

Newsletter

Volume 45.4
Editor: Michel Grignon

McMaster University Faculty Association - March 2019



Joint Committee Reaches Agreement Regarding Remuneration Issues

On Wednesday, March 13th, 2019 members of the Joint Committee came to an agreement regarding remuneration issues.

Members of the McMaster University Faculty Association who participate in the Career Progress/Merit Scheme (CP/M) and MUFA Librarians will be sent the agreement and a link to the electronic ballot on **Tuesday, March 19th**. Voting will remain open until **Friday, March 29th** at noon.

An information meeting has been scheduled for **Tuesday, March 19th 2019 at 2:30pm in GH 111 (Council Chambers)**. Joint Committee members will be available to answer questions about the Agreement.

Details of the Agreement will be on the MUFA website (www.macfaculty.ca) after ratification.

SAVE THE DATES!

MUFA Remuneration Information Meeting

March 19, 2019
2:30 p.m.

Council Chambers,
Gilmour Hall 111

MUFA Annual General Meeting

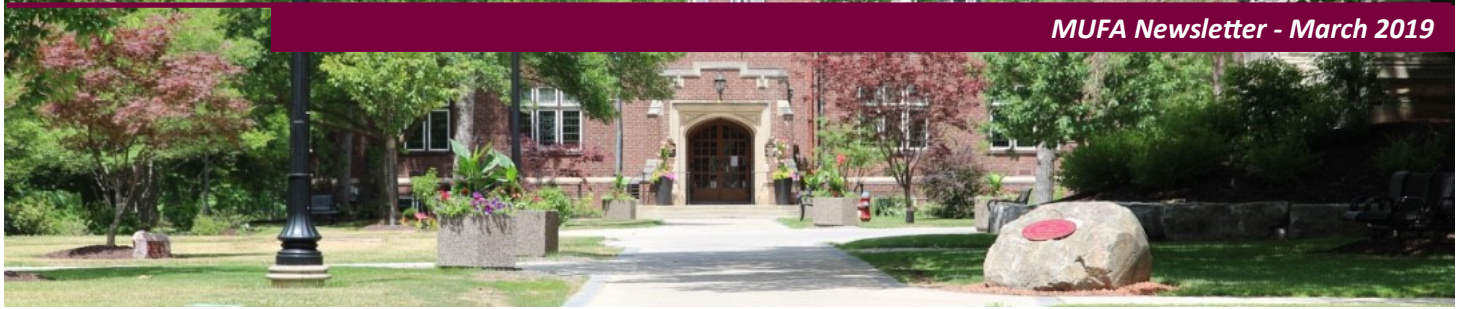
April 23, 2019
3:00 p.m.

Great Hall,
University Club

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Using Your Professional Development Allowance

MUFA would like to remind faculty members that it is their responsibility to follow the [Faculty Professional Development Allowance Plan \(PDA\) Policy and Procedures](#).

Expenses covered by this allowance must be related to the faculty member's professional development and may include:

- a. annual or lifetime professional dues and membership fees for learned societies;
- b. manuscripts, subscriptions to professional and/or learned journals and other similar professional publications;
- c. computer software and supplies used or consumed in the performance of the faculty member's duties in teaching and/or research;
- d. travel including transportation, food and accommodation for the member to attend scholarly conferences, field trips, research visits, or workshops, in accordance with the Travel Policy and Procedures (AP-010);
- e. hosting meals which include networking as a formal courtesy with guest researchers or other visitors to the University, or cover University related activities that contribute to the achievement of academic objectives. The attendees may include graduate students or lab staff. In order to be eligible under the PDA policy, these hospitality expenditures must contribute to the professional development of the faculty member either through the provision of a forum to exchange new ideas or further discuss ongoing research activities with students or staff or to provide networking opportunities with off campus partners or stakeholders. In all cases, the reimbursement of this type of expenditure must be accompanied by a description of the specific professional development purpose of the expenditure and a complete list of attendees;
- f. expenses incurred in the preparation and completion of scholarly manuscripts, and page or reprint charges;
- g. equipment, including computers used or consumed in the performance of the faculty member's duties in teaching and/or research;
- h. usage fee for cell phone, internet access or conferencing services is eligible where usage is primarily for business purposes. If the usage is not primarily for business purposes only the portion related to University business is eligible.

Ineligible expenses include interest charged on overdue charge accounts and other personal expenses that, under current tax legislation, would be considered a taxable benefit to the individual. These personal expenses include but are not restricted to gifts, personal meals, social club (e.g. University Club) membership fees and personal living expenses.

If there are any questions about whether an expense is eligible, please speak to your Department Administrator or Chair.

Faculty Association Dues Holiday!

Just a reminder that a dues holiday is in effect for the following pay periods:

MUFA Librarians
MARCH 1 and MARCH 15

Faculty
MARCH 8 and MARCH 22

A surplus of income over expenditures for this fiscal year is projected in the Nine-Month Budget review for 2018/2019. In addition, MUFA reserves continue to be in a healthy state. The dues will return to their normal rate of 0.5% (5 mils), which is the lowest for any CAUT-member faculty association in Canada.

Don't forget, when you are preparing your tax returns, MUFA dues are tax deductible. This information can be found on your T4.

SAVE THE DATE

**TUESDAY
MAY 7
9AM-1PM**

CIBC HALL
McMaster
University

**Community-Campus
Idea Exchange**

Spring Convocation Ceremonies

McMaster faculty members must register to participate in the Academic Procession: <https://registrar.mcmaster.ca/grad/processions/>.

Registration closes on May 15 (for May ceremonies) and **June 5** (for June ceremonies).

Convocation dates:

Tuesday, May 21, 2019, 8:00pm
McMaster Divinity College

Wednesday, May 22, 2019, 2:30pm
School of Nursing

Thursday, May 23, 2019, 2:30pm
*Faculty of Health Sciences
 (excluding Nursing)*

Monday, June 10, 2019, 2:30pm
Faculty of Humanities and the Arts & Science Program

Tuesday, June 11, 2019, 9:30am & 2:30pm
DeGroote School of Business

Wednesday, June 12, 2019, 9:30am & 2:30pm
Faculty of Social Sciences

Thursday, June 13, 2019, 9:30am & 2:30pm
Faculty of Science (including Medical Radiation Sciences Program)

Friday, June 14, 2019, 9:30am & 2:30pm
Faculty of Engineering

The full listing of ceremonies by program can be found here: <https://registrar.mcmaster.ca/grad/convo-dates/>.

McMaster simplifies expense claims and increases mileage rate

McMaster has updated the travel and expenses Accounts Payable policy and guidelines to simplify the process for claiming expenses related to grants from Tri-Agencies CIHR, NSERC and SSHRC. The annual update also increases the mileage rate from 55 cents per kilometre to 58 cents per kilometre for the first 5,000 km driven.

“Each research funding body has principles regarding expenses. We’ve now incorporated the Tri-Council principles into McMaster’s policy so people can be confident that if they’re following the McMaster policy and guidelines, they’re compliant with the Tri-Council guidelines as well,” says Dee Henne, Assistant Vice-President (Administration) & CFO.

Individuals responsible for submitting and processing expenses are encouraged to read the revised McMaster [APO1 policy](#) and [guidelines](#) in full. Changes have been highlighted for easy reference.

Changes are effective for travel and expenses incurred on or after Monday January 28, 2019.

Highlights of policy changes:

Scope addition – In the case where an expense is not specifically covered in the Policy or Guide the following principles apply:

- The expenditure must:
 - ⇒ contribute towards the direct cost of the research activity or University business;
 - ⇒ not normally be provided by the administering institution to their research personnel;
 - ⇒ be effective and economical;
 - ⇒ not result in any personal gain.

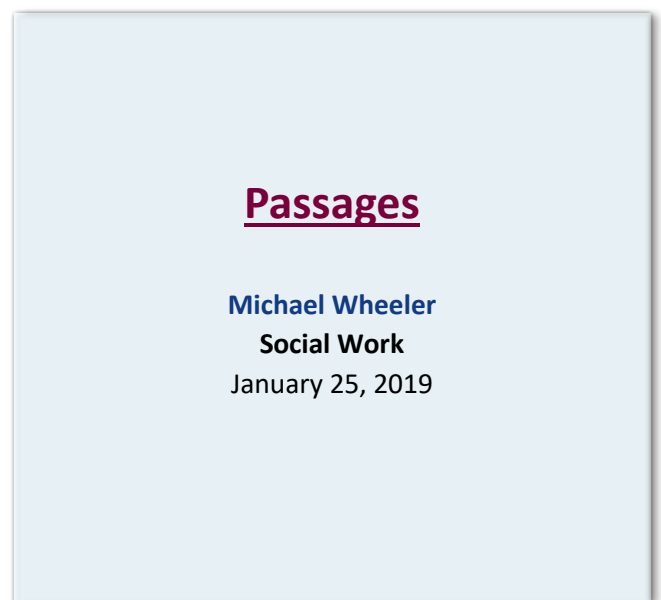
Highlights of guideline changes:

- **Accommodation addition** – Where accommodation is being charged to a Tri-Agency fund and exceeds six (6) consecutive months, subsistence costs (meals and

accommodation) incurred beyond six (6) months cannot be reimbursed from agency grant funds.

- **Child care coverage** – Eligible child care expenses for nursing mothers and overnight babysitting for single parents while travelling for University business:
Reasonable Cost: Actual cost
Required Support: Proof of Payment
- **Gift cards addition** – Tri-Agency: Gifts, honoraria and incentives can be offered to an individual or group whose involvement with the funded research/activities is voluntary, i.e. not part of a contractual obligation, professional service or a member of the grant team.
- **Alcohol addition** – The guidelines now specify that the McMaster rules apply unless alcohol expenses are specifically prohibited by the funding source, such as a Tri-Agency. Those external policies would supersede McMaster’s guidelines.

For more information or assistance, please contact: aphelp@mcmaster.ca



OCUFA's 157th Board of Directors meeting

On Saturday, February 9 and Sunday, February 10, OCUFA held its second Board of Directors meeting of the 2018-19 academic year. Over the weekend, board members discussed the organization's current priorities – good jobs, university funding, and capacity building – with a focus on challenges to the postsecondary sector under the current government. During a special lunchtime reception on the Saturday, board members and colleagues celebrated the winner of OCUFA's Lorimer Award, which recognizes those who have improved the terms and conditions of employment of Ontario university faculty through bargaining, and the winners of the Status of Women and Equity Award of Distinction, which recognizes faculty whose work has improved the lives and working conditions of academics who are Indigenous, women, racialized, LGBTQ2S+, living with disabilities and/or belong to other historically marginalized groups.

Reflecting on Indigenizing Ontario Universities

A special talk was presented by David Newhouse, who is Onondaga from the Six Nations of the Grand River community near Brantford, Ontario, was the first Principal of the new Peter Gzowski College at Trent University and Chair of the Department of Indigenous Studies. He is also an Associate Professor in the Business Administration Program. He presented on reconciliation and indigenization in the context of Ontario universities, including on the hiring of indigenous faculty, and his talk was followed by a lively discussion in which board members engaged Newhouse on the substantive topics in his presentation.

Celebrating excellence in teaching and promoting equity

A special luncheon ceremony celebrated the recipients of OCUFA's awards.

Steven Bednarski, professor at St. Jerome's University won the 2018 Lorimer Award.

Established in honour of Doug and Joyce Lorimer, who were instrumental in advancing faculty association collective bargaining in Ontario, the Lorimer Award recognizes individuals who have worked to protect and promote the interests of Ontario's academic staff through collective bargaining.

Over the past ten years, Steven has played a pivotal role as a negotiator or chief negotiator in four rounds of bargaining. With a remarkable sense of solidarity, Steven has fostered a sense of community, both on the team and within the broader association membership. His capacity for research, sharp intellect, meticulous record keeping, and generosity is well known among his colleagues at St. Jerome's and across.

Susan Hillock, associate professor at Trent University and Lianne Leddy, assistant professor at Wilfrid Laurier University both won the 2018 Status of Women and Equity Award of Distinction.

Professor Leddy is a mentor to Indigenous students and an ally to other faculty and staff. She is widely respected for her knowledge and expertise and has served as the Indigenous Studies Program Coordinator for three years, was a member of the Indigenous Research Ethics Conference organizing committee, and actively supports other departments and programs in the university with their efforts to incorporate Indigenous curriculum.

Professor Hillock is the founding director of the Department of Social Work at Trent University. In her work, she uses a feminist lens to explore gender, sexuality, and anti-oppression training in social work. She has worked tirelessly to engage Trent staff in discussions of equity in terms of gender and queer equality. In particular, she has focused on recruitment, hiring, and retention of faculty and staff, as well as the recruitment and retention of students

The next OCUFA Board of Directors meeting will be held May 25-26, 2019.



HOUSE FOR RENT

92 Melville Street, Dundas, Ontario

Georgian cottage circa 1845 located on the corner of Melville and Albert Streets in Dundas. This three-bedroom home combines classic Georgian elegance (high ceilings, broad trim work, tall windows) with a clean, modern aesthetic - light fills every room. Three-piece bathroom accessible from two bedrooms; master bedroom and sitting area with gas fireplace, patio doors and ensuite. Appliances included; main floor laundry. An attached heated workshop/studio, two-car driveway, perennial gardens, flagstone walks, spacious porch. Located in heart of historic Dundas, steps from Dundas Central School, museum, restaurants and shops.

Available: May 1, 2019

Rent: \$2,200 per month

Contact: Alba DiCenso at dicensoa@mcmaster.ca or phone (905-659-6550 or 905-730-2303).



Welcome New Members

Anas Abdallah

Mathematics and Statistics

Dina Brooks

Rehabilitation Science

Amy Gillgrass

Pathology and Molecular Medicine

Drew Higgins

Chemical Engineering

Adam Lavecchia

Economics

Vincent Leung

Chemical Engineering

Tara Packham

Rehabilitation Science

SeonHong Na

Civil Engineering

Richard Paige

Computing and Software

William van der Linden

Political Science



Annual General Meeting

Tuesday, April 23rd, 2019

3:00pm

*Great Hall
University Club*

Please join us for our Annual General Meeting and reception to follow.



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