



MUFA Newsletter

President's Report The Year Ahead



Michelle Dion

Though I'm always a little disappointed to say goodbye to summer, I'm happy this fall to begin my term as MUFA President and welcome our members to campus. In this report, I provide an overview of some issues that currently occupy the attention of the MUFA Executive and staff.

Member Outreach & Engagement

As you might have already noticed, the MUFA logo, newsletter, and website have all been refreshed over the last year. We hope these changes will enhance communication and engagement with our membership. To that end, you should have received recently an invitation to complete a [very short, anonymous online survey](#). Thus far, we have about an 18% response rate, so I would encourage you to complete the survey if you have not already done so. The average time to complete the survey is less than 3 minutes! The survey also includes an open-ended question in which you can include any issue or concern you would like to raise anonymously. We will be consolidating these concerns for discussion within the Executive Committee and will report back to the membership on areas of common concern. The survey also asks about scheduling of the December and April general meetings, and we are interested in what we can do to encourage more of you to attend the meetings and participate in the Association.

Joint Committee

A key mechanism for working with the administration to address issues and concerns related to faculty is the Joint Committee, which meets monthly throughout the academic year. This year, MUFA representatives on Joint Committee are Martin Horn (MUFA VP/President-Elect, History), Laura Parker (MUFA Remunerations, Physics & Astronomy), and myself (Political Science).

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During the fall term, the administration will be represented by Susan Denburg (Acting Provost & Vice-President, Academic, July 1-December 31, and Psychiatry), Roger Couldrey (Vice-President, Administration), and Susan Searls Giroux (Associate Vice-President, Faculty and English & Cultural Studies). David Wilkinson (Provost, Vice-President, Academic and Materials Science & Engineering) will return to Joint Committee in January 2016 after his research leave. In my experience, Joint Committee has been a place for productive discussion and problem solving, and I have similar expectations for the coming year.

Administrative Organization & Change

There are several on-going searches to identify replacements for senior administrators who have vacated or will vacate their posts. In addition, several senior administrative positions are currently held by Acting administrators as replacements for leaves or while searches are on-going. Of particular importance and relevance are current searches, for which members should feel free to submit feedback:

- [Selection Committee](#) for new Dean and Vice-President of the Faculty of Health Sciences ([how to submit feedback](#))
- [Selection Committee](#) for new Vice-President, Research ([how to submit feedback](#))
- [Selection Committee](#) for new Dean of Social Sciences

Also on-going this fall will be the work of the [Task Force on Future Directions for the Faculties of Humanities, Social Sciences and Science](#). The Task Force is charged with responding to [the questions outlined in an earlier letter from the Deans of the three Faculties](#), which included the potential reorganization of the Faculties. It is no secret that two of the three Faculties face significant revenue shortfalls, which the adoption of the [New Budget Model](#) does little to alleviate. It is important that any reorganization, if seriously considered, be driven by real programmatic synergies and opportunities rather than economic considerations and that faculty input be broad and thorough. McMaster cannot hope to maintain its reputation as a top Canadian research university if it abandons its commitment to offering

a full range of high quality educational opportunities informed by outstanding faculty research.

University Finances & New Budget Model

MUFA has not convened its Budget Advisory Committee (BAC) for several years. Meanwhile, McMaster has implemented its New Budget Model, which is a form of activity-based budgeting, and the Province is currently [reviewing its University Funding Formula](#) (see related [Consultation Paper](#)). To help understand these recent and future changes, MUFA is re-convening its Budget Advisory Committee (BAC). In 2015-16, the BAC will be led by MUFA Executive Committee member Arthur Sweetman (Economics), and the Committee will be preparing a report to be shared with the membership in late spring. Previous reports of the MUFA-BAC are [available on our website](#).

Systems Renewal

Last year, the University rolled out its new finance, human resources, and student administration systems under the banner Mosaic. While the new systems offer the potential for enhanced efficiency, some faculty members encountered difficulties and some downloading of work. This year, the University is [migrating all faculty members on UnivMail to a new email system](#) managed by the Faculty of Health Sciences Computer Services Unit (CSU). The new system, [MacMail](#), uses Microsoft Exchange 2010. In the former email system, faculty members had the ability to use various protocols, including POP, SMTP and IMAP, to integrate their McMaster email into a variety of different workflows. In the new system, after some prodding from MUFA, POP and IMAP have been enabled, and SMTP is available on campus or via VPN. However, faculty members who have developed customized workflows using specialized tools may experience significant disruptions to their email workflows or may need to abandon tools they have used for years due to the limitations of the new system.

In addition, the University plans to rely solely on the [Microsoft Exchange Server/Outlook calendar-ing system after October 30](#). Unfortunately,

features such as iCal, which would facilitate integration with external tools like Google calendar, have not been enabled (though they are technically available). This means that those of us who have come to rely on free and flexible options will not be able to integrate our McMaster calendars into our existing calendaring tools. As these changes are implemented, please let us know of any difficulties you encounter.

Faculty Teaching & Workload Issues

Over the last year, a number of University and Faculty policies have been created or revised, or undocumented practices have been made explicit in guidance documents. For example, the Provost posted a [Protocol on Faculty Recovery for Teaching Release](#). In response to faculty member concerns about the Protocol that MUFA brought to Joint Committee, the Provost later clarified that the Protocol was intended as “guidelines with the Responsible Executive... having the discretion to alter these arrangements in special circumstances” (see [clarification](#)). Similarly, most Faculties have adopted formal workload policies consistent with the Provost’s [Statement on Balancing Teaching, Research and Service Contributions for Tenure-Stream Faculty Members](#). The administration has assured MUFA that the adjustment of the distribution of workload from the norms established in the “yellow document” will not become the norm. On the one hand, flexible policies can be useful when unexpected or extraordinary circumstances arise. On the other hand, they can also create opportunities for abuse if not applied consistently and transparently.

This year, we will also be likely to revisit the allocation of Teaching Professors at McMaster. The Faculty of Health Sciences has no limit on the number of Teaching Professors it can hire. Other Faculties are limited to a fixed number. In most other Faculties, there has not yet been demand to increase the number of these positions beyond the current levels, in part because Faculties are not always replacing vacated positions due to budget constraints. MUFA articulated its position on the relative number of Teaching Professors in its [February 2014 newsletter](#) (see

the last paragraph, in particular). I invite interested members to provide us with your perspective.

Benefits and Pension

MUFA has been working and will continue to work on two important developments related to faculty benefits in this non-negotiation year. First, the University is currently preparing a request for bids for its employee health, dental, and long-term disability insurance programs for the first time in many years. Past-President Rafael Kleiman (Engineering Physics) has been meeting with Human Resources representatives and the consultant preparing the call for bids to ensure that faculty coverage and benefits not covered in our collective agreement meet our members’ needs. Second, Michel Grignon (Health, Aging & Society and Economics) has been attending meetings of the plenary group organized by OCUFA and COU that has been discussing the proposed Jointly-Sponsored Pension Plan (JSPP). Given the move in our recent remuneration agreement to 50-50 contributions and the current solvency relief, a JSPP of the sort proposed by the plenary working group is likely to yield neither significant savings nor better benefits for members. However, in the interest of monitoring the discussions and planning for every eventuality, Michel and Martin Horn (VP & President-elect, History) will be attending an additional two-day meeting this fall in which the design details of the proposed JSPP will be discussed. OCUFA maintains a [website with more detailed information](#) about the proposal. I want to assure our members that no change to the pension plan will be entertained without extensive and meaningful consultation with them. The proposed rules would require employee groups to vote to approve any changes. MUFA’s priority is to monitor this process and position the Association to protect our members’ accumulated and future pension rights.

Judicial Review of DSB Tribunals

Over the last year, court filings in Ontario Superior Court in the Judicial Review of the University Tribunal under the University’s former Anti-Discrimination Policy have proceeded, with

some significant movement in the proceedings over the summer. While the Applicants have filed their initial briefs, the University has not yet filed its response, which is due October 23, 2015. Once both sets of documents are available, we will be making copies available on the MUFA website. The current court schedule indicates that the Court hearing will be April 25-28, 2016. In addition, most (if not all) of the remaining recommendations of the Tribunal have been completed (or will be by the end of September). The most significant of these was the review and revision of the related policy, renamed "[Discrimination, Harassment & Sexual Harassment: Prevention and Response](#)." The revised policy became effective July 1, 2015. I encourage all faculty members to become familiar with the new policy, which is scheduled to be reviewed and revised again in two years.

As you might imagine, new issues or concerns likely will arise as the year progresses. Our members are fortunate to have the support of conscientious MUFA staff members who are available to answer questions. The MUFA Executive Committee also meets every two weeks to discuss and propose solutions to problems brought to their attention by the membership. While many members may only think of MUFA when they face a problem or have a question, the Association also plays a role in our collegial governance at McMaster and benefits from the large number of you who volunteer your time not only in service of the Association but also the University. It is this collegiality and interest in the common good that has made my own involvement in MUFA so rewarding. I hope you likewise feel welcome to attend our meetings and get involved.

Michelle Dion
MUFA President

Classroom Hotline

Instructors should call the classroom hotline at extension **23073** for issues such as replenishment of chalk or erasers, damaged seats/tablets, no lighting, etc.

Email: clerks@mcmaster.ca

Website: Submit a work request thru the Facility Services AiM Work Management system via <http://aappsrvr.mcmaster.ca/facilityservices/> Automatic work status updates are provided when an email address is entered into the request.

⇒ **It is important for all written correspondence to highlight in the description this is a Classroom Hotline request. This will distinguish the problem so it can be prioritized.**

For scheduling issues or disconnects between class size and classroom capacity, call the Registrar's Office, at ext. 24453 or bookings@mcmaster.ca

The Classroom Hotline is answered Monday to Friday, 8:30 a.m. to 4:30 p.m. Leave a message on the voice mail as a Customer Service Clerk may be assisting another Customer. Calls outside of these hours will be answered on the next business day. Immediate classroom emergencies that occur after 4:30 p.m. - such as no heat, locked classroom, broken water pipes - should be reported to Security at ext. 24281.

Welcome New Members

Michael Amlung
Psychiatry & Behavioural
Neurosciences

Elizabeth Alvarez
Clinical Epidemiology
& Biostatistics

Laura Anderson
Clinical Epidemiology
& Biostatistics

Jonathan Bradley
Engineering Physics

Janice Chaplin
School of Social Work

Phillipa Chong
Sociology

Claudia Emerson
Philosophy

Paula Gardner
Communication Studies
& Multimedia

Zhen He
Economics

Joanne Heritz
Political Science

Zeinab Hosseinidoust
Chemical Engineering

Lisa Kaida
Sociology

Lesley MacNeil
Biochemistry &
Biomedical Sciences

Inder Marwah
Political Science

Asa McKercher
History

Greig Mordue
Economics & School of
Engineering Practice

Katherine Nastovski
School of Labour Studies

Jessica Nicholson
Human Resources &
Management

Sameer Parpia
Oncology & Clinical
Epidemiology & Biostatistics

Stacey Ritz
Pathology & Molecular
Medicine

Rizwan Tahir
Economics

Philip Van Huizen
History

Adam Van Tuyl
Mathematics & Statistics

Andrea Zeffiro
Communication Studies
& Multimedia

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 (**November 10th, 2015**) hosted jointly by the Presidents of the University and the Faculty Association.

Joseph Adamson
English & Cultural Studies

Regina Browne
Nursing

Margaret Denton
Health, Aging & Society
& Sociology

John D. Eyles
Geography & Earth Sciences

Evan Woodruff Haley
Classics

Gordon Irons
Materials Science & Engineering

Bernice Kaczynski
History

Pavlos Kanaroglou
Geography & Earth Sciences

Michael Kliffer
French

Manfred Kolster
Mathematics & Statistics

John Leach
Economics

Maung Min-oo
Mathematics & Statistics

William Morris
Geography & Earth Sciences

Gabriel Moyal
French

Henry Nelles
History

Geoff Norman
Clinical Epidemiology & Biostatistics

Colin Nurse
Biology

Linda O'Mara
Nursing

Walter Peace
Geography & Earth Sciences

Jane Rush
French

John David Russell
Medicine

Harry Shannon
Clinical Epidemiology & Biostatistics

Wendy Sword
Nursing

Catherine Tompkins
Nursing

Mark Vorobej
Philosophy

David Colin Wilson
Kinesiology

Charlotte Yates
School of Labour Studies &
Political Science

Committee Structure

2015-2016

Standing Committees

***Chair of Committee**

Budget Advisory Committee

Arthur Sweetman*, Economics, arthur.sweetman

Academic Affairs

Elkafi Hassini, Operation Management, hassini

Human Rights

Nancy Carter, Nursing, carternm

Joint Committee

Michelle Dion, Political Science, dionm

Martin Horn, History, mhorn

Laura Parker, Physics & Astronomy, lparker

Membership

Briana Palmer, SOTA, palmerbr

Nominating Committee

Michelle Dion*, Political Science, dionm

Martin Horn, History, mhorn

Rafael Kleiman, Engineering Physics, kleiman

Kristen Culver, Nursing, culverk

Khalid Nainar, Accounting & Fin Mgt, nainar

Narayanaswamy Balakrishnan, Math&Stats, bala

OCUFA Director

Martin Horn, History, mhorn

Pension Committee

Trevor Chamberlain, Fin & Bus Econ, chambert

Sherman Cheung, Fin & Bus Econ, scheung

Michelle Dion, Political Science, dionm

Michel Grignon*, Economics & Health, Aging
& Society, grignon

Martin Horn, History, mhorn

Marc-Andre Letendre, Economics, letendre

Public Relations

Russell Bishop, Biochem & Biomed Sci, bishopr

Remuneration

Laura Parker, Physics & Astronomy, lparker

Special Enquiries & Grievances

Nicholas Kevlahan, Math & Stats, kevlahan

Tenure/Permanence

Qiyin Fang, Engineering Physics, qfang

Treasurer

Lilian Chan, Acct & Fin Mgt, ylchan

Returning Officer

Matheus Grasselli, Math & Stats, grasselli

University Committees & Boards

Copyright Working Group

Sara Bannerman, (observer) Comm Studies & Multimedia,
banners

Enrolment Management Team

Michelle MacDonald, Biochem & Biomed Sci, macdonml

Honour M Selection Committee

Nancy Carter, Nursing, carternm

McMaster Children's Centre

Rachel Zhou, Social Work, zhoura

Parking Appeal Board

Trevor Chamberlain, Fin & Bus Econ, chambert

Pension Trust

Trevor Chamberlain, Fin & Bus Econ, chambert

Sherman Cheung, Fin & Bus Econ, scheung

Marc-Andre Letendre, Economics, letendre

President's Advisory Cte on Building an Inclusive Committee

Nancy Bouchier, History, bouchier

President's Advisory Committee on Relations with Community

Daniel Goldreich, Psychology, goldrd

President Advisory Cte on Transportation & Parking

Nancy Carter, Nursing, carternm

Trevor Chamberlain, Fin & Bus Econ, chambert

Rudy Heinzl Award for Excellence Committee

Michelle MacDonald, Biochem & Biomed Sci, macdonml

Ad Hoc Association & University Committees

PACBIC's Employment Equity Working Group

Juliet Daniel, Biology, danielj

Faculty Association Council

Acct & Fin Mgt	Lilian Chan, ylchan	Library	Wade Wyckoff, wyckoff
Anthropology	Anne Herring, herring	Linguistics & Languages	Ivona Kucerova, kucerov
School of the Arts	Sally McKay, mckay	Marketing	Sourav Ray, sray
Biochemistry & Biomedical Sci	Russell Bishop, bishopr	Materials Science	Mor Baram, baramm
Biology	Pat Chow-Fraser, chowfras	Mathematics & Stats	Miroslav Lovric, lovric
Chemical Engineering	Kim Jones, kjones	Mechanical Eng	Gary Bone, gary
Chemistry & Chemical Biology	Adam Hitchcock, aph	Medicine	Karen Beattie, Karen.beattie@camris.ca
Civil Engineering	Ioannis Tsanis, tsanis	Medical Physics & Applied Radiation Sciences	Hao Peng, penghao
Classics	Michele George, georgem	Nursing	Yvonne Lawlor, awlory
C E & B	Harry Shannon, shannonh	Obstetrics & Gyn	Derek Lobb, obbd
Communication Studies & Multimedia	Philip Savage, savagep	Operations Mgt	Elkafi Hassini, assini
Computer & Software	Antoine Deza, ,deza	Pathology & Mol Med	Laurie Doering, doering
Economics	Martin Dooley, dooley	Pediatrics	Sandeep Raha, ahas
Elec & Comp Eng	Natalia Nikolova, talia	Philosophy	Violetta Ighneski, ighneski
Engineering Physics	Rafael Kleiman, kleiman	Physics & Astronomy	Maikel Rheinstadter, rheinstadter
Engineering Technology, School of	Konstantinos Apostolou, apostol	Political Science	Greg Flynn, flynn
English & Cultural Stds	Mary Silcox, silcox	Psychiatry & Behav Neuro	Lennard Niles, niles
Family Medicine	Helen McDonald, mcdonal	Psychology, Neuro & Behaviour	Deda Gillespie, dgillespie
Fin & Business Economics	Narat Charupat, charupat	Radiology	Eli Tshibwabwa, tshibwab
French	Nicholas Serruys, serruys	Rehabilitation Sciences	Lilian Coman, comanl
Geography & Earth Sci	Robert Wilton, wiltonr	Religious Studies	Anders Runesson, runess
Health Policy & Mgt	Glen Randall, randalg	Social Work	Jane Aronson, aronsonj
History	Nancy Bouchier, bouchier	Sociology	Neil McLaughlin, nmclaugh
Human Resources & Management	Aaron Schat, schat	Strategic Management	Hongjin Zhu, huhong
Kinesiology	Krista Madsen, madsenk	Surgery	Frank Baillie, baillief
Labour Studies	Robert Storey, storeyr		

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) or call us (905) 525-9140 ext. 24682/20297, or visit us in (HH 103A).

McMaster Alumni Association 2016 Travel Program

Dear MUFA Members & Friends of MUFA,

It gives us great pleasure to introduce the 2016 McMaster Alumni and Friends Travel Program! We invite you to [Discover Your MAC Adventure](#) by joining fellow alumni and friends as we embark on this irresistible line-up of once-in-a-lifetime trips to some amazing destinations.

Enjoy the worry-free convenience and value of group travel while sharing your dream vacation among like-minded travellers. Working with reputable travel partners, each known for their deluxe travel programs and expert assistance, we've selected quality, exciting, adventurous trips, enhanced by knowledgeable lecturers and experienced travel directors, offering built in educational experiences not often found through larger group travel. [Click here](#) to view the 2016 McMaster Alumni and Friends Travel Brochure.

To request a 2016 travel brochure, or additional information on any of our trips, please contact the Travel Alumni Officer at (905) 525-9140 ext. 24882 or email mactrav@mcmaster.ca.

There is a lot of world out there to see, are you coming?

Sincerely,

McMaster Alumni Association

Trial Membership offer University Club of McMaster

The University Club is offering trial membership for Faculty (no membership fees, until July 1, 2016). This offer does not apply to current members.

Individuals who are interested should contact Al Mercato, Club Manager, by email at mercato@mcmaster.ca or by telephone at the University Club - 905-525-9140, extension 23246 to obtain an application form and other details about the club. Alternately, the application and information is available on the Club's website

Member Benefits of the University Club of McMaster:

- Use of the Club dining facilities and attending special events.
- Reciprocal signing privileges to the Dundas Valley Golf and Curling Club. UC members are permitted to play golf on their "short course" (this fee is \$15), and a reduced golf Initiation fee for University Club members.
- Reciprocal signing privileges to the Royal Hamilton Yacht Club.
- Discount membership at the Royal Botanical Gardens (RBG).
- Discount rate at the Holland Park Garden Gallery.
- Discount rate at the Westdale Florist.
- Reciprocal arrangements at faculty clubs across Canada and the US.

Thank you for your assistance.

Best regards,

Al Mercato





Know your Policies

On June 4th, 2015 the Board of Governors approved the new Policies listed below. Please take a moment to review them so that you become familiar with them.

- ⇒ **Policy on Discrimination, Harassment & Sexual Harassment: Prevention and Response:** http://www.mcmaster.ca/policy/General/HRDiscrimintion_Harassment_Sexual_HarassmentPrevention&Response.pdf

- ⇒ **Policy on Workplace Accommodation and Guide & Procedures on Workplace Accommodation:** <http://www.mcmaster.ca/policyEmployeeWorkplaceAccommodationPolicy-2015.pdf> and <http://www.mcmaster.ca/policy/EmployeeWorkplaceAccommodationGuide-Procedures-2015.pdf>

- ⇒ **Pregnancy/Parental Leave for Faculty and MUFA Librarians:** http://www.mcmaster.ca/policy/faculty/Leaves/SPS_C4-Pregnancy-Parental_Leave-Faculty-MUFA_Librarians.pdf

The MUFA Executive and staff are available to offer help should questions arise about these policies and other University policies and their Execution.

REMINDER

Benefit Year End: Please note, the benefit year end is June 30th. Please ensure all claims dated from July 1, 2014 to June 30, 2015 are submitted to Sun Life prior to September 30, 2015. Late claim submissions will not be reimbursed.

For more information on your benefits please visit:

[http://www.workingatmcmaster.ca/med/document/Benefits-Booklet---121---Active-Faculty---July-1-2013-\(Issued-September-2014\)-1-40.pdf](http://www.workingatmcmaster.ca/med/document/Benefits-Booklet---121---Active-Faculty---July-1-2013-(Issued-September-2014)-1-40.pdf)

Save the Dates!

MUFA General Meeting

Wednesday, December 9th, 2015
9:30 a.m.
Council Chambers,
Gilmour Hall, Room 111

MUFA Annual General Meeting

Monday, April 25th, 2016
3:00 p.m.
Great Hall,
University Club

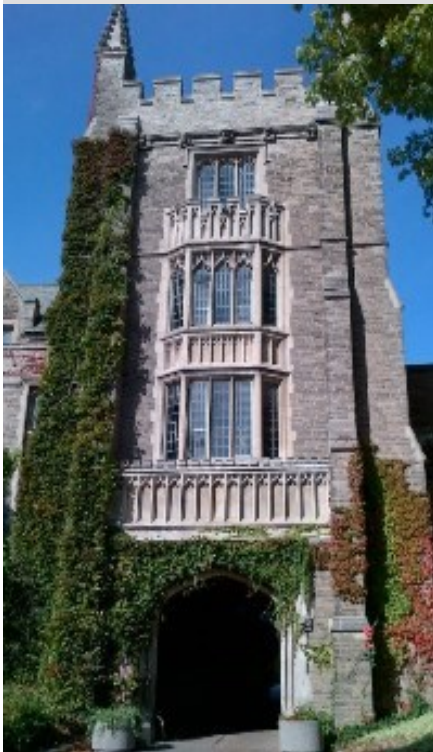
**McMaster University
Faculty Association**

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

(905) 525-9140
ext. 24682/20297

Email:
mufa@mcmaster.ca

MUFA on the WEB
<http://www.macfaculty.ca>



LTD Premium Rates Decrease as of July 1, 2015

McMaster'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.

Employees are responsible for 100 per cent of the premiums for this plan, which is provided through Sun Life Financial.

Participation in the LTD plan is mandatory for eligible employees. The LTD plan is premium based. Premium rates are impacted by the volume and nature of claims, and are reviewed annually in light of the claims experience of the LTD plan.

This year's renewal is positive in nature and as a result the LTD premiums will be decreasing by 18 per cent for July 2015.

LTD plan participants will notice a change in their LTD premium deductions beginning in the next pay deposit in July. LTD premiums are deducted to a maximum of 24 pay periods each year.

McMaster University offers a wellness and disability support program, aimed at promoting a productive and healthy work environment for all employees. Details on McMaster's healthy workplace programming, Employee Health Services and the Employee and Family Assistance Program are available at <http://www.workingatmcmaster.ca/ehs/index.php>.

Additional information regarding the LTD plan can be found in you benefits booklet available online at <http://www.workingatmcmaster.ca/>.

Passages

Arthur Bourns, Chemistry, May 29, 2015

Donna Sergeant, School of Nursing, June 12, 2015

Eva Tihanyi, DeGroote School of Business, September 13, 2015