

Newsletter

Volume 44.2
Editor: Gail Gauvreau

McMaster University Faculty Association - November 2017



Out-of-Country Medical Emergency Benefits Coverage

The nature of our jobs means that many of us travel extensively, both for brief trips for conferences and research collaborations, and for extended periods during research leaves. It is important to understand our coverage when travelling outside of Canada. The primary coverage we have during international travel is emergency out-of-country coverage. The details of this plan are available at <http://www.workingatmcmaster.ca/med/document/McMaster-Travel-Benefit-and-Medi-Passport-PDF7558-E-1-40.pdf> but it is worth remembering a few important things:

SAVE THE DATES!

MUFA General Meeting

December 11, 2017

10:00 a.m.

Council Chambers,
Gilmour Hall, Room 111

MUFA Annual General Meeting

April 25, 2018

3:00 p.m.

Great Hall,
University Club

- ◆ If you or one of your family members experiences a medical emergency you, or someone with you, must call the Allianz 24-hour operations centre *before* receiving any medical care, except in extreme circumstances
- ◆ Procedures must be pre-approved by Allianz
- ◆ You are obligated to stay in touch with Allianz throughout the medical emergency, until they confirm that you no longer need to do so
- ◆ The 'emergency' ends when you or your family member are stable and able to return home, where home refers to the Province of Ontario

This coverage means that if you are away for an extended trip, on a research leave for example, and choose to stay out of the country following a medical emergency any ongoing costs will likely not be covered.

MUFA is aware that this level of out-of-country coverage is not ideal for members on extended international trips for whom returning to Ontario for treatment may not be an option. We are exploring possibilities for improved coverage but in the meantime encourage our members to make sure they understand what is covered before they travel.

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45th Annual OCUFA Teaching and Academic Librarianship Award 2017/2018 Call for Nominations

Each year, OCUFA recognizes outstanding teachers and academic librarians in Ontario universities through its Teaching and Academic Librarianship Awards. The recipients are selected by the OCUFA Teaching and Academic Librarianship Awards Committee.

Categories

- Teaching, in the context of the OCUFA awards, embraces virtually all levels of instruction – graduate and undergraduate teaching, continuing education and faculty development. Similarly, proficiency in teaching may extend well beyond the classroom, the laboratory or the faculty member’s office. Activities such as course design, curriculum development, organization of teaching programs and other significant forms of leadership are often important contributions to the instructional process. Those who excel in any of these are eligible for the OCUFA Teaching Awards.
- Academic librarianship, in the context of the OCUFA Awards, embraces all aspects of librarianship that contribute to the scholarly achievement of all members of the university community. Activities such as development and delivery of services, provision of educational materials, collection development and management and other contributions to academic librarianship are important to the intellectual functioning of the university. Those who excel in any of these are eligible for an OCUFA Academic Librarianship Award.

Recipients of OCUFA Teaching and Academic Librarianship Awards are guests of OCUFA at a special awards ceremony, where they are presented with a citation and gift to commemorate their achievement. OCUFA pays accommodation and travel costs from the home university for each recipient and a guest to attend the awards ceremony.

Eligibility

The OCUFA Teaching and Academic Librarianship Awards recognize individuals with exceptional contributions to the higher education community. Group nominations are not accepted.

A candidate must meet both of the following prerequisites to be considered:

1. Candidate is a member of an OCUFA affiliated faculty association
2. Candidate was not previously nominated **or** Candidate was nominated in a previous year, but did not win **or** Candidate was nominated twice consecutively, but did not win. At least two years have passed since the last nomination.

Posthumous nominations can be made for those who passed away in the award year.

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For example, if the award year is 2015-2016, nominations can only be made for those who passed away between July 1, 2015 and June 30, 2016.

The Nomination Process

1. A 1-2 page statement of support is completed by a nominator (or a group of nominators) who can attest to the nominee's exceptional commitment to the higher education community. Nominations can be submitted by members of faculty (including Chairs and Deans), librarians, students or alumni.
2. Nominators submit the nomination statement to mi@mcmaster.ca and mufa@mcmaster.ca by **December 15, 2017**.
3. The MacPherson Institute will review and consult with the MUFA Executive on nominated candidates for the OCUFA Award. MUFA will notify those individuals who have been shortlisted.
4. The MacPherson Institute will contact the nominees in early February and work with them to develop and submit a nomination brief by late May (exact date TBA) according to the [OCUFA award's guidelines](#).

Passages

Larry Belbeck

Pathology and Molecular Medicine
October 17, 2017

This Newsletter is published five times between September and May by the Faculty Association at McMaster University. The Association's Executive for 2017/2018 is composed of the following members:

President	Laura Parker
Vice-President	Michel Grignon
Past-President	Martin Horn
Academic Affairs	Kirsten Culver
Human Rights	Marisa Young
Membership	Alison Sills
Member-at-Large	Dale Askey
Member-at-Large	Suleiman Igdoura
Member-at-Large	Gail Krantzberg
OCUFA Director	Michel Grignon
Pension	Claude Eilers
Public Relations	Gail Gauvreau
Remuneration	Elkafi Hassini
Special Enquiries & Grievances	Nicholas Kevlahan
Tenure/Permanence	Peter Graefe
Treasurer	Kai Huang
Executive Director	Mara Giannotti
Executive Assistant	Jessica Weyman
Returning Officer	Matheus Grasselli

Opinions expressed in this Newsletter are those of the authors and do not represent the views of the Association or of its Executive unless so specified. Anyone wishing to contribute to the MUFA Newsletter is invited to send submissions to the Faculty Association Office (HH-103A, email: mufa@mcmaster.ca, ext. 24682/20297). Deadlines are the 10th of each month. All submissions will be published at the discretion of the Editor.

Current and past issues of the MUFA Newsletter are posted on the MUFA website (www.macfaculty.ca).

McMaster to become Tobacco and Smoke-Free campus January 1, 2018

McMaster University will become Ontario's first 100% tobacco and smoke-free campus effective January 1, 2018.

The use of tobacco and all oral smoking devices will be prohibited on the Hamilton campus, inside and on the grounds of the Ron Joyce Centre in Burlington, and at all McMaster-owned properties.

McMaster University recognizes the unique relationship that many Indigenous cultures have with traditional and sacred medicines. As such, exemptions to this policy will be granted, upon request, to members of the McMaster University community.

In preparation for this change, the University is undertaking a comprehensive program to help students, faculty and staff adapt to the new policy and to educate and inform the community about the new tobacco and smoke-free designation.

"McMaster is globally recognized for its commitment to innovation and advancing health and societal wellbeing through our research, teaching and community service," says President Patrick Deane. "A tobacco and smoke-free campus is the next important step towards fulfilling our responsibilities as educators, healthcare professionals and to the communities we serve," he says.

By designating the campus tobacco and smoke-free the University is creating an environment promoting health and wellness that ensures students, faculty, staff and visitors are not exposed to tobacco and smoking products, including second-hand smoke.

"Tobacco cessation is the single most important change a person can make to improve their overall health," says Dr. Elizabeth Richardson, Hamilton's Medical Officer of Health. "Stopping tobacco use and not being

subject to second-hand smoke help prevent chronic diseases, including heart disease, stroke and cancer while improving quality of life. McMaster is congratulated on taking this very important and meaningful step."

A cross-campus group is responsible for planning the implementation of the tobacco and smoke-free policy. The group includes representation from students, faculty, staff and other partners such as campus collective bargaining unions, Hamilton Public Health Services and others.

Tobacco and smoke-free environments are effective at motivating people towards quitting; starting in September a variety of free cessation programs and resources will also be offered to all members of the McMaster community.

"This change will have different implications for the diverse communities across our campus. As we all manage this transition, it is important that the University's resources cater to the cultural and mental wellbeing of these communities, and that everyone is aware of these supports throughout this process," says

Ryan Deshpande, Vice President Education, McMaster Students Union.

"The Graduate Students Association fully supports the efforts of the McMaster Tobacco and Smoke-Free Initiative. The physical and societal harms of tobacco use and smoking cannot be understated and McMaster's leadership is appropriate and appreciated," says Tim van Bortel, President, McMaster Graduate Student Association

A tobacco and smoke-free campus also supports meeting McMaster's obligations under the [Okanagan Charter](#).

"A tobacco and smoke-free campus is the next important step towards fulfilling our responsibilities as educators, healthcare professionals and to the communities we serve"

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The Charter is a global agreement signed by dozens of universities committing to making health and wellbeing a priority in everything McMaster does, from policy decisions and academic programming to research and the configuration of campus space.

There will be phased-in enforcement of the tobacco and smoke-free designation beginning in January. For the first months, anyone found in contravention of the policy will be asked to refrain from smoking or using tobacco and will be referred to a cessation program or given access to supports and resources. The University will also work with the surrounding neighbourhood associations to ensure the new designation doesn't lead to increased smoking on nearby residential streets and sidewalks.



Two McMaster Faculty Members Win OCUFA Teaching Awards

Kimberley Dej, Associate Professor in the School of Interdisciplinary Science, and Milena Head, Professor of Information Systems from the DeGroot School of Business are two of the recipients to have been presented with [Teaching and Academic Librarianship Awards](#). Dej and Head are both [McMaster University Faculty Members](#). The prestigious award comes from the Ontario Confederation of University Faculty Associations (OCUFA), which recognizes the exceptional contributions made by professors and librarians to the quality of higher education in Ontario.

“Professors and academic librarians are at the heart of our universities. They challenge and encourage their students to embrace new ideas and build a brighter future,” said OCUFA President Gyllian Phillips. “This year’s distinguished winners are all dedicated to and passionate about their work, and OCUFA is honoured to recognize them with teaching and librarianship awards.”

The 44th annual awards ceremony, hosted by CBC’s Paul Kennedy, took place at the Westin Harbour Castle Hotel in Toronto on October 21, 2017.

Founded in 1964, OCUFA represents 17,000 professors and academic librarians in 28 faculty associations across Ontario. It is committed to enhancing the quality of higher education in Ontario and recognizing the outstanding contributions of its members towards creating a world-class university system.



Is your employee benefits information up to date?

Human Resources requests that all employees and retirees review their benefits information to confirm it is accurate and up to date.

Employees and retirees are encouraged to take a few minutes to review their home address, dependents and beneficiaries in Mosaic.

A [step-by-step guide](#) is available.

Going forward employee information in Mosaic will be considered the definitive source and will flow to Sun Life. Employees should no longer update their personal information separately with Sun Life.

If you have any questions or concerns, please feel free to contact your [HR representative](#) at any time.

Minimum Wage Increasing

The Ontario Provincial Government has prescribed an increase to the following minimum wage rates, effective October 1, 2017:

- General minimum wage will change from \$11.40 to \$11.60 per hour
- Student minimum wage (under 18 years of age) will change from \$10.70 to \$10.90 per hour
Employee salary records in the HRIS with a current hourly rate of less than \$11.40 (or \$10.70 for students) will be updated to reflect the new minimum wage rate effective October 1, 2017 and the change will take effect on the applicable pay period containing October 1 for Staff, Faculty and Affiliate pays.

Please note any employment contracts commencing on or after October 1, 2017 must also comply with the new minimum rates.

Departments should be aware that the Ontario Government has proposed further increases to the minimum wage. These changes are included as part of several significant changes proposed to the Ontario Employment Standards Act as encompassed within Bill 148. This Bill is currently undergoing its second reading in the Ontario legislature and is not yet passed into law. Proposed rates of increase are as follows:

Effective January 1, 2018:

- General minimum wage is proposed to increase to \$14.00 per hour
- Student minimum wage (under 18 years of age, if weekly hours do not exceed 28 or if working during a school holiday) is proposed to increase to \$13.15 per hour

Effective January 1, 2019:

- General minimum wage is proposed to increase to \$15.00 per hour

- Student minimum wage (under 18 years of age, if weekly hours do not exceed 28 or if working during a school holiday) is proposed to increase to \$14.10 per hour

If you have any questions, please contact your Human Resources Representative. Contact information can be found at the following links:

Faculty of Health Sciences HR Office: <https://fhs.mcmaster.ca/hr/FHSHRTeam.htm>

HR Service Centre: <http://www.workingatmcmaster.ca/link.php?link=hrservices:hrservcent>

Employee and Labour Relations: <http://www.workingatmcmaster.ca/contacts/index.php>

Welcome New Members

Jennifer Nash

Bachelor of Health Sciences Program

Eric Seidlitz

Bachelor of Health Sciences Program

Hanna Tervanotko

Religious Studies



Years of Service

Congratulations to the following MUFA members celebrating milestone years of service as of November 1, 2017

10 Years of Service

Ilana Bayer Pathology	Joseph Kim Psychology, Neuroscience and Behaviour	Duncan O'Dell Physics and Astronomy
Jason Walter Busse Anaesthesia	Anne Klassen Pediatrics	Jennifer Ostovich Psychology, Neuroscience and Behaviour
Nancy Marie Carter Nursing	Norma Jean MacIntyre Rehabilitation Science	Laura Parker Physics and Astronomy
Tristan Carter Anthropology	Susan McCracken Accounting and Financial Management	Sameer Parpia Oncology
Jun Chen Electrical and Computer Engineering	Andrew Mente Health Evidence and Impact	Lorie Shimmell Rehabilitation Science
James Cotton Mechanical Engineering	Sandra Moll Rehabilitation Science	Brian Timmons Pediatrics
Wendy D'Angelo Linguistics and Languages	Sandra Monteiro Health Evidence and Impact	Meredith Vanstone Family Medicine
Jonathan Dushoff Biology	Richard Monture English	Gregory Robert Wohl Mechanical Engineering
David Feinberg Psychology, Neuroscience and Behaviour	Eu-Gen Ng School of Engineering Technology and Practice	Feng Xie Health Evidence and Impact
Rebecca Gewurtz Rehabilitation Science	Michael Noseworthy Electrical and Computer Engineering	Nikolaos Yiannakoulis Geography and Earth Sciences
Eileen Katherine Hutton Obstetrics and Gynecology		

15 Years of Service

Richard Arthur Philosophy	Sarah Brophy English	Alan Chen Physics and Astronomy
Paul Ayers Chemistry and Chemical Biology	Ian Bruce Electrical and Computer Engineering	Paul Contoyannis Economics
Mohamed Bakr Electrical and Computer Engineering	Jacques Carette Computing and Software	Sarah Dickson Civil Engineering
Andre Bedard Biology	Chih-hung Chen Electrical and Computer Engineering	Reuven Dukas Psychology, Neuroscience and Behaviour

15 Years of Service continued

Gary Dumbrill
School of Social Work

Sorina Dumitrescu
Electrical and Computer Engineering

Wael El-dakhkhni
Civil Engineering

Carlos Filipe
Chemical Engineering

Robert Fleisig
School of Engineering Technology and Practice

Catherine Frost
Political Science

Raja Ghosh
Chemical Engineering

James Gillett
Health, Aging and Society

Melinda Gough
English

Gillian Ruth Goward
Chemistry

Peter Graefe
Political Science

Matheus Da Rocha Grasselli
Mathematics and Statistics

Peijun Guo
Civil Engineering

Yaser Haddara
Electrical and Computer Engineering

Mohamed Hamed
Mechanical Engineering

Paul Higgs
Physics and Astronomy

Dana Hollander
Religious Studies

Violetta Ignieski
Philosophy

Takashi Imai
Physics and Astronomy

Magdalena Janus
Psychiatry

Sharon June Kaasalainen
Nursing

Wolfram Kahl
Computing and Software

George Karakostas
Computing and Software

Peter Kruse
Chemistry

Jim Lyons
Kinesiology

Helen Christine McDonald
Family Medicine

Patricia McNiven
Family Medicine

Peter Miu
Finance and Business Economics

Iris Mujica
Nursing

Hector Antonio Paez
Geography and Earth Sciences

Abigail Payne
Economics

Joanna Pierazzo
Nursing

Allison Platt
Communication Studies and Multimedia

Mel Rutherford
Psychology, Neuroscience and Behaviour

Lisa Schwartz
Health Evidence and Impact

Darren Scott
Geography and Earth Sciences

Lehana Thabane
Health Evidence and Impact

Alan Wassying
Computing and Software

Xiaolin Wu
Electrical and Computer Engineering

Jiankang Zhang
Electrical and Computer Engineering

Dongmei Zhao
Electrical and Computer Engineering

20 Years of Service

Susan Baptiste
Rehabilitation Science

Daniel Coleman
English

Janet Landeen
Nursing

John Lavis
Health Evidence and Impact

Yvonne Lawlor
Nursing

Dmitri Vladimirovich Malakhov
Materials Science and Engineering

Susanna O'Brien
English

Louis Schmidt
Psychology, Neuroscience and Behaviour

Emil Sekerinski
Computing and Software

Linda Stockton
Strategic Management

Bruce Charles Wainman
Pathology

25 Years of Service

Stanley Alma
Mathematics and Statistics

Lia Bronsard
Mathematics and Statistics

Ana Regina Campos
Biology

Susan Fast
English

Brian Golding
Biology

Harold Haugen
Engineering Physics

25 Years of Service Continued

Harriet Louise MacMillan

Psychiatry

Teal McAteer

Human Resources and Management

Michael Pierrynowski

Rehabilitation Science

Tony Porter

Political Science

Ari Shali

Pathology

Laurel Trainor

Psychology, Neuroscience and Behaviour

Christine D Wilson

Physics and Astronomy

30 Years of Service

Ellen Badone

Religious Studies

Sheryl Louise Boblin

Nursing

Richard Deaves

Finance and Business Economics

Laurie Caley Doering

Pathology

Jean-pierre Gabardo

Mathematics and Statistics

Fred Hoppe

Mathematics and Statistics

Brian Leber

Medicine

Mitchell Arnold Levine

Health Evidence and Impact

Dean Clarence Mountain

Finance and Business Economics

Andrew John Nicas

Mathematics and Statistics

Robert Pelton

Chemical Engineering

Mohamed Marghany Shehata

Accounting and Financial Management

Peter Morley Smith

Electrical and Computer Engineering

Matthew Anthony Valeriote

Mathematics and Statistics

35 Years of Service

Stephanie Atkinson

Pediatrics

Elizabeth Ann Mohide

Nursing

Robert Storey

Labour Studies

Mckenzie Wang

Mathematics and Statistics

40 Years of Service

Prakash Abad

Operations Management

John Colarusso

Anthropology

William Hanley

French

45 Years of Service

William Shafir

Sociology

50 Years of Service

Henry Jacek

Political Science

Participants Needed

The Human Neural Plasticity Laboratory in the Department of Psychology Neuroscience and Behaviour at McMaster (<http://hnplab.mcmaster.ca/>) is seeking participants for a hearing aid trial for tinnitus. Participants will use hearing aids provided by the researchers and programmed specifically for their particular tinnitus, for a period of up to 6 months. The goal is to assess whether hearing aids can be a successful treatment for chronic tinnitus. To qualify for the study participants must have chronic tinnitus, some degree of hearing loss, and no previous long term hearing aid use. Study procedures have been approved by the Hamilton Integrated Research Ethics Board. Volunteers are invited to contact Calvin Staples at staplesc@mcmaster.ca.

International SOS

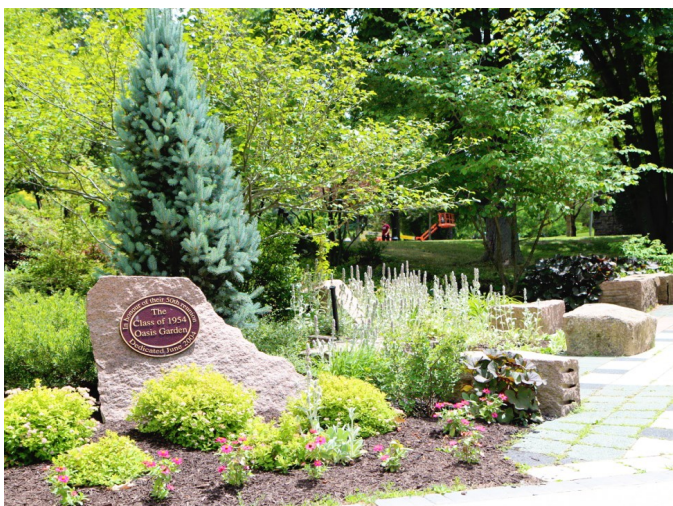
As part of McMaster University's commitment to our travelers, we are pleased to announce we have invested in global medical and security assistance through **International SOS**. This program is designed to keep our faculty, staff and students healthy, safe and secure while they are traveling or living abroad within a McMaster capacity. We strongly encourage you to take advantage of these services and online resources. **This is a travel assistance program and not a benefits program.**

International SOS provides medical, security and logistical expertise to help safeguard our international travelers. So, if you lose your medication in Prague, need to see a doctor in New Delhi, get pick-pocketed in Rio or, in a more serious circumstance, are in a serious accident International SOS can assist to refer you to a medical clinic in the area. **For all issues contact your out of province benefits provider first.**

Travelers can conveniently dial one phone number that will connect them to the International SOS network of medical and professional service teams that operates 24 hours a day, 365 days a year, all over the world.

You simply carry the International SOS membership card with you at all times or download the Assistance App to use this service. Both contain our membership number and key phone numbers along with the website address www.internationalsos.com.

Further details on International SOS is available on the HR website at <http://www.workingatmcmaster.ca/link.php?link=eohss:travelsafety>



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