

Newsletter

Volume 43.1
Editor: Peter Graefe

McMaster University Faculty Association September 2016



SAVE THE DATES!

MUFA General Meeting
Wednesday, January 11, 2017
9:30 a.m.
Council Chambers,
Gilmour Hall, Room 111

MUFA Annual General Meeting
Tuesday, April 25, 2017
3:00 p.m.
Great Hall,
University Club

President's Report: The Year Ahead

The 2016-17 academic year promises to be a busy one for MUFA. It will be a contract negotiation year, as our current contract expires at the end of June 2017. Negotiations between MUFA and the administration will be conducted through the Joint Committee (JC). To help MUFA understand what faculty wish to see in a new agreement, we will be asking members to reply to a survey. In the past response rates have been very good and we expect that this will be the case again this year. Rafael Kleiman, the Remuneration Chair, who will lead the negotiations at JC on behalf of MUFA, has more to say on the negotiation process later in this newsletter. Beyond remuneration, there are various other matters that will engage MUFA during the year. Some of these are discussed below.

Policy Reviews

Various policies that are pertinent to Faculty working conditions are in the process of being drafted or revised. MUFA believes that any policy or review that affects faculty working conditions requires our approval before being approved. Among the most notable are:

- 1) A Sexual Assault Policy. Mandated by the province under Bill 132 in the spring of 2016, McMaster must have a policy in place by 1 January 2017. A committee has been hard at work on this issue. MUFA has already provided comment on drafts of the policy and we expect to do so again this fall.
- 2) The review of the existing Research Integrity Policy is well underway. Once more, MUFA has furnished feedback on what is a much changed policy and expects to do so again in the fall.
- 3) Work continues on the Copyright policy, on which will we keep members informed.
- 4) Various other issues, ranging from access to faculty email to the review of UTS are also underway.

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Judicial Review/DSB

The long-running DeGroot School of Business (DSB) imbroglio may be nearing resolution. Members will recall that following the findings of an internal Tribunal, a variety of penalties were imposed upon a group of faculty members in the DSB by President Patrick Deane. The faculty members exercised their right to ask for a Judicial Review, which was held at the end of April 2016. We are awaiting the decision of the Judicial Review panel.

The New Budget Model (NBM) and the Budget Advisory Committee (BAC)

In the spring the Provost, David Wilkinson, announced changes to the NBM. Shortly thereafter MUFA's BAC, chaired by Arthur Sweetman of the Department of Economics, issued a substantial report on the NBM which can be found at <http://macfaculty.ca/wp-content/uploads/2015/02/BACReport201604.pdf>

MUFA is committed to continuing to monitor the influence of the NBM on the university as a whole. To do so, the BAC, now headed by Khalid Nainar of the DSB, will report to the MUFA Executive and to the membership on the impact of the alterations. MUFA remains convinced that the NBM should be an instrument to allow the university to flourish rather than an end unto itself.

JSPP/UPP

For some time there has been unease about pension plans within the broader public sector in the province. Responding to this concern, the provincial government has supported talks involving the Ontario Confederation of Faculty Associations (OCUFA), the Council of Ontario Universities (COU), the then Ministry of Training, Colleges and Universities (MTCU), and the Ministry of Finance to consider whether a university sector wide pension plan might be an appropriate response. MUFA and the administration have been party to these discussions for a Jointly Sponsored Pension Plan (JSPP) sometimes referred to as the University Pension Project (UPP). Progress has been limited

as there are many difficult issues to resolve. While we continue to be engaged in the process, neither MUFA nor McMaster are committed to participating in a JSPP. The MUFA executive believes that continuing to be party to the talks is useful for both faculty and the university. If an agreement on a JSPP should be reached, then consent of MUFA and its members to join would be required before any such step is taken. We will keep you informed.

Faculty Complement

The question of renewal of faculty complement is high on MUFA's agenda. We believe that the health of the university is linked directly to faculty well-being. We fear that without regular replacement of tenured/tenure stream faculty across the institution, McMaster will suffer. Connected to this is the issue of teaching stream appointments. Presently the number of teaching stream appointments is governed by an agreement reached between the administration and MUFA some years ago. MUFA's sanction is required before any additional teaching stream appointments may be made. Discussions on the numbers of teaching stream appointments have been on-going and are expected to continue in the fall at JC. MUFA supports the role of Teaching Professors though we believe that a numerical preponderance of tenure stream faculty should be maintained within a research intensive university.

LTD

Members will notice that there has been a reduction in their LTD premiums paid. Credit for this reduction should go to Rafi Kleiman and to the willing cooperation of Human Resources, headed by Wanda McKenna. You will find more detail on this change page 3.

As always, should you have concerns that you wish to raise with MUFA, please do not hesitate to get in touch.

Martin Horn
MUFA President

Changes in LTD Plan

McMaster University faculty members and MUFA librarians are covered by a Long Term Disability (LTD) plan that is fully funded by employee-paid after-tax premiums. The 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. In the last year, McMaster University solicited bids for an insurer to administer the plan and SunLife was successful in continuing to provide our coverage.

In that process, MUFA requested changes to the plan that would better meet the needs of our members and make adjustments for inflation, since the plan details had not been reviewed for many years. The changes to benefits and premiums, which became effective July 1, 2016, are summarized below.

	Previous LTD Plan	Current LTD Plan
Coverage (non-taxable)	75% of net income	85% of net income
Maximum benefit (monthly)	\$7,000	\$10,000
COLA	Lesser of CPI or 2%	Lesser of CPI or 3%
Premium (before PST)	1.015% of salary (2015-2016)	0.30% of salary (2016-2017)

Other plan details remain unchanged. Please note that the benefits booklet found at [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) has not yet been updated to reflect these changes.

A summary of the changes in the LTD plan also appears at <http://www.workingatmcmaster.ca/med/document/LTD-changes--Faculty-and-Librarians--July-2016-1-40.pdf>

Rafi Kleiman
MUFA Executive

Convocation SAVE THE DATES!

Fall 2016:

Thursday, November 17, 2016, 9:30 a.m.

Faculties of Business, Humanities, Social Sciences, and Arts & Science Program

Thursday, November 17, 2016, 2:30 p.m.

Faculty of Health Sciences

Friday, November 18, 2016, 9:30 a.m.

Faculties of Engineering and Science

Spring 2017:

Thursday, May 25, 2017, 2:30 p.m.

Faculty of Health Sciences (Excluding Nursing)

Monday, June 12, 2017, 2:30 p.m.

Faculty of Business/DeGroote School of Business

Tuesday, June 13, 2017, 9:30 a.m.

School of Nursing, Medical Radiation Sciences Program

Tuesday, June 13, 2017, 2:30 p.m.

Faculty of Humanities, Arts & Science Program

Wednesday, June 14, 2017, 9:30 a.m. & 2:30 p.m.

Faculty of Social Sciences

Thursday, June 15, 2017, 9:30 a.m. & 2:30 p.m.

Faculty of Science

Friday, June 16, 2017, 9:30 a.m. & 2:30 p.m.

Faculty of Engineering

The division of programs across each ceremony will be posted here closer to Spring 2017:

<http://registrar.mcmaster.ca/grad/convo-dates/>

Preparation for Remuneration Negotiations Underway

Our current contract with the University expires on June 30, 2017. MUFA has begun to prepare for negotiations with the Administration that will commence in January 2017. A Remuneration Committee has been struck and its members can be found under the committee listing in this Newsletter [see page 6]. During the fall term, we will survey the MUFA membership on important issues including remuneration, working conditions and priorities for bargaining. The Remuneration Committee will then prepare a remuneration brief, a “written statement outlining amendments, additions and/or deletions which are being sought for the ensuing year in salary and benefit programmes for faculty members”, which will be presented to the membership in early January for approval.

McMaster is one of only three Ontario universities that is not unionized (the other two are Toronto and Waterloo). We have a process for collective bargaining with the Administration that is unique and effective in two respects. Firstly, it has a well defined time frame to ensure that negotiations take place and an agreement is struck by a certain date. Secondly, if negotiations with the Administration reach an impasse, there is a binding final offer selection process that encourages both sides to put forward their most reasonable bargaining position. The full details of our process can be found at <http://macfaculty.ca/wp-content/uploads/2014/08/JCTerms.pdf>.

McMaster University is known for its collegial relations between faculty and administration, as well as active participation of faculty in University governance, through Committees, Senate and the Board. We look forward to working together with the Administration to put a new agreement in place that keeps McMaster University competitive in recruitment and retention of faculty and that continue to provide a high quality educational experience for our undergraduate and graduate students. We view this as essential to maintaining McMaster University’s international reputation for research excellence and teaching innovation.

Please email me at kleiman@mcmaster.ca if you wish to discuss any aspect of our contract negotiations.

Rafi Kleiman
Chair, Remuneration Committee

Celebration of Life in Honour of Pavlos Kanaroglou




Dr. Pavlos Kanaroglou
 Professor Emeritus
 School of Geography & Earth Sciences
 McMaster University
 Founding Director, MITL
 1948 - 2016

Please join the School of Geography and Earth Sciences, the McMaster Institute for Transportation and Logistics, colleagues, friends and family in a celebration of Pavlos Kanaroglou’s life on

Thursday, October 13th, 2016
3:00 p.m. to 6:00 p.m.

In the Great Hall of the University Club,
 McMaster University.





BENEFIT YEAR END REMINDER:

Please note the benefit year end is June 30th. Please ensure all claims dated from July 1, 2015 to June 30, 2016 are submitted to Sun Life prior to September 30, 2016. **Late claim submissions will not be reimbursed.**



Classroom Hotline

The Classroom Hotline at extension 23073 is set up for Instructors to report classroom issues such as replenishment of chalk, damaged seats / tablets, no lighting, etc. There are two alternative methods to report a classroom issue. One is to submit an online service request through Mosaic Maintenance Management module, using the Service Request Wizard and the online service request type can be identified as “classroom cleaning or classroom repair”. By submitting an online request, the Instructor can track the service request status as required. Secondly, you can contact Customer Service at clerks@mcmaster.ca. 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.

Access to Mosaic Maintenance Management Module to submit online Service Requests can be obtained by contacting the UTS department. 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.

Know Your Policies

Faculty members should be aware of the various workload guidelines that are in place for each Faculty and the University as a whole. Please take a moment to review the links below so that you become familiar with them.

⇒[Guidelines for Load Teaching in the Spring/ Summer Session, the Twilight Hour or Evening](#)

⇒[Statement on Balancing Teaching, Research and Service Contributions for Tenure-Stream Faculty Members](#)

⇒[Faculty of Engineering](#)

⇒[Faculty of Health Sciences](#)

⇒[Faculty of Humanities](#)

⇒[Faculty of Science](#)

⇒[Faculty of Social Sciences](#)

It is anticipated that the DeGroot School of Business will have their guidelines available this fall.

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

Sabbatical House Wanted

University Health Sciences faculty member is seeking a sabbatical rental house in the Hamilton/Dundas/ Ancaster/Copetown area for between 6 and 12 months beginning in the fall of 2016. Please contact Stephen at endoboy74@gmail.com

Committee Structure

2016-2017

Standing Committees

Budget Advisory Committee

Khalid Nainar*, Accounting & Fin. Mgmt, nainar

Academic Affairs

Briana Palmer, School of the Arts, palmebr

Human Rights

Vickie Galea, Rehab. Sci., galeav

Joint Committee

Martin Horn, History, mhorn

Laura Parker, Physics & Astronomy, lparker

Rafael Kleiman, Engineering Physics, kleiman

Membership

Antoine Deza, Computing & Software, deza

Nominating Committee

Martin Horn*, History, mhorn

Michelle Dion, Political Science, dionm

Laura Parker, Physics & Astronomy, lparker

Kristen Culver, Nursing, culverk

Catherine Connelly, HR & Mgmt, connell

Antoine Deza, Computing & Software, deza

OCUFA Director

Laura Parker, Physics & Astronomy, lparker

Pension Committee

Trevor Chamberlain, Fin & Bus Econ, chambert

Sherman Cheung, Fin & Bus Econ, scheung

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

Martin Horn, History, mhorn

Marc-Andre Letendre, Economics, letendre

Laura Parker, Physics & Astronomy, lparker

Public Relations

Peter Graefe, Political Science, graefep

Remuneration Committee

Rafael Kleiman*, Engineering Physics, kleiman

Narat Charupatt, Fin. & Bus. Economics, charupatt

Anna Danielova, Fin. & Bus. Economics, adaniel

Gail Gauvreau, Medicine, gauvrea

Martin Horn, History, mhorn

Laura Parker, Physics & Astronomy, lparker

Marisa Young, Sociology, myoung

Special Enquiries & Grievances

Nicholas Kevlahan, Math & Stats, kevlahan

Tenure/Permanence

Michelle Dion, Political Science, dionm

Treasurer

Anna Danielova, Fin. & Bus. Econ, adaniel

Returning Officer

Catherine Anderson, Linguistics & Languages, canders

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

Todd Alway, Political Science, alway

McMaster Children's Centre

Briana Palmer, School of the Arts, balmebr

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

Karin Humphreys, Psychology, krh

Rudy Heinzl Award for Excellence Committee

Peter Vilks, Strategic Management

Ad Hoc Association & University Committees

PACBIC's Employment Equity Working Group

Paul McNicholas, Math & Stats, paul

*Committee Chair

Welcome New Members

Nabil Bassim

Materials Science & Engineering

Jennifer Baumann

Electrical & Computer Engineering

Bettina Brueggemann

Economics

Goran Calic

Strategic Management

Lydia Chen

Chemistry

Charles de Lannoy

Chemical Engineering

Maryam Ghasemaghaei

Information Systems

Nadine Graham

Rehabilitation Science

Zeinab Hosseinidoust

Chemical Engineering

Colin Kretz

Medicine

Tara La Rose

Social Work

Zhong Li

Civil Engineering

Sharon McNicholas

Mathematics & Statistics

Dilyana Mincheva

Communication Studies &
Multimedia

Katherine Minich

Indigenous Studies

Mehdi Narimani

Electrical & Computer Engineering

Mihaela-Alina Nastasoiu

Marketing

Anastasios Papanastasiou

Economics

Janet Pritchard

School of Interdisciplinary Science and

Kinesiology

Erin Marie Reid

Human Resources & Management

Karen Robson

Sociology

Stephanie Ross

Labour Studies

Matthew Savelli

Health, Aging & Society

Mostafa Soliman

Walter G. Booth School of
Engineering Practice and Technology

Jennifer Stearns

Medicine

Alireza Tajbakhsh

Operations Management

Alisa Tazhitdinova

Economics

Matthew Thiessen

Religious Studies

Lyn Turkstra

Rehabilitation Science

Abdolmanaf Zargoush

Health Policy Management

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 (**October 31, 2016**) hosted jointly by the Presidents of the University and the Faculty Association.

Jane Aronson

Social Work

Frank Baillie

Surgery

Roy Cain

Social Work

Martin Dooley

Economics

Ron Goeree

Clinical Epidemiology & Biostatistics

Nancy Heddle

Medicine

Ann Herring

Anthropology

Tsuneko Iwai

Linguistics & Languages

Keith Kinder

School of the Arts

Rafik Loutfy

Chemical Engineering

Lonnie Magee

Economics

Basanti Majumdar

Nursing

Mark McDermott

Pathology

Paul Murgatroyd

Classics

Lennard Niles

Psychiatry & Behavioural

Neurosciences

Charlotte Noesgaard

Nursing

Mary O'Connor

English

James Potvin

Kinesiology

William Rink

Geography & Earth Sciences

Kristine Rogers

Nursing

Sheila Sammon

Social Work

William Scarth

Economics

Eileen Schuller

Religious Studies

Richard Stubbs

Political Science

Henry Szechtman

Psychiatry & Behavioural

Neurosciences

Ioannis Tsanis

Civil Engineering

Don Wells

Labour Studies

Faculty Association Council

Acct & Fin Mgt	Lilian Chan, ylchan	Kinesiology	Krista Madsen, madsenk
Anthropology	Andrew Roddick, roddick	Labour Studies	Robert Storey, storeyr
School of the Arts	Sally McKay, mckay	Library	Wade Wyckoff, wyckoff
Biochemistry & Biomedical Sci	Russell Bishop, bishopr	Linguistics & Languages	Ivona Kucerova, kucero
Biology	Ana Campos, camposa	Marketing	Sourav Ray, sray
Chemical Engineering	Kim Jones, kjones	Materials Science	Kathryn Grandfield, kgrandfield
Chemistry & Chemical Biology	Ryan Wylie, wylier	Mathematics & Stats	Miroslav Lovric, lovric
Civil Engineering	Ioannis Tsanis, tsanis	Mechanical Eng	Gary Bone, gary
Classics	Sean Corner, corners	Medicine	Karen Beattie, beattik
C E & B	Ellen Amster, amstere	Nursing	Michelle Butt, buttml
Communication Studies & Multimedia	Sara Bannerman, banners	Obstetrics & Gyn	Derek Lobb, lobbd
Computing & Software	Antoine Deza, ,deza	Operations Mgt	Elkafi Hassini, assini
Economics	Hannah Holmes, hholmes	Pathology & Mol Med	Laurie Doering, doering
Elec & Comp Eng	Natalia Nikolova, talia	Pediatrics	Sandeep Raha, rahas
Engineering Physics	Rafael Kleiman, kleiman	Philosophy	Violetta Igniski, igneski
Engineering Tech, School of	Konstantinos Apostolou, apostol	Physics & Astronomy	Maikel Rheinstadter, rheinstadter
English & Cultural Stds	Mary Silcox, silcox	Political Science	Greg Flynn, flynnl
Family Medicine	Matthew Kwan, kwanmy	Psychiatry & Behav Neuro	Margaret Fahnestock, fahnest
Fin & Bus Economics	Narat Charupat, charupat	Psychology, Neuro & Behaviour	Deda Gillespie, dgillespie
French	Nicholas Serruys, serruys	Radiology	Eli Tshibwabwa, tshibwab
Geography & Earth Sci	Niko Yiannokoulias, yiannan	Rehab Sciences	Lilian Coman, comanl
Health, Aging & Society	Meridith Griffin, griffmb	Religious Studies	Daniel Machiela, machiel
Health Policy & Mgt	Glen Randall, randalg	Social Work	Christina Sinding, sinding
History	Nancy Bouchier, bouchier	Sociology	Tina Fetner, tina.fetner
Human Resources & Management	Joe Rose, rosejb	Strategic Mgmt	Hongjin Zhu, huhong
		Surgery	Vacant

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).

2016-17 New Faculty Workshops

hosted by the Office of the Associate Vice-President, Faculty

All workshops to be held at:

Alumni Memorial Hall (University Club), West Room, from 3pm to 5pm

These workshops expose faculty to the various management and support structures of McMaster and involve guest speakers from across campus to present key topics for career success. The format of each workshop, presentation followed by a wine and cheese reception, provides a great opportunity for discussion and networking across the Faculties to aid you in building cohort collegiality and potential collaborations.

2016

Friday, September 23

Building Your Research Portfolio

Register at: [Research Portfolio](#)

<https://www.eventbrite.ca/e/building-your-research-portfolio-registration-27433352897>

Friday, October 21

Time Management

Register at: [Time Management](#)

<https://www.eventbrite.ca/e/time-management-registration-27414156480>

Friday, November 18

Student Mental Health and Well-being

Register at: [Student Mental Health](#)

<https://www.eventbrite.ca/e/student-mental-health-and-well-being-tickets-27434275657>

Friday, December 9

Library Teaching and Research Resources

Register at: [Library Resources](#)

<https://www.eventbrite.ca/e/library-teaching-and-research-resources-registration-274362626002017>

2017

Friday, January 20

Understanding the Granting/Funding Landscape

Register at: [Granting and Funding Landscape](#)

<https://www.eventbrite.ca/e/understanding-the-granting-and-funding-landscape-registration-27411462422>

Friday, February 10

A Culture of Collaborations: International & Interdisciplinary

Register at: [Collaborations](#)

<https://www.eventbrite.ca/e/a-culture-of-collaborations-international-and-interdisciplinary-registration-27433138255>

Friday, March 17

Graduate Students: Mentoring and Research Integrity

Register at: [Graduate Students](#)

<https://www.eventbrite.ca/e/graduate-students-mentoring-and-research-integrity-registration-27413115366>

April date coming soon

University Advancement: When Worlds Collide

Register at: [When Worlds Collide](#)

<https://www.eventbrite.ca/e/university-advancement-when-worlds-collide-registration-27047474725>

If you have any questions, please contact
 Jill Axisa
 Director, Faculty Leadership and Development
axisaji@mcmaster.ca
 ext. 24619



Employment Equity Census

McMaster University is reminding faculty and staff to participate in the Employment Equity Census survey. This important initiative enables the University to take action on building an equitable and diverse workplace community. The information gathered will allow McMaster to better understand the diversity of its employees and create a better working environment for all, while also helping McMaster to meet Government of Canada reporting requirements. More specifically, the information gathered will help to develop employment equity strategies and programs, and to track equity on campus. To provide a data platform to carry out the required work, the goal is a minimum of 80% participation from both staff and faculty.

Unfortunately, one in three faculty members has yet to complete the census, and those that have yet to participate are asked to do so in September. This six-question survey takes less than two minutes to complete and your personal information is protected. Employees are only required to complete the survey once, but have the option of making updates if so desired.

The following is a breakdown of faculty members' participation (as of August 29, 2016):

DeGroote School of Business	59%
Engineering	61%
Health Sciences	72%
Humanities	76%
Science	54%
Social Sciences	83%

The census can be accessed in Mosaic using your MAC ID and password. Find the census link on either the Mosaic home screen under "Important Links," otherwise via the "My Profile" tab. If you prefer to participate without using Mosaic, you can obtain a paper copy from Human Resources Services, Gilmour Hall 304.

An Employment Equity Working Committee was established this Spring and over the course of one year will work on a number of activities including:

- Review existing hiring, promotion and other programs and determine design changes to better align with employment equity principles;
- Consult with a variety of stakeholders from across the University community;
- Identify opportunities to enhance and improve equity practices in hiring or during the course of employment and recommend changes and/or enhancements; and,
- Develop and recommend a University Employment Equity Framework.

To learn more about the census, contact:

Employment-equity@mcmaster.ca
www.workingatmcmaster.ca/census
 905 525-9140 ext 21535

[COMPLETE THE CENSUS NOW](#) (direct link to the census page once MAC ID and password are entered)

Passages

Joseph Sigman

English and Cultural Studies

August 27, 2016



**Fair Employment Week:
October 24–28, 2016**

Fair Employment Week highlights the contributions of contract academic staff colleagues, making these colleagues feel more welcomed within our ranks, and reminding our administrations, students, and the public of the importance contract academic staff play under often difficult circumstances of low pay, little time or support for their research, teaching or service.

We encourage members to visit the CAUT [website](#) and take the following actions:

1. Sign a declaration of solidarity to end the casualization of academic work and to promote the equal treatment of all academic staff.
2. Get involved in Fair Employment Week on campus. A number of member Fair Employment Week events are already posted. Please inform Robert Johnson (johnson@caut.ca) or Shelley Melanson (melanson@caut.ca) of the details of your event, so that your Fair Employment Week event can be added.
3. Show support for the [Fight for 15\\$ and fairness](#) and during the ILO's International [World Day for Decent Work](#) on October 7th.



Chair in Gender, Health and Caregiver Friendly Workplaces



**Workshop!
Supervisors Supporting Caregivers**

Participate in a presentation and discussion on the role of a supportive supervisor or manager in accommodating employees who are working while providing care for family members or friends with age-related needs or disabilities.

Oct. 4th, 10:00-11:00am, MUMC 1A3

Oct. 11th, 12:00-1:00pm, MUMC 1A5

Oct. 13th, 2:00-3:00pm, MUMC 1A5

Attendees who sign-up to participate in a follow-up self-monitoring exercise will be entered into a raffle for a chance to win an iPad!

For more information, or to RSVP to this event, please contact:

Jelena Atanackovic

Tel: 905-525-9140 x28617

Email: atanacj@mcmaster.ca

OR

Allison Williams, CIHR Chair, Gender, Work & Health

awill@mcmaster.ca

(905)525-9140, Ext 24334

This study received ethics clearance through the McMaster Research Ethics Committee.



Dear MUFA Members,

McMaster Alumni and Friends Travel Program has launched the 2017 Travel Program line-up! We invite you to Discover Your MAC Adventure by joining us as we embark on this irresistible line-up of once-in-a life time trips to some amazing destinations.

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.

For a complete list of our 2017 trips, please visit discoveryourmacadventure.ca or email mactrav@mcmaster.ca to request a brochure.

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

Sincerely,
McMaster Alumni and Friends Travel Program



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>