

Newsletter

Volume 46.2
Editor: Alison Sills

McMaster University Faculty Association - November 2019



Provincial government launches SMA3 process

This is the headline of a recent [Daily News article](#) about the third Strategic Mandate Agreement (SMA3) between McMaster and the province. The article outlines the increased emphasis on performance metrics, and notes that for the first time, significant funding will be tied to these metrics. I encourage you to look at that story, since it also provides more detail about the metrics themselves and the timelines for implementation of the agreement.

What does this mean for faculty at McMaster?

At one level, it means very little. This SMA is very different than the previous two agreements developed under the Liberal government. This time around, the government is dictating far more about the process, the metrics, and the implementation. Yes, the university is in negotiations with the province about some aspects of SMA3, but these are really about details, and only some details at that. In SMA1 and SMA2, the province was more interested in learning about the strategic priorities of the university. SMA3 reflects the priorities of the government. Many have questions about the choices of metric, or the methodology under which they are measured. For nine of the ten funding metrics, those are not up for negotiation. We only have control of one of the ten metrics (related to economic impact), and on the relative weights of the metrics.

Therefore, it is important that faculty members do not take the language and themes of SMA3 to mean that these are the priorities of McMaster. We have our own strategic planning process to set our internal path – currently Forward With Integrity, and likely to be updated after we have a new President. Faculty members have been, and should be, central to developing those plans, given that we do the research and teach the students at the university. SMA3 could be considered to be an external distraction, best left to those within the university who have to deal with provincial government directly.

(Continued on page 2)

SAVE THE DATES!

MUFA General Meeting

December 6, 2019

10:30 a.m.

Council Chambers,

GH 111

MUFA Annual General Meeting

May 5, 2020

3:00 p.m.

Great Hall,

University Club

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On another level, faculty at McMaster should watch over the next few years to see if the provincial pressure from these performance metrics manifests itself within McMaster. For example, one metric is undergraduate graduation rates. What impact will this have on programs with the lowest, or the highest, graduation rates? Will funding be provided to the low-graduation-rate programs to improve? Will students be encouraged to enrol in the high-graduation-rate programs? At the moment, there is no intention on the part of the university to change the budget model or the enrolment targets of various programs, but there are conflicting messages about whether those changes could occur in the future. The SMA3 implementation is intended to reward stability. The way funding is tied to performance means that we need to meet the same levels as we have over the past few years in each metric in order to receive our full funding. We are not competing with other universities for funding, nor is there additional funding available if we exceed our past performance.

Stability is good for a time, but as a world-class university, we will need to innovate. The university that we have now will not be the university that is needed to solve the problems of a decade or two from now. Innovation always involves a level of risk. How will that risk be handled and indeed supported under SMA3? It is important for faculty members to be aware of the external constraints under which the university is working, but at the same time, we need to push for the McMaster that we want and need.

So who should we be pushing? Internally, I encourage faculty members to engage with our academic leaders from a position of knowledge and with creative ideas to work with this funding environment. Externally, it is important for us to let the general public know what faculty members do. How many of you have been talking to friends and neighbours in April, and been asked how you're going to spend your four months off? Each of the SMA3 performance metrics tell us what the government thinks is important for universities to do, and each of those are critically tied to the work that faculty do: research funding, for example, or experiential learning. Let's find ways to let the public know that without faculty, each of those metrics would measure exactly nothing.

Alison Sills
MUFA President

Remembering Donald Goellnicht

Dr. Donald Goellnicht sadly passed away on October 5, 2019.

Don was born and raised in Trinidad, West Indies. He came to Canada in 1971 to attend Queen's University (Kingston) where he completed a BA Honours in English (1971-75). He went on to complete an MA in English (1975-76), a PhD in English (1976-81), and a SSHRC Postdoctoral Fellowship (1983-84) at McMaster University (Hamilton) before becoming a faculty member there in the Department of English & Cultural Studies in 1984.

Don contributed greatly to McMaster, joining the faculty in 1984, serving as chair of English and Cultural Studies, Director of the Institute on Globalization and the Human Condition, and Associate Dean of Graduate Studies. Don was also an important mentor to many colleagues and students and received the President's Award for Graduate Supervision on two occasions.

Don was kind, considerate, intuitive, generous, and cared deeply about his family, friends, colleagues, and students. He will be remembered for his wry humour, innovative mind, and commitment to standing up for what's right and just.

Don will be greatly missed by his many colleagues, students and friends in the McMaster community.

A memorial for Don will be held on Thursday, November 28th at 4:00 p.m. in the Great Hall of the University Club.



Late Withdrawal Option for Students

On October 17th, Senate passed a Late Withdrawal Option for students, effective in the Fall 2019 term. Academic Advisors will be in touch with instructors if a student requests this accommodation. Instructors may want to modify their Winter 2020 course outlines to clearly identify their "exam or equivalent assignment". This policy will encourage students in difficulty to speak to an Academic Advisor, and it should reduce the number of students who apply for a deferred exam and then do not write it. The policy and a letter with more information was sent to by Kim Dej, AVP Faculty, to chairs on November 11th with a request to forward to all faculty.

Late Withdrawal

McMaster University provides a Late Withdrawal option to assist students who have become irretrievably behind in a course. Students who have fallen behind with assignments and/or are not prepared to write final examinations (or equivalent) in one or more courses are encouraged to make use of this option and must contact their Academic Advisor in the Faculty/Program Office. Students will work with their Academic Advisor to discuss the situation and what steps they can take to prevent a recurrence.

The maximum number of units for which students may request a Late Withdrawal is 18 units throughout their undergraduate degree.

Students may request a Late Withdrawal, without petition, no later than the last day of classes in the relevant Term. However, it is important to note that:

- Requests for Late Withdrawal cannot be made in courses for which the final exam (or equivalent) has been attempted or completed. This also includes courses where a final grade has been assigned (e.g. clinical courses).
- Such requests will be cancelled or revoked if it is determined that the student attempted or completed the final exam (or equivalent).
- Students cannot use the Late Withdrawal option for courses in which they are under investigation or for which they have been found guilty of academic dishonesty.

Course(s) approved for Late Withdrawal will be:

- Assigned a non-numeric grade of LWD, in lieu of an alpha/numerical grade
- Excluded from the calculation of the GPA
- Ineligible for tuition refund

Approval of a late withdrawal is final, and requests to be re-enrolled in the withdrawn course(s) will not be considered. A withdrawal will not preclude students from enrolling in the course(s) in a subsequent term.

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

Nominations open for President's Awards for Community Engaged Research

Nominations are now open for the President's Awards for Community Engaged Research, which will recognize teams of campus and community representatives who have demonstrated a commitment to initiating and supporting excellence in community-campus research initiatives.

Developed to recognize and celebrate local (Golden Horseshoe and southwestern Ontario) community-engaged research partnerships that exemplify McMaster's definition and principles of community engagement, the award will include a \$10,000 grant towards furthering a specific community engaged research project.

McMaster students, staff, faculty, or community partners are all able to nominate colleagues and partners who have developed or are leading principled community engaged research partnerships that are having an impact on their community.

The achievements of award recipients will be acknowledged at a community engagement event to be held in Spring 2020.

Please direct any inquiries to Ashley Shinde in the Office of Community Engagement at community@mcmaster.ca.

For further details, please go to the Community Engagement [website](#).

The deadline for nomination packages is: **Friday December 20, 2019**

Welcome New Members

Gregory Cousins
Mathematics and Statistics

George Dragomir
Mathematics and Statistics

Kristina Durham
Rehabilitation Science

Anna Korol
Medicine

Tommy Wu
Labour Studies

Cancan Yang
Civil Engineering

Passages

Douglas Davidson
Biology
August 15, 2019

Zdenek Konicek
Music
September 28, 2019

Sue Baptiste receives prestigious OCUFA teaching award



Sue Baptiste, a Professor Emerita in the School of Rehabilitation Science at McMaster University, has been named one of Ontario's most outstanding university teachers by the Ontario Confederation of University Faculty Associations (OCUFA). She received a 2018-2019 OCUFA Teaching Award at an October 19 ceremony in Toronto, featuring award-winning journalist Robert Fisher.

"For nearly 40 years, Sue Baptiste has worked to foster diversity as a core component of her research – an approach that has also permeated her teaching," said Professor Judy Bornais, Chair of OCUFA's Award Committee. "She has demonstrated a commitment to education and mentorship that has impacted the lives of thousands of students and health practitioners."

The other recipients of a 2018-2019 OCUFA Teaching Award are:

- Daniel Gillis, Associate Professor in the School of Computing Science at the University of Guelph
- Jennifer Irwin, Associate Professor in the School of Health Studies at Western University
- Andrew Petersen, Associate Professor, Teaching Stream in the Department of Mathematical and Computational Sciences at the University of Toronto Mississauga

"Faculty are at the heart of Ontario's vibrant universities. Through their hard work and boundless energy, they inspire students to embrace new ideas and build a brighter future," said OCUFA President Rahul Sapra. "This year's distinguished award recipients are all dedicated and passionate teachers and mentors. OCUFA is honoured to recognize them with teaching and librarianship awards."

Founded in 1964, OCUFA represents 17,000 faculty and academic librarians in 30 faculty associations across Ontario. For more information, please visit the OCUFA website at www.ocufa.on.ca.

This Newsletter is published five times between September and May by the Faculty Association at McMaster University. The Association's Executive for 2019/2020 is composed of the following members:

President	Alison Sills
Vice-President	Elkafi Hassini
Past-President	Michel Grignon
Academic Affairs	Andy Knights
Human Rights	Lydia Kapiriri
Membership	Deda Gillespie
Member-at-Large	Ana Campos
Member-at-Large	Gail Gauvreau
OCUFA Director	Elkafi Hassini
Pension	Claude Eilers
Public Relations	Alison Sills
Remuneration	Nicholas Kevlahan
Special Enquiries & Grievances	Catherine Anderson
Special Enquiries & Grievances	Kirsten Culver
Tenure/Permanence	Gail Krantzberg
Treasurer	Lilian Chan

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 (<http://macfaculty.ca/newsletters/>).

Years of Service*

Congratulations to the following MUFA members celebrating milestone years of service as of November 1, 2019

10 Years of Service

Nadine Attewell English and Cultural Studies	Benson Honig Human Resources and Management	David Ogborn Communication Studies and Multimedia
Stephanie Baker Collins School of Social Work	Yiqiang Jin Accounting and Financial Management	Tracy Prowse Anthropology
Dawn Bowdish Pathology and Molecular Medicine	Mark Johnstone Philosophy	Maikel Rheinstadter Physics and Astronomy
Adriaan Buijs Engineering Physics	Manish Kacker Marketing	Michael Schutz School of the Arts
Wenonah Campbell Rehabilitation Science	Paul Kim Medicine	Stefan Sciaraffa Philosophy
Sandra Colavecchia Sociology	Ivona Kucerova Linguistics and Languages	Hsien-Yeang Seow Oncology
Michelle Lynn Dion Political Science	Allan Mackenzie W Booth School of Engineering Practice and Technology	Nicholas Serruys French
Nancy Doubleday Philosophy	Adeel Mahmood Finance and Business Economics	Jaeyoon Song History
James Dunn Health, Aging and Society	Elizabeth Marquis Arts & Science	Sarah Symons School of Interdisciplinary Science
Michael Farquharson School of Interdisciplinary Science	Kathryn Mattison Classics	Liyakat Takim Religious Studies
Bonnie Marie Freeman School of Social Work	Suzanne Mills Labour Studies	Joseph Tan Information Systems
Michel Grignon Health, Aging and Society	Yurij Mozharivskiy Chemistry	Ruhai Wu Marketing
Chad Harvey School of Interdisciplinary Science	Eugenia Neves dos Santos French	Hongjin Zhu Strategic Management
Thomas Hawke Pathology and Molecular Medicine	Eugene Nshimiyimana French	Eugenia Zuroski English and Cultural Studies
Faiza Hirji Communication Studies and Multimedia		

15 Years of Service

Konstantinos Apostolou W Booth School of Engineering Practice and Technology	Philippa Carter Religious Studies	Catherine Connelly Human Resources and Management
Steven Bray Kinesiology	Ruth Chen Nursing	Sean Corner Classics
Clifford Burgess Physics and Astronomy	Peter Cockett School of the Arts	Kirsten Culver Nursing

(Continued on page 7)

15 Years of Service continued

Anna Danielova
Finance and Business Economics

Juanita DeBarros
History

Kimberley Dej
School of Interdisciplinary Science

Antoine Deza
Computing and Software

Ben Evans
Biology

Paul Faure
Psychology, Neuroscience and Behaviour

Tina Fetner
Sociology

Timothy Field
Electrical and Computer Engineering

Terence Flynn
Communication Studies and Multimedia

Kathy Georgiades
Psychiatry and Behavioural Neurosciences

Henry Giroux
History

Susan Giroux
English and Cultural Studies

Michel Grignon
Economics

Bhagwati Gupta
Biology

Geoffrey Hall
Psychology, Neuroscience and Behaviour

Peter Helli
Nursing

Aleksandar Jeremic
Electrical and Computer Engineering

Tracey Jewiss
Nursing

Ray Lapierre
Engineering Physics

Brian Lichty
Pathology and Molecular Medicine

John Luxat
Engineering Physics

Krista Madsen Baker
Kinesiology

Tracy McDonald
History

Emad Mohammad
Accounting and Financial Management

Sandra Preston
School of Social Work

Sandeep Raha
Pediatrics

Sourav Ray
Marketing

Sumanth Shankar
Mechanical Engineering

Michael Tait
Civil Engineering

Peter Vilks
Strategic Management

Allison Williams
Geography and Earth Sciences

20 Years of Service

Paul Berti
Chemistry and Chemical Biology

Joseph Ian Boyce
Geography and Earth Sciences

Jonathan Bramson
Pathology and Molecular Medicine

Sandra Carroll
Nursing

Samir Chidiac
Civil Engineering

Aaron Childs
Mathematics and Statistics

Rita Cossa
Strategic Management

Hugh M Couchman
Physics and Astronomy

Juliet Daniel
Biology

Jamal Deen
Electrical and Computer Engineering

Maureen Dobbins
Nursing

David Earn
Mathematics and Statistics

William Farmer
Computing and Software

Martin Gibala
Kinesiology

Catherine Grise
English and Cultural Studies

Suleiman Igdoura
Biology

Charu Kaushic
Pathology and Molecular Medicine

Marc-Andre Letendre
Economics

Xun Li
Electrical and Computer Engineering

Yingfu Li
Biochemistry and Biomedical Sciences

Marilyn Lightstone
Mechanical Engineering

Nedialko Nedialkov
Computing and Software

K Bruce Newbold
Geography and Earth Sciences

Natalia Nikolova
Electrical and Computer Engineering

Timothy Nye
Mechanical Engineering

John Siam
Finance and Business Economics

Pamela Swett
History

Ted Szymanski
Electrical and Computer Engineering

Ray Truant
Biochemistry and Biomedical Sciences

John F Valliant
Chemistry and Chemical Biology

Geoff Werstuck
Medicine

Robert Wilton
Geography and Earth Sciences

25 Years of Service

Nibaldo Galleguillos

Political Science

Michele George

Classics

Lori Letts

Rehabilitation Science

Dawn Martin-hill

Anthropology

Anna Moro

Linguistics and Languages

Kathryn Murphy

Psychology, Neuroscience and Behaviour

Roma Sehmi

Medicine

Judith Shedden

Psychology, Neuroscience and Behaviour

Jennifer Skelly

Nursing

Zhou Xing

Pathology and Molecular Medicine

30 Years of Service

Jeffery Donaldson

English and Cultural Studies

James Dowling

Kinesiology

Ruth Adele Frager

History

Paul Harrison

Chemistry and Chemical Biology

Bradd Hart

Mathematics and Statistics

Thomas R Hurd

Mathematics and Statistics

Peter Mascher

Engineering Physics

John Preston

Engineering Physics

Anne Savage

English and Cultural Studies

Mary Silcox

English and Cultural Studies

Harald Stover

Chemistry and Chemical Biology

Jean Wilson

Linguistics and Languages

Gu Xu

Materials Science and Engineering

35 Years of Service

Alexander Ball

Pathology and Molecular Medicine

Ali-Reza Montazemi

Information Systems

Marvin Ryder

Marketing

Ken Sivakumaran

Civil Engineering

Terry Todd

Electrical and Computer Engineering

Wil Waluchow

Philosophy

40 Years of Service

Adam Hitchcock

Chemistry and Chemical Biology

Clarence Kwan

Finance and Business Economics

David Rollo

Biology

David Wilkinson

Materials Science and Engineering

45 Years of Service

John Weaver

History

**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.*

IMPORTANT UPDATES

External Tuition Bursary Update

Dependents and spouses of MUFA members are now eligible for tuition bursaries at Canadian universities & colleges. Each year, a pool of \$250 000 is available. After a pre-approval early in the academic year, faculty members will submit supporting documentation at the end of each academic year (e.g. in August 2020 for July 2019-August 2020), and the amount awarded to each dependent will depend on how many applications are received. The full policy with further details will be available in the new year

Update on government proposal to introduce regulations around the total compensation of faculty members who work full time and also collect their pension

The Ministry of Colleges and Universities is focusing on voluntary initiatives to encourage faculty renewal and that the Ministry had no plans at this time to implement any regulations which would reduce the salary of faculty who are also collecting pensions. We view this as a positive development.



McMaster Global Engagement Town Hall Update

The McMaster Global Town Hall will provide an overview of several key global engagement initiatives at McMaster – activities that support the McMaster Model for Global Engagement, followed by a panel Q&A discussion, reception and networking.

Event Details

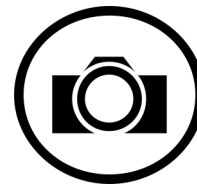
Date: Tuesday November 19, 2019

Time: 1:30 p.m - 3:30 p.m

Location: LIVElab Auditorium,
<https://livelab.mcmaster.ca/>

[RSVP to attend](#)

Complimentary food and beverages



MUFA is always looking for pictures that represent McMaster and faculty to use on our website (www.macfaculty.ca) and in our newsletters. If you have any pictures you would like to share, please email them to mufa@mcmaster.ca.

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