

Newsletter

Volume 45.1
Editor: Michel Grignon

McMaster University Faculty Association - September 2018



SAVE THE DATES!

MUFA General Meeting

January 11, 2019

1:30 p.m.

Council Chambers,

GH 111

MUFA Annual General Meeting

April 23, 2019

3:00 p.m.

Great Hall,

University Club

President's report: the year ahead.

I am happy to begin this September as the President of MUFA and to welcome all of you back to a new academic year. I particularly want to welcome our new members to the association and thank our retiring members for all their years of service. Next year will be a busy and productive one: it is a negotiation year, meaning we re-discuss our contract with the University, and we will continue to follow up policy issues that affect our working conditions, such as the workings of the "New Budget Model", the role of students evaluations of teaching effectiveness, or faculty renewal. As usual, new issues and questions will arise during the year, that MUFA will address with your help and input. All this will be possible thanks to the hard work and good will of members of MUFA Executive Committee and MUFA remuneration committee, to whom I want to express my gratitude.

Last year was very productive for MUFA and McMaster: the "New Budget Model" is now a reality on campus and seen as a progress from the previous budget discussion. However, as pointed out in a report by MUFA's Budget Advisory Committee in 2016, this budget model requires good and well accepted proxies for internal prices (e.g., cost of training a student in a given department), and fine tuning is still in progress. A budget model review published in 2017 made several recommendations that, if implemented, would make the budget more efficient and equitable. The good news is that all Faculties now have balanced budgets or surplus and the budget for 2018-19 allows McMaster to take action on faculty renewal and improve our faculty/student ratio. Important procedures (on Tenure and Promotion; Career, Promotion and Merit; or Grievance) have been or are in the process of being updated and substantially revised and improved. Last, MUFA and the Administration have started a promising and fruitful discussion on the number of teaching professor positions at McMaster.

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I will now highlight what I see as the main issues MUFA Executive Committee will work on this year.

Negotiation of a new contract:

Elkafi Hassini, the Remuneration Chair, who will lead the negotiation team on behalf of MUFA at Joint Committee, develops how it will look like later in this newsletter but I would like to emphasize a crucial point: the annual budget is healthy, and the need for faculty renewal is pressing. This is true across the board but felt particularly in some departments or areas.

Survey:

As we do in negotiations years, we will poll our members to better understand their priorities. Please use this short survey to let us know your thoughts on benefits, workload and working conditions (including the tools you are provided to do your job, such as Mosaic or Avenue to Learn), as well as what MUFA is doing, should do, or should not do.

Teaching stream:

MUFA and the administration continue to negotiate on a revised policy around teaching stream appointments. The Faculty of Health Sciences has no limit on the number of teaching professors it can hire, but other Faculties are limited to a fixed number (that was set more than ten years ago). We expect a revised policy will contain proportions (of faculty complement) rather than a fixed number, for CLAs and Teaching Professors.

Students evaluations:

Overwhelming evidence shows that average scores on summative questions about teaching effectiveness from student surveys should not be used at all to assess an instructor, especially for tenure and promotion purposes. The recent arbitration (by William Kaplan) at Ryerson university makes it clear: “The evidence is clear, cogent and compelling that averages [of Student Evaluations of Teaching] establish nothing relevant or useful about teaching effectiveness.” Because student input into evaluation of teaching quality is needed, however, it is not enough to bar the use of these averages for T&P decisions and this discussion needs to be re-opened, both to make sure we consistently monitor the quality of our

teaching and our effort is fairly assessed (for T&P or CPM).

Pensions:

In 2014, the Province of Ontario initiated a process to discuss a jointly sponsored pension plan (JSPP) for universities. The idea was to create one defined-benefit plan for all universities in the province, with joint (employers and employees) financial responsibility. Joining (and leaving) was meant to be voluntary. Governance issues (as well as assets transfer issues) turned out to be more complex than anticipated and, in 2017, three universities (Guelph, Queen’s and Toronto) launched a University Pension Plan (UPP Ontario, more information at: <http://www.universitypension.ca/>) with the goal to address these vexing issues along the way and then inviting other universities to join if they wanted to. Based on how the current UPP looks compared to our plan, it is not clear we (faculty members) would benefit from seeing McMaster join the JSPP. We will continue to monitor pension developments in the province and keep the membership informed.

Getting there:

McMaster is an urban university, at the centre of a growing and densifying urban community. Driving to campus cannot and should not be the only option available. Public transit and cycling should become options of choice and be supported, making parking more easily accessible to those who need it. Because all our students are de facto customers (monthly passes are included in tuition fees), McMaster should be a strong voice at HSR board meetings and should make sure the quality of service meets the needs of our community.

Academic freedom and freedom of expression on campus:

McMaster has a doctrine on freedom of expression and freedom to protest on campus (available at: [Ad Hoc Committee Report](#)) as well as a set of guidelines on acceptable forms of protest and responsibilities of event organizers (available at: [Freedom of Expression, Protest and Dissent: Guidance for Event Organizers and Participants](#)). Both documents are recent and will be used for the first time this academic year. We will monitor how they protect

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these two, sometimes not compatible, freedoms.

Joint Committee:

A key mechanism for working with the Administration to solve issues of concerns to faculty is the Joint Committee, which meets monthly throughout the academic year. McMaster's collegial governance is an asset that allows us to work smoothly with the Administration. This year, MUFA will be represented by Alison Sills (MUFA VP/President-elect, Physics), Elkafi Hassini (MUFA Remunerations, Operations Management), and me (Economics and Health Aging & Society). The Administration will be represented by David Farrar (Provost, Vice-President Academic, Chemistry), Roger Couldrey (Vice-President Administration), and Susan Searls Giroux (Vice-Provost, Faculty, English & Cultural Studies). I take this opportunity to thank Laura Parker (MUFA past President, Physics) for setting a strong example for Alison, Elkafi and myself to follow.

Importantly, MUFA works on behalf of its members and needs your input and support. Please feel free to contact me at any time to share concerns you may have you think can be solved at Joint Committee. I also encourage everyone to come to our General Meetings and contribute to the discussion about life and work of faculty at McMaster.

I look forward to this new academic year as President of MUFA and to being able to serve the community the best I can.

Michel Grignon
MUFA President, 2018-2019

Sabbatical House for Rent

This is a lovely small 2 story 3 bedroom home in Westdale within walking distance (10 min) of McMaster University, local schools and shops. Natural gas furnace and fireplace. Front and back garden. Parking in driveway. Ideal for a couple or small family. Rent \$1900/month. Utilities included in rent: Heat, Water, Electricity, Hot Water Heater Rental. Available September 1 2018 – for up to 24 months. Minimum rental 6 months. Contact: Dr. Michael O'Donnell, odonnell@mcmaster.ca.

Remembering Samir Ziada

It is with deep sadness that we announce the death of Samir Ziada, on August 20, 2018 in his 69th year. Samir was greatly loved and cherished and will be sorely missed by Lynne, his devoted wife of 37 years, his children Hanna and Youssef and their spouses Scott and Lisa as well as his three grandchildren Winston, Owain and Margot, and his extended family in the UK and in Egypt.

Samir was born in 1949 in Cairo, Egypt, the youngest of four siblings. His early brilliance in his engineering studies earned him a scholarship to continue his research in Canada and then the United States. After completing his PhD he was recruited to the Sulzer Technology Corporation in Switzerland, where he enjoyed a fulfilling career and raised his children. In mid-life he accepted a position as a professor of Mechanical Engineering at McMaster University which brought his family to Canada. Samir has been well-respected and liked by his colleagues and students, and has significantly contributed to his academic field, which deals with the extremely complex interactions of fluid and air flows, acoustics and vibrations. His expertise was sought around the world, and he consulted on a wide variety of issues ranging from steam trains to hydro dams, solving many problems considered intractable.

Those who know Samir will agree that he enjoyed life to the fullest. At the time of his diagnosis he felt it was too soon, but also let his family know he had enjoyed all life had to offer, never putting off what he most wanted to do. His family is grateful that he lived a full life, enjoyed great success and knew he was loved.

Samir will be deeply missed by his family, friends, colleagues and students from across the globe. Burial has taken place and a Celebration of Life will be held on September 14, 2018 from 2-4pm at the Great Hall at the University Club at McMaster University. In lieu of flowers, donations in Samir's memory can be made to the Canadian Cancer Society.

Significant arbitration decision on use of student questionnaires for teaching evaluation

A [recent arbitration award](#) between the Ryerson Faculty Association and Ryerson University has established an important precedent for faculty associations, and lends support to others who have been arguing that student questionnaires are deeply problematic instruments for the purpose of evaluating faculty members' teaching effectiveness.

It is telling that "student evaluations of teaching" or SETs, as the arbitrator chooses to call them, have been a "live issue" between the university and the Ryerson Faculty Association for fifteen years. In that time, not only have SETs been a recurrent point of contention for other faculty associations for reasons similar to those addressed in the arbitration, but other grounds for concern have come to the fore. In response, OCUFA established a working group to examine "SETs" and their use, broaching a number of issues, including some that were not before the arbitrator for the Ryerson decision.

Arbitrator William Kaplan lends critical momentum with his award. He accepted the expert evidence of Professors Philip Stark and Richard Freishtat that student evaluations of teaching cannot be used to assess teaching effectiveness. [Kaplan's award](#), and [Freishtat's](#) and [Stark's](#) pivotal reports are available online, and summarized as follows.

While Mr. Kaplan does find that SETs can continue to be used in the context of tenure and promotion decisions, he asserts that they cannot be used for the purposes of measuring teaching effectiveness for promotion or tenure.

He accepts that SETs do have value as the principal source of information from students about their experience. However, he states that, while SETs are "easy to administer and have an air of objectivity," insofar as assessing teaching effectiveness they are "imperfect at best and downright biased and unreliable at worst."

The evidence provided by Stark and Freishtat shows that

SET results are skewed by a long list of factors, including personal characteristics (such as race, gender, accent, age, and physical attractiveness) and course characteristics (including class size, subject matter, traditional teaching vs innovative pedagogy, etc.).

The lack of validity ("reliability" in the arbitrator's award) of SET results is further complicated when SET results are reduced to averages and then compared with other faculty members, the Department, Faculty, and the University. Mr. Kaplan finds "the evidence is clear, cogent and compelling that averages establish nothing relevant or useful about teaching effectiveness." The use of averages is fundamentally and irreparably flawed. He concludes that only frequency distribution reporting is meaningful.

The arbitrator accepted the experts' conclusion that the best way to assess teaching effectiveness is through the careful assessment of the teaching dossier and in-class peer evaluations. SETs may be ubiquitous, but this does not serve as a justification for over-reliance on a flawed tool.

In addition to identifying several items for the parties to work on together (developing guidelines, modes of presenting results, and a successor questionnaire) and requiring discontinuation of online questionnaires in stipulated situations, Arbitrator Kaplan ordered that the:

- Ryerson Faculty Association Collective Agreement be amended to ensure that SET results are not used in measuring teaching effectiveness for promotion or tenure;
- numerical rating system be replaced with an alphabetical one;
- summary question of overall effectiveness be removed from the questionnaire;
- parties ensure that administrators and committee members charged with evaluating faculty are educated in the inherent and systemic biases in SETs.

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The arbitrator declared that “a high standard of justice, fairness and due process is self-evidently required” given the impact that SETs can have on faculty. OCUFA also believes that this standard applies given the impact that SETs can have on student learning.

OCUFA has been using the term Student Questionnaires on Courses and Teaching (SQCTs) to describe these evaluations. When it releases its report in October, the OCUFA Working Group on SQCTs will have more to say with respect to the methodological, ethical, and human rights implications of student questionnaires.

References:

Ryerson University v Ryerson Faculty Association, 2018 CanLII 58446 (ON LA), <<http://canlii.ca/t/hsqkz>>

Richard L. Freishtat, [Expert Report on Student Evaluations of Teaching \(SET\)](#). Prepared for the Ryerson Faculty Association and the Ontario Confederation of University Faculty Associations. September 30, 2016.

Philip B. Stark, [Expert Report on Student Evaluations of Teaching \(Faculty Course Surveys\)](#). Prepared for the Ryerson Faculty Association and the Ontario Confederation of University Faculty Associations. October 10, 2016.

Acknowledgement: This story incorporates and adapts a summary prepared by Emma Phillips, Partner at Goldblatt Partners, LLP.

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 judgment of the tribunal. Hearings usually take place over one or two days. For more information, send us an email at (mufa@mcmaster.ca) or call us (905) 525-9140 ext. 24682/20297, or visit us in (HH 103A).

Out-of-Country Benefits

The [Emergency Out-of-Country Travel Coverage](#) provides significant protection in the event of a medical emergency while travelling outside of Ontario.

Sun Life Financial partners with Allianz Global Assistance (Allianz Assistance) to provide you with 24 hour a day emergency medical travel assistance. **You, or someone with you, must call the Allianz Global Assistance 24-hour operations centre before receiving medical care. The toll-free numbers are on the Travel Card. Any invasive and investigative procedures (e.g., surgery, angiogram, MRI) must be pre-authorized by Allianz Global Assistance, except in extreme circumstances. If you don't contact Allianz Global Assistance, your claim could be reduced or declined.** For more information please refer to: <http://www.workingatmcmaster.ca/med/document/McMaster-Travel-Benefit-and-Medical-Passport-PDF7558-E-1-40.pdf>

Sun Life Financial offers a variety of ways to access information about your travel benefit including a printable travel card, a downloadable card for your Apple Wallet, My Sun Life Mobile app and www.mysunlife.ca.

Find out more about [Sun Life's](#) electronic resources.

Faculty members who are planning travel outside of the province for Research or University Business purposes and wish to apply to have their Sun Life Emergency Out-of-Country coverage extended beyond 120 days should complete the [Application for Extension of Emergency Out-of-Country Coverage Form](#) and submit to Human Resources Services at CSB-202 no later than 30 days prior to your departure date.

Welcome New Members

Alpha Abebe Humanities	Evelyne Durocher Rehabilitation Science	Tara Marshall Health, Aging and Society
Waquar Ahmad Finance and Business Economics	Judith Fudge Labour Studies	Adeel Mohmood Finance and Business Economics
Neil Barr Health Policy and Management	Rebecca Gilmour Anthropology	Eugenia Neves dos Santos French
Melanie Bedore Geography and Earth Sciences	William Huggins Finance and Business Economics	Sean Park Medicine
Luca Berardi Sociology	Mohammed Hussein Civil Engineering	Michelle Phoenix Rehabilitation Science
Ariella Binik Philosophy	Yiqin Hu Accounting and Financial Management	Mariapia Pietropaolo Classics
Romina Brignardello-Peterson Health Research Methods, Evidence and Impact	Melissa Kimber Psychiatry and Behavioural Neurosciences	Jonathan Pruitt Psychology, Neuroscience & Behaviour
Mark Busser Political Science	Yvonne LeBlanc Health, Aging and Society	Joseph Resendes School of the Arts
Mary Chaktsiris History	Logan MacDonald School of the Arts	Jennifer Szende Philosophy
Anthony Chibba Chemistry and Chemical Biology	Zachary Mahone Economics	Tracy Wong School of the Arts
Sarah Clancy Health, Aging and Society	Ekaterina Malinova Finance and Business Economics	Boyang Zhang Chemical Engineering
Allan Downey History		Robin Zhao Civil Engineering

Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those who have retired during the academic year. We look forward to seeing them at the annual lunch in their honour (**October 25, 2018**) hosted jointly by the Presidents of the University and the Faculty Association.

Richard Arthur Philosophy	Art Budros Sociology	William Jonathan Renwick School of the Arts
Brian Baetz Civil Engineering	Eileen Katherine Hutton Obstetrics & Gynecology	William Shaffir Sociology
Susan Baptiste Rehabilitation Sciences	Henry John Jacek Political Science	Mateusz Piotr Sklad Mechanical Engineering
Stephen Birch Health Research Methods, Evidence, and Impact	Bonny Jung Rehabilitation Sciences	Philip Wood Chemical Engineering
Michael Boyle Psychiatry & Behavioural Neurosciences	Markad Venkatraya Kamath Medicine	
	Elizabeth Mohide Nursing	

Campus Classroom Technologies (CCT) – Info Sheet (2018-2019)

Technical Support

Monday to Friday: 8:00am – 4:30pm
 Student Evening Support 4:30pm – 7:30pm (Fall and Winter terms only)

Contact

CCT Main Office x22761 equipbkg@mcmaster.ca Classroom Issues, Inquiries and Bookings

Technicians

Kevin Andrews
 Dash Gonsalves
 Chris Robinson
 Ted Shaw
 Carlie Soares

Buildings

CNH, DSB, IWC, KTH, TSH
 HH, LRW, LS, MDCL, T34, UH
 ABB, ETB, HSC, ITB, PC, T13
 BSB, JHE, GS
 Campus Back Up

Classroom Directory

Check out the Classroom Directory: (<https://library.mcmaster.ca/cct/classroom-directory>)

This directory is updated regularly. It provides a list of classrooms, including photos and descriptions of each classroom, as well as the available A/V equipment.

Please note: Only Registrar controlled classrooms are supported by CCT.

Booking Equipment

Make sure you book equipment you wish to use so we can make sure it's available when you need it, especially for evening classes. The equipment booking form can be found at (<https://library.mcmaster.ca/services/event-support>)

Please note: We do not provide portable computers or laptop adapters/dongles.

Access Codes & Lock Combinations

Access codes, in-class computer usernames/passwords and lock combinations **have not been changed this year**. All permanent equipment is controlled from a Black Box on the wall, an AV Closet or a Podium. You will receive the combination by return e-mail when you book your equipment.

Lecture Capture

Want to capture your lecture so that students can access it later through A2L?

A list of classrooms with this technology and instructions on scheduling this service can be found here: (<https://library.mcmaster.ca/services/lecture-capture>)

OCUFA

OCUFA's 153rd Board of Directors Meeting

On Saturday, May 12 and Sunday, May 13, OCUFA held its final Board of Directors meeting of the 2017-18 academic year. During the weekend, board members discussed the organization's current priorities – good jobs and vibrant universities, university funding, and capacity building – with a focus on the postsecondary issues that were likely to receive the most attention in the provincial election. During a special lunchtime reception on the Saturday, board members and colleagues celebrated the winner of OCUFA's [Service Award](#) and the [Henry Mandelbaum Graduate Fellowship](#).

PRIORITIES

OCUFA's priorities for the 2017-18 academic year were developed to strategically align with those issues most likely to gain traction with the public and political parties in the lead-up to the provincial election. In addition to good jobs and university funding (detailed in [OCUFA's 2018 pre-budget submission](#)), capacity building has been identified as an important means through which OCUFA can support the work of local faculty associations. University governance also continues to be a serious concern.

GOOD JOBS AND VIBRANT UNIVERSITIES

One of OCUFA's established long-term goals is a postsecondary education system where every academic job is a good job with fair compensation, reasonable workloads, access to benefits, and job security. Good jobs are essential for fostering vibrant and dynamic universities. This year, OCUFA has focused on three opportunities for improving the terms and conditions of employment at Ontario's universities: fairness for contract faculty, faculty renewal, and pensions.

Fairness for contract faculty

In recent years, substantial progress has been made rais-

ing awareness about the challenges faced by contract faculty at Ontario universities, and OCUFA hopes to continue building momentum to close gaps in existing labour laws and achieving fairness for contract faculty.

On February 28, faculty, staff, and students from across Ontario participated in OCUFA's third annual [social media day of action](#) in support of fairness for contract faculty and other precariously employed campus workers. Because of our work, the hashtags [#Fairness4CF](#) and [#15andFairness](#) were trending for much of the day.

OCUFA also participated in this spring's [Fight for \\$15 and Fairness](#) Provincial Strategy Meeting, which featured many postsecondary stakeholders. Sessions focused on enforcing new equal pay provisions, organizing on campus, and bargaining after Bill 148.

Faculty renewal & panel presentation

In OCUFA's 2018 pre-budget submission, a faculty renewal strategy was identified as a vital initiative for the government. Ideally, it would support new full-time tenure stream hiring, the replacement of retiring tenured faculty, and create pathways for contract faculty to full-time secure positions. A discussion moderated by Rahul Sapra (OCUFA's Vice-President) and featuring Gyllian Phillips (OCUFA's President), Richard Wellen (former President of the York University Faculty Association), Leslie Jermyn (Executive Director of the Queen's University Faculty Association), and Jeff Tennent (Chair of OCUFA's Collective Bargaining Committee) reviewed hiring practices at different universities, existing mechanisms for moving contract faculty into the tenure stream positions, the importance of equity when making hiring decisions, and the role of bargaining in determining faculty complement.

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Pensions

For several years, OCUFA has worked with sector stakeholders on an initiative to build a new voluntary jointly sponsored pension plan (JSPP) for Ontario's universities. The University of Toronto Faculty Association, Queen's University Faculty Association, and University of Guelph Faculty Association have been working to finalize a JSPP intended to provide a secure and sustainable pension option for interested university faculty associations and staff unions in the province. As the pension environment shifts, OCUFA will continue to organize workshops and meetings to help all member associations reach their pension-related goals and expand their capacity to communicate pension issues at the local level.

UNIVERSITY FUNDING

OCUFA has held a long-standing goal of increasing public funding for universities to support high-quality postsecondary education in Ontario. Unfortunately, investment in Ontario's universities has stagnated in recent years and there was no additional operating funding provided in this year's budget. This remains a serious concern for OCUFA, and our hope is that the next government will make substantive new investments in postsecondary education to help Ontario close the funding gap with the rest of the country.

The provincial government continues to move forward with its efforts to update the university funding formula. However, it is doing so [without any meaningful consultation](#) with Ontario's faculty. The government's intent to tie university funding to performance according to a series of metrics is of great concern. OCUFA is focused on pushing back against this move towards performance-based funding and advocating for more substantive faculty consultation as part of the strategic mandate process through which these metrics and targets are being negotiated.

CAPACITY BUILDING

Ontario's university faculty face serious challenges in their workplaces, including too few faculty to do the

work, and too many precarious jobs at underfunded universities. OCUFA continues to support member associations with capacity building strategies that can be leveraged to build stronger unions and a university labour movement able to more effectively tackle these problems. Member engagement is an ongoing process and this year's election has provided many excellent opportunities for faculty associations to engage their members and work with other campus groups to organize all-candidates debates that raise awareness of postsecondary issues.

UPDATE ON 2018 PROVINCIAL ELECTION ADVOCACY

The meeting featured a detailed update on OCUFA's election work advocating for increased public university funding and good jobs for all academic workers. The discussion included a presentation on the results of [OCUFA's public opinion poll on precarious employment](#) on university campuses and its perceived impacts on education quality, and the publicity tour OCUFA conducted to promote the poll results across Ontario.

Meeting participants were updated on faculty-organized advocacy events, including OCUFA's annual advocacy day and social media day of action, and the many election events being organized by faculty associations across Ontario, including events hosted by the Wilfrid Laurier University Faculty Association, the Faculty Association at the University of Waterloo, the Lakehead University Faculty Association, the University of Ontario Institute of Technology Faculty Association, the McMaster University Faculty Association, and the Trent University Faculty Association.

Updates were also provided about the election resources being produced for [OCUFA's website](#), including party platform analyses, questionnaires on postsecondary issues, and the party platform report card.

Following the discussion of OCUFA's election work, Greg Lyle, President of Innovative Research Inc., provided a comprehensive presentation of new poll re-

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sults and what they could mean for the dynamics of the provincial election campaign and its possible outcomes.

CREATION OF INVESTIGATIVE JOURNALISM FELLOWSHIP AND GRIEVANCE AWARD

At the Board Meeting, members voted to create two new awards: one that will encourage additional investigative journalism focused on postsecondary issues, and another to recognize the work of those who defend faculty rights through the grievance process.

The annual OCUFA/Academic Matters Investigative Journalism in Higher Education Fellowship will seek to encourage in-depth reporting about new developments in postsecondary education. Available to full-time, freelance, and student journalists, each year the fellowship will provide financial support for a project of merit that will explore important or underreported developments in higher education.

The new Grievance Award will recognize the contributions of faculty and faculty association staff who have made remarkable efforts to uphold their union's collective agreement and defend the rights of professors and academic librarians at their institution. The award will be given on a biennial basis.

OCUFA EXECUTIVE ELECTIONS

During the meeting, the OCUFA Board of Directors elected the organization's executive for the 2018-19 academic year.

As of July 1, the new executive will be comprised of:

President:

Gyllian Phillips (Nipissing University Faculty Association)

Vice-President:

Rahul Sapra (Ryerson Faculty Association)

Treasurer:

Ann Bigelow (University of Western Ontario Faculty Association)

Members-at-large:

Diane Beauchemin (Queen's University Faculty Association)

Glen Coplestone (King's University College Faculty Association)

Sue Wurtele (Trent University Faculty Association)

Chair of the Board:

Kate Lawson (Faculty Association of the University of Waterloo)

CELEBRATION OF 2018 RECIPIENTS OF OCUFA SERVICE AWARD AND HENRY MANDELBAUM GRADUATE FELLOWSHIP

Finally, a special luncheon ceremony during the meeting celebrated the recipients of the 2018 [OCUFA Service Awards](#) and [Henry Mandelbaum Graduate Fellowship for Excellence in Social Sciences, Humanities, or Arts](#).

Wilfrid Laurier University Professor Judy Bates and Laurentian University Professor Jean-Charles Cachon were honoured with OCUFA Service Awards for their work strengthening OCUFA and advancing the interests of professors and academic librarians across the province. Queen's University PhD student Galen Watts was recognized with a Henry Mandelbaum Fellowship for his excellence in scholarship and community engagement.

The luncheon concluded with a special presentation from 2017 Mandelbaum Fellowship winner Laura Jane Brubacher. Laura shared her work studying the challenges faced by pregnant Inuit women who are removed from their families, are forced to travel large distances, and spend months living in boarding houses before giving birth in southern hospitals.

The next OCUFA Board of Directors meeting will be held October 20-21, 2018.

BENEFIT YEAR END REMINDER

Please note the benefit year end is June 30th. Please ensure all claims dated from July 1, 2017 to June 30, 2018 are submitted to Sun Life prior to September 30, 2018.

Late claim submissions will not be reimbursed.

Faculty Association Council

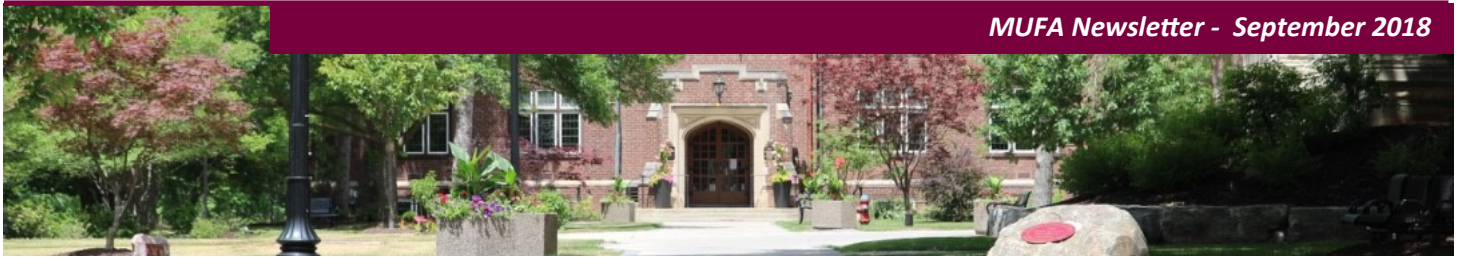
In order to maintain close contact with faculty members at the department level, the MUFA Executive established the Faculty Association Council made up of representatives from every academic department. These representatives serve as liaisons between the Association's Executive Committee and the members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

The responsibilities of the members of the Council are important, but not onerous. In addition to serving as liaisons, the departmental representatives might be contacted to suggest candidates to run for the Executive or to represent the Association on various University committees. The main task, however, is passing on information to your colleagues in your department about specific projects in which the Association is involved – in reality there is not much to do, but we do need a representative from each department.

MUFA wishes to thank all of our Faculty Association Council members for their continued service. There are some departments with vacancies. If you are willing to represent your department on the Faculty Association Council, please contact mufa@mcmaster.ca.

2018-2019 Faculty Association Council

Accounting & Financial Management	Lilian Chan	Interdisciplinary Science	Chad Harvey
Anthropology	Kee Yong	Kinesiology	Krista Madsen
School of the Arts	Vacant	Labour Studies	Robert Storey
Biochemistry & Biomedical Science	Russell Bishop	Library	Wade Wyckoff
Biology	Ana Campos	Linguistics & Languages	Nikolai Penner
Chemical Engineering	Prashant Mhaskar	Marketing	Manish Kacker
Chemistry & Chemical Biology	Ryan Wylie	Materials Science	K. Grandfield
Civil Engineering	Vacant	Mathematics & Statistics	Megumi Harada
Classics	Sean Corner	Mechanical Engineering	Gary Bone
Communication Studies & Multimedia	Sara Bannerman	Medicine	Karen Beattie
Computing & Software	Antoine Deza	Nursing	Michelle Butt
Economics	Maxim Ivanov	Obstetrics & Gynecology	Derek Lobb
Electrical & Computer Engineering	Natalia Nikolova	Operations Management	Elkafi Hassini
Engineering Physics	Rafael Kleiman	Pathology & Molecular Medicine	Laurie Doering
School of Engineering Technology	K. Apostolou	Pediatrics	Vacant
English & Cultural Studies	Mary Silcox	Philosophy	Stefen Sciaraffa
Family Medicine	Matthew Kwan	Physics & Astronomy	M. Rheinstadter
Finance & Business Economics	Narat Charupat	Political Science	Greg Flynn
French	Nicholas Serruys	Psychiatry & Beh. Neuroscience	James MacKillop
Geography & Earth Sciences	N. Yiannokoulis	Psychology, Neuroscience & Beh.	Deda Gillespie
Health, Aging & Society	Meridith Griffin	Radiology	Eli Tshibwabwa
Health Policy & Management	Glen Randall	Rehabilitation Sciences	Lilian Coman
Health Research Methods, Evidence & Impact	Vacant	Religious Studies	Daniel Machiela
History	Stephen Heathorn	Social Work	Christine Sinding
Human Resources & Management	Aaron Schat	Sociology	Tina Fetner
Information Systems	Ali Montazemi	Strategic Management	Linda Stockton
		Surgery	Vacant



Committee Structure 2018-2019

Standing Committees

Academic Affairs

Andy Knights, Engineering Physics

Human Rights

Marisa Young, Sociology

Joint Committee

Michel Grignon, Economics & Health, Aging and Society

Elkafi Hassini, Operations Management

Alison Sills, Physics and Astronomy

Membership

Suleiman Igdoura, Biology

Nominating Committee

Lilian Chan, Accounting and Financial Management

Wael El-Dakhakhni, Civil Engineering

Michel Grignon*, Economics & Health, Aging and Society

Laura Parker, Physics and Astronomy

Alison Sills, Physics and Astronomy

Patricia Strachan, Nursing

OCUFA Director

Alison Sills, Physics and Astronomy

Pension Committee

Trevor Chamberlain, Finance and Business Economics

Sherman Cheung, Finance and Business Economics

Claude Eilers*, Classics

Michel Grignon, Economics & Health, Aging and Society

Marc-Andre Letendre, Economics

Alison Sills, Physics and Astronomy

Public Relations

Michel Grignon, Economics & Health, Aging and Society

Remuneration

Elkafi Hassini*, Operations Management

Special Enquiries & Grievances

Catherine Anderson, Linguistics and Languages

Kirsten Culver, Nursing

Tenure/Permanence

Gail Krantzberg, W Booth School of Engineering Practice and Technology

Treasurer

Kai Huang, Operations Management

Returning Officer

Matheus Grasselli, Mathematics and Statistics

University Committees & Boards

Copyright Working Group

Greg Flynn, Political Science

Enrolment Management Team

Michelle MacDonald, Biochemistry & Biomedical Science

Honour M Selection Committee

Todd Alway, Political Science

McMaster Children's Centre

Michelle Butt, Nursing

Pension Trust

Trevor Chamberlain, Finance and Business Economics

Sherman Cheung, Finance and Business Economics

Marc-Andre Letendre, Economics

President's Advisory Committee on Building an

Inclusive Committee

Tina Fetner, Sociology

President's Advisory Committee on Relations with Community

Deda Gillespie, Psychology, Neuroscience and Behaviour

Rudy Heinzl Award for Excellence Committee

Peter Vilks, Strategic Management

*Committee Chair



46th Annual OCUFA Teaching and Academic Librarianship Award 2018/2019 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.

(Continued on page 14)

Posthumous nominations can be made for those who passed away in the award year. 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 14, 2018**.
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](#).

Having Issues with your Classroom? Where you can get help!

McMaster’s goal is to provide a comfortable learning environment for everyone. As a result, if you are experiencing problems with your classroom, please refer to the chart below for who to contact in order to get it resolved.

Problem	Contact
Classroom has broken furniture, no chalk or lighting problems	<p>Facility Services Customer service desk, ext. 24740 or by email at clerks@mcmaster.ca. Hours of operation: Monday to Friday, 8:30 a.m. to 4:30 p.m. Highlight the concern is for a classroom, to distinguish the problem priority.</p> <p>OR alternatively you can submit an online service request through Mosaic Maintenance Management module using the service Request wizard. The online service request type should be identified as “classroom cleaning or classroom repairs”.</p> <p>Contact the UTS department to gain access to the Mosaic Maintenance Management Module.</p>
Scheduling issues or disconnects between class size and room capacity	Registrar's Office at Ext. 24453 or bookings@mcmaster.ca
Classroom Audio Visual Concerns	Classroom Audio Visual Services, Ext. 22761 or equipbkg@mcmaster.ca
Classroom emergencies after 4:30 p.m. – such as no heat, locked classroom, broken water pipes.	Security, Ext. 24281 or security@mcmaster.ca

2018-19 Faculty Workshops

hosted by the Office of the Vice-Provost, Faculty

These workshops expose faculty to the various management and support structures of McMaster and involve guest speakers from across campus to present key topics for career success. The format of each workshop, presentation followed by a wine and cheese reception, provides a great opportunity for discussion and networking across the Faculties to aid you in building cohort collegiality and potential collaborations.

All workshops to be held at: Alumni Memorial Hall (University Club), West Room, from 3pm to 5pm

New Faculty Members 2018

Friday, September 28—*Building Your Research Portfolio*
Register at: [Building Research](#)
<https://www.eventbrite.ca/e/building-your-research-portfolio-new-faculty-tickets-49477367137>

Friday, October 19—*Student Mental Health*
Register at: [Student Mental Health](#)
<https://www.eventbrite.ca/e/together-faculty-focus-on-student-mental-health-new-faculty-tickets-49478468431>

Friday, November 16—*Teaching & Technology*
Register at: [Teaching & Tech](#)
<https://www.eventbrite.ca/e/teaching-technology-new-faculty-tickets-49478827505>

Friday, December 7 ** time change – 3:30pm to 5:30pm
Research & Social Media in Higher Education
Register at: [Social Media in Higher Ed](#)
<https://www.eventbrite.ca/e/social-media-in-higher-education-strategies-benefits-challenges-new-faculty-tickets-49492621764>

2019
Friday, January 18—*Granting & Funding Landscape*
Register at: [Granting & Funding](#)
<https://www.eventbrite.ca/e/understanding-the-granting-and-funding-landscape-new-faculty-tickets-49493055060>

Friday, February 8—*Commercializing University Research*
Register at: [Commercializing Research](#)
<https://www.eventbrite.ca/e/commercializing-university-research-new-faculty-tickets-49494190456>

Friday, March 15—*Community-Engaged Teaching & Research*
Register at: [Community Engaged T&R](#)
<https://www.eventbrite.ca/e/community-engaged-teaching-and-research-new-faculty-tickets-49494693962>

Friday, April 12—*Graduate Student Supervision*
Register at: [Graduate Supervision](#)
<https://www.eventbrite.ca/e/graduate-student-supervision-new-faculty-tickets-49495021943>

All Faculty Members 2018

McMaster & Mitacs: Funding Programs and Finding an Industry Partner
Council Chambers (GH 111):

Friday, September 28 - (facilitated by *Rebecca Bourque*, M.Sc. Director of Strategic Accounts and Business Development- *Mitacs*)
9am to 12noon

or
Thursday, October 11 - (facilitated by *Ryan Caldwell*, Business Development Officer – *McMaster/Mitacs*)
1:30pm to 4pm

Register at: [Mitacs - Programs & Partners](#)
<https://www.eventbrite.ca/e/mcmaster-mitacs-funding-programs-and-applying-finding-an-industry-partner-registration-49552516912>

My Pitch: Building Research Collaborations
University Hall 211 – (facilitated by *Rebecca Bourque*, M.Sc. Director of Strategic Accounts and Business Development- *Mitacs*) Both Dates

Thursday, November 22
2pm to 3:30pm

or
Thursday, December 13
9:30am to 11am

Register at: [My Pitch](#)
<https://www.eventbrite.ca/e/my-pitch-building-research-collaborations-mitacs-facilitated-tickets-49553163847>

If you have any questions, please contact *Jill Axisa*, Director, Faculty Leadership and Development at axisaji@mcmaster.ca or ext. 24619

Remembering Bob McNutt

One of McMaster's most versatile and accomplished academic leaders and scientists has died. Professor Emeritus Robert (Bob) McNutt served McMaster in a number of senior roles, providing more than 30 years' leadership to the University, its faculty and students.

McNutt held a wide range of senior university positions throughout his career, including acting provost, dean of the Faculty of Science, interim dean of the DeGroote School of Business and acting dean of Humanities.

"What a lasting legacy Bob has left at McMaster," says President Patrick Deane. "Bob epitomized the very best of McMaster. He was a dedicated leader, researcher and professor who never backed away from an opportunity. The University called on his experience and gentle guidance on many occasions and his contributions and hearty laugh will be greatly missed."

In 2014, McMaster presented Bob with an [honorary doctor of science degree](#).

He first arrived on campus in 1965, as an assistant professor in what was then called the Department of Geology. He was an active member of that department for more than three decades, earning promotion to full professor and then department chair in 1984. He was named dean of the Faculty of Science in 1990.

He left McMaster in 1995, accepting an appointment to be principal at Erindale College, today known as the University of Toronto Mississauga.

Bob retired in 2003 but would return to McMaster with great frequency, serving in a variety of key leadership roles, including as an advisor to the provost during the building of the Ron Joyce Centre in Burlington and as chair of the Budget Model Task Force. He was the executive director of the Canadian Research Data Centre network based in the Faculty of Social Sciences.

He earned his Bachelor of Science at the University of New Brunswick and his PhD in Geochemistry at the Massachusetts Institute of Technology. He was a respected isotopic geochemist whose most recent research explored the use of Sr isotope as a tracer in water/rock systems, from surface water to brines.

Bob was a member of the American Geophysical Union and the Geochemical Society and a fellow of the Geological Association of Canada.

Fall Convocation Dates

**Thursday, November 22, 2018,
9:30 a.m.**

Faculties Business, Humanities, Social Sciences, and Arts & Science Program

**Thursday, November 22, 2018,
2:30 p.m.**

Faculty of Health Sciences

**Friday, November 23, 2018,
9:30 a.m.**

Faculties of Engineering and Science

McMaster faculty members must register to participate in the Academic Procession:

<https://registrar.mcmaster.ca/grad/processions/>.

Registration closes on Friday, November 16th.

Volunteers welcome! For all those interested in volunteering at the convocation ceremonies, please fill out the following survey as soon as possible: <https://www.surveymonkey.com/r/FallConvoVolunteers2018> or contact convo@mcmaster.ca.

Cottage for Sale

Beautiful private 11 acre island cottage/property with 1100 feet of waterfrontage on the front and over 400 feet on the back on pristine Little Redstone Lake near The Haliburton Forest and the town of Haliburton. See Chestnut Park [website](#) for more details and photos or contact Cameron Joe Blimkie at blimkie@mcmaster.ca



LTD Premium Rate Effective July 1, 2018

Faculty and Librarians

McMaster University's Long-Term Disability (LTD) plan is an income protection benefit plan for eligible employees who become totally disabled as a result of non work-related illnesses or injuries. The LTD plan provides income replacement based on 85% of net income to a maximum monthly benefit of \$10,000.

This is an employee-paid benefit and participation in the LTD plan is mandatory for eligible employees. The LTD plan is provided through Sun Life Financial.

Effective July 1, 2016, revisions were made to the LTD plan, including a new provision that premium rates would be experience-based by employee group. This means that different premium rates would be set for participating employee groups based on the volume and duration of claims incurred by members of that group. As a result of this change, effective July 1, 2016 premium rates for Faculty and Librarians were reduced from 1.015% to 0.3% of base salary (plus 8% sales tax).

Because of increased claim activity, Sun Life has advised that an increase in the LTD premium rate is required.

Effective July 1, 2018, the premium rate will increase to 0.818% of base salary (plus 8% sales tax). LTD plan participants will first notice a change in their LTD premium deductions beginning in either the July 13th or July 20th pay deposit, depending on your pay schedule.

The following illustrates the effect of this change:

	LTD Premium Rates Effective July 1, 2016 to June 30, 2018	Revised Premium Rate for July 1, 2018 to June 30, 2019	
	0.300%	0.818%	
Annual Salary	LTD Premium (plus tax) Paid per Bi-weekly Pay (24 deductions per year) *		Increase per Bi-weekly Pay
\$100,000	\$13.50	\$36.81	\$23.31
\$150,000	\$20.25	\$55.22	\$34.97

* Calculation is: ((Annual Salary x Full Premium Rate)/24)*1.08 (PST)

Should you have any questions regarding the LTD Plan, please refer to the [My Benefits webpage](#) or contact your area [HR Advisor](#).

Preparation for Remuneration Negotiations Underway

Our current contract with the University expires on June 30, 2019. MUFA has begun to prepare for negotiations with the Administration that will commence in January 2019. A Remuneration Committee has been struck and its members can be found on the [MUFA website](#). During the fall term, we will survey the MUFA membership on important issues including remuneration, working conditions and priorities for bargaining. The Remuneration Committee will then prepare a remuneration brief, a “written statement outlining amendments, additions and/or deletions which are being sought for the ensuing year in salary and benefit programmes for faculty members”, which will be presented to the membership in early January for approval.

McMaster is one of only three Ontario universities that is not unionized (the other two are Toronto and Waterloo). We have a process for collective bargaining with the Administration that is unique and effective in two respects. Firstly, it has a well defined time frame to ensure that negotiations take place and an agreement is struck by a certain date. Secondly, if negotiations with the Administration reach an impasse, there is a binding final offer selection process that encourages both sides to put forward their most reasonable bargaining position. The full details of our process can be found at <http://macfaculty.ca/wp-content/uploads/2014/08/JCTerms.pdf>.

McMaster University is known for its collegial relations between faculty and administration, as well as active participation of faculty in University governance, through Committees, Senate and the Board. We look forward to working together with the Administration to put a new agreement in place that keeps McMaster University competitive in recruitment and retention of faculty and that continues to provide a high quality educational experience for our undergraduate and graduate students. We view this as essential to maintaining McMaster University’s international reputation for research excellence and teaching innovation.

Please email me at hassini@mcmaster.ca if you wish to discuss any aspect of our contract negotiations.

Elkafi Hassini
Chair, Remuneration Committee



MCMASTER UNIVERSITY FACULTY ASSOCIATION

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ext. 24682/20297

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