Applications

- Committee members raised questions about regulations governing staff groups associated with research grants and applications.

Action Items

- Committee to compose a list of questions re: research grants and applications. List to be sent to the Secretariat prior to the meeting in which this item will be discussed.
- A representative from VPRI to be invited to a future meeting to address questions.