

Newsletter

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Editor: Michel Grignon

McMaster University Faculty Association - November 2018



Agreement reached at Joint Committee on allocation of teaching-intensive positions:

Teaching-intensive positions at McMaster are teaching-stream positions (created in 2007) and Contractually Limited Appointments (CLAs). The number of CLAs is at the discretion of Deans (within the budget of their Faculty) and the maximum number of teaching-stream positions that can be allocated is regulated by SPS A9 (approved in 2011). SPS A9 stipulates a maximum number of such positions in each Faculty (6 in Business, 8 in Engineering, 9 in Humanities, 15 in Science, and 13 in Social Sciences) except Health Sciences (exempted). Any revision to these numbers must be agreed to at Joint Committee. This mechanism is cumbersome for Deans, and, since it was based on fixed numbers rather than proportions of faculty complement, has not kept pace with Faculty needs. Also, because CLAs are not part of the agreement, it is much easier to open a CLA than to create a permanent, less precarious teaching-stream position.

MUFA has long advocated for a more systematic procedure in which the number of teaching-intensive positions (teaching-stream and CLA) would be regulated by proportions (of all positions: research-intensive, or tenure-stream, and teaching-intensive, or teaching-stream plus CLA). The idea is that Deans would have the ability to create teaching-intensive positions as long as the proportion of such positions in faculty complement was below a fixed proportion. We are very pleased to announce that such an agreement has been reached at Joint Committee and SPS A9 will be re-written. The new policy on teaching-intensive positions will stipulate a maximum proportion of teaching-intensive positions for the University as a whole, with some flexibility around that number across Faculty, as well as a maximum proportion of CLAs, again for the University as a whole, with some flexibility around that number across Faculty. As for SPS A9, the Faculty of Health Sciences is exempted.

A drafting committee will be struck to re-write SPS A9 and the new policy will be implemented in 2019. It is a joint committee, with three MUFA members and three SCA members and MUFA will approve the final re-write of SPS A9. We will keep our members updated on the progress and outcome of the work of the committee.

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

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McMaster Professor Wins Prestigious Teaching Award

Robert Fleisig, an Associate Professor in the School of Engineering Practice and Technology at McMaster University, has been named one of Ontario's most outstanding university teachers by the Ontario Confederation of University Faculty Associations (OCUFA). He received a 2017-2018 OCUFA Teaching Award at an October 20 ceremony in Toronto, hosted by the CBC's Nana Ada Duncan.

"Robert Fleisig believes that being a good engineer means understanding and empathizing with others," said Professor Judy Bornais, Chair of OCUFA's Award Committee. "Through his teaching, Fleisig encourages his students to engage in the community, and become more creative and compassionate engineers."

The other recipients of a 2017-2018 OCUFA Teaching Award are:

- Michelle Craig, Associate Professor in the Department of Computer Science at the University of Toronto
- David Hutchison, Professor in the Department of Educational Studies and Director of the Centre for Digital Humanities at Brock University
- Fiona Rawle, Associate Professor in the Department of Biology at the University of Toronto Mississauga
- Frankie Stewart, Professor in the Department of Mechanical and Industrial Engineering at Ryerson University

"Professors and academic librarians are at the heart of our universities. Through their hard work, 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 and passionate teachers and mentors. OCUFA is honoured to recognize them with teaching and librarianship awards."

Professor Louis Greenspan

October 20, 1943—May 10, 2018

Memorial Celebration

Great Hall, University Club

McMaster University

Monday, November 26th, 3:30pm—5:30pm

905-525-9140, ext. 24567

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.

WebEx Access at McMaster

A reminder that McMaster faculty and staff have access to WebEx videoconferencing services. This tool can be used to host meetings with multiple remote participants and allows for screen sharing as well as video and audio connections.

For more information, including how to request an account, see: <https://wiki.mcmaster.ca/webex/>



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.

Posthumous nominations can be made for those who passed away in the award year. For example, if the award year is

(Continued on page 4)

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](#).



Welcome New Members

Emma Apatu

Health Research Methods,
Evidence, and Impact

Janie Astephen-Wilson

Surgery

Georgios Balomenos

Civil Engineering

Kate Demers

Obstetrics & Gynecology

Sonia Hassini

Civil Engineering

Sarrah Lal

Medicine

Ryan Lewis

Engineering Physics

Naomi Thulien

Nursing

Margaret Thomas

Mathematics and Statistics

Ann Kathleen Wilson

Obstetrics & Gynecology

Haniyeh Yousofpourfard

Human Resources and
Management

Mohammadhassan Zokaei

Ashtiani

Computing and Software

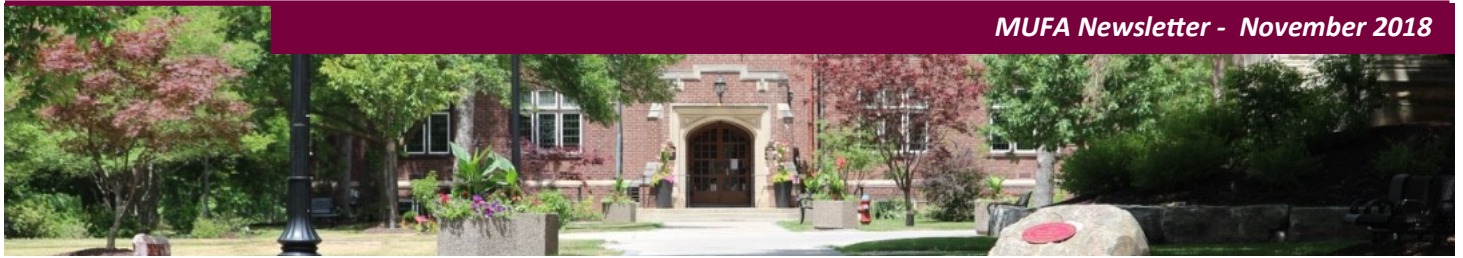
This Newsletter is published five times between September and May by the Faculty Association at McMaster University. The Association's Executive for 2018/2019 is composed of the following members:

President	Michel Grignon
Vice-President	Alison Sills
Past-President	Laura Parker
Academic Affairs	Andy Knights
Human Rights	Marisa Young
Membership	Suleiman Igdoura
Member-at-Large	Gail Gauvreau
OCUFA Director	Alison Sills
Pension	Claude Eilers
Public Relations	Michel Grignon
Remuneration	Elkafi Hassini
Special Enquiries & Grievances	Catherine Anderson
Special Enquiries & Grievances	Kirsten Culver
Tenure/Permanence	Gail Krantzberg
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).



Years of Service*

Congratulations to the following MUFA members celebrating milestone years of service as of November 1, 2018

10 Years of Service

Nicholas Bock
Psychology, Neuroscience and Behaviour

Steven Brown
Psychology, Neuroscience and Behaviour

Sarah Clancy
Health, Aging and Society

John Connolly
Linguistics and Languages

Amber Dean
English and Cultural Studies

Svetlana Demidova
Economics

Kelly Dore
Medicine

Jonathan Draper
Pathology

Kathryn A Fisher
Nursing

Gregory Flynn
Political Science

Paul Forsythe
Medicine

Ann Fudge Schormans
School of Social Work

Andrea Gonzalez
Psychiatry and Behavioural Neurosciences

Saara Greene
School of Social Work

Melanie Heath
Sociology

Todd Ryan Hoare
Chemical Engineering

James Ingram
Political Science

Maxim Ivanov
Economics

Randall Jackson
Health, Aging and Society

Lydia Kapiriri
Health, Aging and Society

Melissa Kimber
Psychiatry and Behavioural Neurosciences

Joseph Kish
Materials Science and Engineering

Daniel Machiela
Religious Studies

Nathan Magarvey
Biochemistry and Biomedical Sciences

Alan Murray
W Booth School of Engineering Practice and Technology

Beth Murray Davis
Obstetrics and Gynecology

Jacob Nease
Chemical Engineering

Joyce Obeid
Pediatrics

Maureen Padden
Geography and Earth Sciences

Nikolai Penner
Linguistics and Languages

Traian Pirvu
Mathematics and Statistics

Gregory Pond
Oncology

Christine Quail
Communication Studies and Multimedia

Maarit Elisabet Service
Linguistics and Languages

Gregory Steinberg
Medicine

Eva Szabo
Biochemistry and Biomedical Sciences

Kee Howe Yong
Anthropology

15 Years of Service

Noori Akhtar-Danesh
Nursing

Christina Baade
Communication Studies and Multimedia

Philip Britz McKibbin
Chemistry and Chemical Biology

Soohyun Byun
Physics and Astronomy

Robin Cameron
Biology

Alfredo Capretta
Chemistry and Chemical Biology

David James Hannington Emslie
Chemistry and Chemical Biology

Gail Gauvreau
Medicine

(Continued on page 6)

15 Years of Service continued

Stelios Georgiades
Psychiatry and Behavioural Neurosciences

Seungjin Han
Economics

Elkafi Hassini
Operations Management

Steve Hranilovic
Electrical and Computer Engineering

Karin Humphreys
Psychology, Neuroscience and Behaviour

Susan Jack
Nursing

Kim Jones
Chemical Engineering

Rafael Kleiman
Engineering Physics

Andrew Knights
Engineering Physics

Shiva Kumar
Electrical and Computer Engineering

Grant McClelland
Biology

Joseph McDermid
Materials Science and Engineering

James McNulty
Chemistry and Chemical Biology

Giuseppe Melacini
Chemistry and Chemical Biology

Carmel Emelia Mothersill
Biology

Peter Nyers
Political Science

Hendrik Poinar
Anthropology

Bartosz Protas
Mathematics and Statistics

Glen Randall
Health Policy and Management

Celia Elaine Rothenberg
Religious Studies

Alina Sajed
Political Science

Kalaichelvi Saravanamuttu
Chemistry and Chemical Biology

Aaron Schat
Human Resources and Management

Colin Seymour
Biology

Christina Sinding
School of Social Work

Shahin Sirouspour
Electrical and Computer Engineering

Greg Slater
Geography and Earth Sciences

Patrick Speissegger
Mathematics and Statistics

Jonathon Stone
Biology

Ellen Wahoush
Nursing

Patricia Wakefield
Health Policy and Management

Scott Watter
Psychology, Neuroscience and Behaviour

Judith West-Mays
Pathology

David Andrew Young
Sociology

Xu-dong Zhu
Biology

20 Years of Service

Julia Abelson
Health Research Methods, Evidence, and Impact

Nick Bontis
Strategic Management

John D Brennan
Chemistry and Chemical Biology

Eric Brown
Biochemistry and Biomedical Sciences

Lori Campbell
Health, Aging and Society

Narat Charupat
Finance and Business Economics

Catherine Graham
School of the Arts

Steven Edward Hanna
Health Research Methods, Evidence, and Impact

Milena Head
Information Systems

Grace Lynn Kehler
English and Cultural Studies

Nicholas Kevlahan
Mathematics and Statistics

Ridha Khedri
Computing and Software

Mark Lawford
Computing and Software

Graeme Luke
Physics and Astronomy

Andrew Mactavish
Communication Studies and Multimedia

Christina Sally Moffat
Anthropology

Robert O'Brien
Political Science

Stuart Phillips
Kinesiology

Eduard Gordon Reinhardt
Geography and Earth Sciences

Julie Richardson
Rehabilitation Sciences

Brigitte Sassen
Philosophy

Heather Sheardown
Chemical Engineering

James Smith
Geography and Earth Sciences

Joseph Sokalski
School of the Arts

Hongjin Sun
Psychology, Neuroscience and Behaviour

Igor Zhitomirsky
Materials Science and Engineering

25 Years of Service

Richard C Austin

Medicine

Sue Becker

Psychology, Neuroscience and Behaviour

Gary Mitchell Bone

Mechanical Engineering

Jackie Bosch

Rehabilitation Sciences

Nancy B Bouchier

History

Ken Cruikshank

History

Shui Feng

Mathematics and Statistics

Mark David Inman

Medicine

Luke Jeffrey Janssen

Medicine

Maureen Frances Markle-Reid

Nursing

Cheryl Missiuna

Rehabilitation Sciences

Marek Niewczas

Materials Science and Engineering

Peter John Widdicombe

Religious Studies

Gerard Wright

Biochemistry and Biomedical Sciences

30 Years of Service

Margaret Andrea Baumann

Nursing

Barbara Gayle Brennan

Obstetrics and Gynecology

David Leonard Clark

English and Cultural Studies

Randall Dumont

Chemistry and Chemical Biology

Carolyn Hope Eyles

School of Interdisciplinary Science

Bruce D Gaulin

Physics and Astronomy

J Michael Gauvreau

History

Richard S Harris

Geography and Earth Sciences

John Algernon Hassell

Biochemistry and Biomedical Sciences

Audrey Lyn Hicks

Kinesiology

Jeremiah Edward Hurley

Economics

Stephen Jones

Economics

Jurek Kolasa

Biology

Peter Travis Kroeker

Religious Studies

Khalid Nainar

Accounting and Financial Management

Reza Nejat

Physics and Astronomy

Dorothy Anna Carla Pawluch

Sociology

Zdravko Planinc

Religious Studies

Patricia P Rosebush

Psychiatry and Behavioural Neurosciences

Maria Stroinska

Linguistics and Languages

Ruta K Valaitis

Nursing

David Edgar Venus

Physics and Astronomy

Peter Walmsley

English and Cultural Studies

Douglas L Welch

Physics and Astronomy

Daniel Shun Chung Yang

Biochemistry and Biomedical Sciences

Lorraine York

English and Cultural Studies

35 Years of Service

Manel Jordana

Pathology

William Leigh

Chemistry and Chemical Biology

Judy Major-Girardin

School of the Arts

Dieter Stolle

Civil Engineering

40 Years of Service

Radhey Shyam Gupta

Biochemistry and Biomedical Sciences

45 Years of Service

Kenneth Deal

Marketing

Miriam Rachel Spinner

Psychiatry and Behavioural Neurosciences

**Years of Service data is provided by Human Resources via Mosaic. If you have reached one of these milestone years and your name does not appear on this list, please get in touch with Human Resources to ensure your information is corrected.*

Tenure and Permanence Workshop for all Tenure-Track, Teaching-Track and Special Faculty Members

Hosted by
The Office of the Vice-Provost, Faculty

Date: **Thursday, November 29, 2018**

Time: 9am to 12noon

Location: **Council Room (Gilmour Hall 111)**

or

Date: **Friday, December 7, 2018**

Time: 9am to 12 noon

Location: **Council Room (Gilmour Hall 111)**

Navigating the *what, when, how* of the tenure or permanence process, at times, can be confusing and stressful. The focus of this session promises to help make sense of the required steps, responsibilities and timing by providing: an overview of the *Policy and Regulations With Respect To Academic Appointment, Tenure and Promotion* https://www.mcmaster.ca/policy/faculty/Appointments/Tenure_and_Promotion_January2012.pdf; breakdown of the criteria (policy, documentation and evaluation); and what is and how to prepare a teaching portfolio.

If you are interested in attending, please register at: <https://www.eventbrite.ca/e/mcmaster-tenure-and-permanence-workshop-all-tenureteaching-track-and-special-faculty-tickets-52052795312>

Presenters:

Gail Krantzberg,

Professor, Engineering & Public Policy Program & MUFA Tenure/Permanence Representative

Jennifer Faubert, *Educational Developer - MacPherson Institute for Leadership, Innovation & Excellence in Teaching*

Rebecca Taylor, *Educational Developer - MacPherson Institute for Leadership, Innovation & Excellence in Teaching*

MUFA Remuneration Survey

The Remuneration Committee would like to thank all members who participated in the recent Remuneration Survey. The survey was completed by 452 members, which is almost a 50% response rate. The Remuneration Committee is reviewing the responses and is reading all the comments submitted. The results will be duly considered when the Brief is prepared for the upcoming negotiations.

**SAVE THE
DATE**
November 27th



Over the next several months, McMaster will implement an eProcurement system; MacBuy. The new functionality allows for a shopping cart purchasing experience, supports e-invoicing, improves reporting and analysis, as well as, providing a supplier portal.

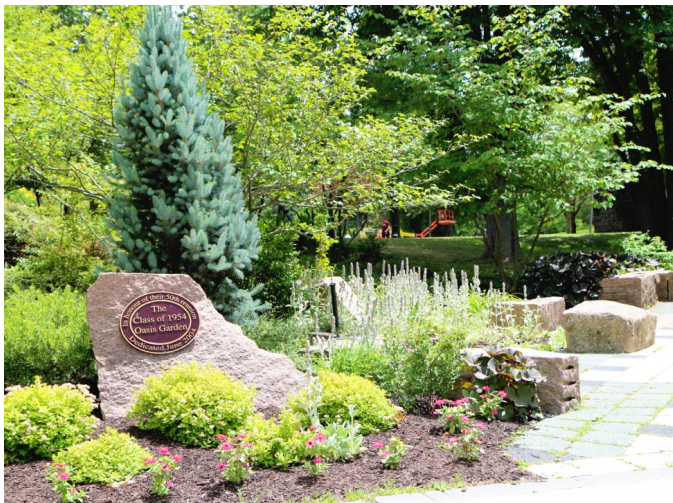
All Staff and faculty are invited to attend a town hall to learn more about MacBuy for your area.

Please Join Us:

Tuesday, November 27, 2018

10:00am-12:00pm

Council Chambers (Gilmour Hall, Room 111)



MCMASTER UNIVERSITY FACULTY ASSOCIATION

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Hamilton, ON L8S 4K1

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