

# 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

### IN THIS ISSUE

SMA3 Process	p1	Passages	p4
Remembering Donald Goellnicht	p2	OCUFA Teaching and Academic Librarianship Award	p5
Late Withdrawal Option for Students	p3	2019/2020 Executive	p5
Observers Needed	p3	Years of Service	p6
President's Award for Community		External Tuition Bursary Update	p9
Engaged Research	p4	Pension and Working Full Time	p9
Welcome New Members	p4	Global Engagement Town Hall	p9



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](mailto: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](mailto: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](http://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:

<b>President</b>	<b>Alison Sills</b>
<b>Vice-President</b>	<b>Elkafi Hassini</b>
<b>Past-President</b>	<b>Michel Grignon</b>
<b>Academic Affairs</b>	<b>Andy Knights</b>
<b>Human Rights</b>	<b>Lydia Kapiriri</b>
<b>Membership</b>	<b>Deda Gillespie</b>
<b>Member-at-Large</b>	<b>Ana Campos</b>
<b>Member-at-Large</b>	<b>Gail Gauvreau</b>
<b>OCUFA Director</b>	<b>Elkafi Hassini</b>
<b>Pension</b>	<b>Claude Eilers</b>
<b>Public Relations</b>	<b>Alison Sills</b>
<b>Remuneration</b>	<b>Nicholas Kevlahan</b>
<b>Special Enquiries &amp; Grievances</b>	<b>Catherine Anderson</b>
<b>Special Enquiries &amp; Grievances</b>	<b>Kirsten Culver</b>
<b>Tenure/Permanence</b>	<b>Gail Krantzberg</b>
<b>Treasurer</b>	<b>Lilian Chan</b>
-----	
<b>Executive Director</b>	<b>Mara Giannotti</b>
<b>Executive Assistant</b>	<b>Jessica Weyman</b>
<b>Returning Officer</b>	<b>Matheus Grasselli</b>

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](mailto:mufa@mcmaster.ca), ext. 24682/20297). Deadlines are the 10<sup>th</sup> 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

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

### 15 Years of Service

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

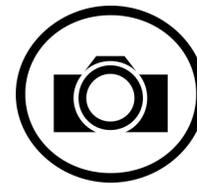
Date: Tuesday November 19, 2019

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](http://www.macfaculty.ca)) and in our newsletters. If you have any pictures you would like to share, please email them to [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca).**

## MCMASTER UNIVERSITY FACULTY ASSOCIATION

Hamilton Hall, Room 103A  
 Hamilton, ON L8S 4K1

(905) 525-9140  
 ext. 24682/20297

Email: [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca)  
<http://www.macfaculty.ca>