

Newsletter

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Editor: Elkafi Hassini

McMaster University Faculty Association - September 2020



President's Report: A new normal?

Congratulations on withstanding the disruption of a lifetime; we have indeed proven that the university system is quite resilient thanks to the robustness of its major stakeholders and the agility by which we are reacting to the COVID-19 pandemic. While we all miss the vibrancy of our campus at this time, it is great to see that our academic programs and many of our research projects are on track. Thank you to all our faculty members for the great work that you are doing, despite the novel challenges you had to cope with. In particular, I would like to thank our retiring members for their years of service. I would also like to welcome our new members and wish them the best as they make a smooth transition to Mac.

SAVE THE DATES!

MUFA General Meeting
December 10, 11:00am

MUFA Annual General Meeting
TBD

In normal years, MUFA will typically have a busy year representing and protecting the interests of its members. This year will be no exception and the COVID-19 pandemic is providing us with a heightened sense of the importance of working together in a consultative decision making approach, both within MUFA and with the administration. I am confident that with the support of our strong executive committee and our collegial governance traditions we will be able to overcome the new challenges brought by the pandemic.

In addition to attending to individual members concerns, MUFA works on behalf of faculty to review and create new policy that effect the terms and conditions of employment of faculty. In this regard, several policies were updated during the past year. The policy on the Allocation of Teaching-stream Positions Across Faculties (SPS A9) has been updated and received all necessary approvals on March 5, 2020. This policy now specifies portions for teaching-intensive faculty positions both within a Faculty and across the University. It is anticipated that the revised policy will provide more flexibility to Faculties as well as streamline planning and coordination with MUFA on these matters. The policy on Recruitment and Selection of Faculty Members (SPS A1) has seen a major overhaul, that was in the making for over three years, and has been approved on April 16, 2020 and became effective on July 1, 2020. The changes are meant to set practices and guidelines to support equity, diversity and inclusion. The policy on Procedures for the Assessment of Teaching (SPS B1) has been updated and got final approvals on April 16, 2020. The change involves mainly the format of the first question in the teaching

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evaluation and that it be not used for tenure/permanence, promotion or career progress/merit (CP/M). In addition, we have settled the procedure for applying for the external tuition bursary and reached to agreements within the Joint Committee on an optional extension to the tenure/permanence and promotion cycle as well a modification to the [CP/M plan for 2020](#) to accommodate the COVID-19 special circumstances.

Going forward, I anticipate that we will focus on the following:

Joint Committee: This committee focuses on matters of concern to the university and discusses all issues related to the terms and conditions of work for faculty. It is also mandated with the negotiation of our annual salary and benefits agreements. It has six members, three from the administration and three from MUFA. It meets monthly and serves as the main conduit for discussing matters about revising and creating policies. This year, the MUFA representatives are Nicholas Kevlahan (MUFA VP/ President Elect, Mathematics & Statistics) and Catherine Anderson (MUFA Remunerations Chair, Linguistics and Languages), and me (Operations Management, Business). The administration will be represented by Susan Tighe (Provost, Civil Engineering), Roger Couldrey (VP Administration) and Kim Dej (Vice-Provost (Faculty), School of Interdisciplinary Sciences).

Pending Policy Revisions: It is expected that we will continue to work on revising several policies. First, we have recently approved some minor changes to the policy for Referees – Tenure-Stream Faculty (SPS B7) and the CV Requirements (SPS B11) at joint committee to make them more amenable to be inclusive of community engagement research. These are expected to go through Senate and the Board of Governors for approval in the fall. Second, we expect to wrap up the review of the Faculty General Grievance Procedure which has been in the making for more than two years. The review will ensure that faculty have more options to put some checks and balances on the hearing procedures and outcomes. It is quite likely that this revision will entail revisions to other four policies that involve hearings. The Tenure and Promotion Policy is also expected to be reviewed to ensure that it supports equity, diversity and inclusion. A committee has already been setup and our past-president Alison Sills is one of its members.

Pre-Bargaining: One of our last agreement terms is to set-up working groups to look at outstanding issues on pensions and post retirement benefits plans. A working group has just completed its work on pensions and its final report will be made available to all members soon. The group focused on the Canada Pension Plan integration and pension indexation. We are currently starting to setup another working group to look at post retirement benefit plans. The outcome of these two groups will inform our remuneration committee that would start its work next fall.

Pay Equity: Our past president, Alison Sills, has completed a data analysis on gender salary gap since the last adjustment that was done in 2015/16. We found that there is a significant gap in 2019 and that it seems to be due to starting salaries during the first five years. We plan to conduct further analysis to understand the causes of this gap and what can be done to rectify it and avoid it in the future. To do so we will need collaboration and data sharing from faculties. We also intend to explore enlarging the lens of equity to go beyond gender and be inclusive of other visible minorities. A starting point may be the CAUT report on the [Underrepresented & Underpaid: Diversity & Equity Among Canada's Post-Secondary Education Teachers](#).

Retirement Phase-in and Faculty Renewal: Currently we have a policy on Faculty Reduced Workload Policy – Phase-in to Retirement (SPS C6). We would like to look into the usage data for that policy and investigate ways of improving it to provide better means for faculty to phase-in to retirement and at the same time allow Faculties to better plan for faculty renewal.

MUFA Council: The council has representatives from every Department and Area in the university. The councillors can potentially provide a valuable source of support for the executive committee as they can convey local concerns in Areas/Departments, help in standardising procedures when relevant and for equity purposes across all units, and can serve as a means for channeling information from the executive committee to members. We plan to work on a more formal, but still flexible, way of engaging councillors. One idea is to invite councillors to join a select number of the executive committee meetings. This will be relatively easy to do this year as it is likely all our meetings will be done remotely.

Enrolments, Digital learning: a new normal? While the move to remote teaching has been solely motivated by the pandemic, it may not disappear with its end. There will be the cases where an instructor finds that they have discovered new means for enhancing student learning through online tools and as such it will be perfectly fine for them to choose to continue to use those tools in the future. On the other hand, we have to be vigilant that remote teaching does not become the “new normal” for other non-pedagogical reasons such as the de facto imposition of digital learning as an ex post justification for the recent cost increases to accommodate remote learning or the large increases in student enrolment that seem to be the result of poor planning.

Legal Counsel Support: We are noticing that the administration is involving legal counsel (both internal and external) more and more in hearings and investigations that involve faculty. This should be of a major concern to us as it creates an unfair and asymmetric representation for our members. It is also likely to challenge the collegial governance that we pride ourselves on creating. We will continue to work with the administration on ways to avoid such escalations of conflict resolutions, but at the same time we want to make sure that we have in place a reasonable process for providing legal support for our members. Such a process can be used in cases of necessity, but it also can serve as a form of hindrance for the administration to not rush into engaging external legal counsel when they know that our members will be equally represented from the get go.

To close, I would like to invite you to send in your suggestions and comments to me directly at mufapres@mcmaster.ca, or our excellent MUFA staff at mufa@mcmaster.ca. Channeling your concerns to MUFA will ensure that they are discussed in different forums such as the executive committee meetings, our monthly joint committee meeting, biweekly meeting with the provost and/or the monthly meeting with the president. I am also extending my invitation to you to attend the annual general meetings. The one in December will be done remotely and I hope that will make it easier for you to join us.

Elkafi Hassini
MUFA President

New website from UTS provides feature-packed, user-friendly experience

The University Technology Services (UTS) website has undergone major changes in both appearance and features! As McMaster’s central IT unit, UTS provides campus-wide IT services and support. This new website launches many new features—such as Live Chat, which connects visitors with UTS Service Desk Analysts to provide real-time support, and Search Filters that neatly organize services into student, staff or educator categories so information is always relevant. UTS is also extending support hours for our Service Desk in preparation for the fall term.

To read more about the new UTS website, click [here](#).



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).

Career Progress & Merit (CP/M) for the calendar year 2020

As one component of the University's strategy to support our community during the COVID19 pandemic, we are implementing a modification to the calculation of CP/M to be applied to the 2020 calendar year. We acknowledge that the impacts of this crisis may be felt further into the future, and we undertake to monitor the situation and perhaps make future modifications, but this statement applies to CP/M for the calendar year 2020 only.

1. The Record of Activities Form will be modified to encourage faculty members to provide as much detail as they wish about their activities during this calendar year, which may include course modifications, new instructional modalities, changed research priorities, limited access to research materials, and reorganization of service obligations due to the COVID19 pandemic. These instructions will be added to the current sections 1.5 (Noteworthy Contributions to Teaching Practice), 2.5 (Noteworthy Contributions to Research), and 3.4 (Noteworthy Service-related Activities).
2. The evaluation of faculty members will go forward as normal, following the CP/M policy, up to step 8 under 'Procedures' in that document.
3. After the CP/M par units have been decided under the normal procedure, the Department Chair¹ will compare the 2020 awards to the average of the faculty members' last three years. That average will be rounded to the nearest multiple of 0.25 (e.g. both 1.17 and 1.30 will become 1.25 par units). If the rounded average is higher than the faculty member's score for 2020, the average will be awarded instead of the 2020 score.

For recently-hired faculty members who have CP/M evaluations only for 2018 and 2019, those scores will be averaged and used as the comparison. For faculty members who have a CP/M evaluation only for 2019, that value will be used as the comparison. The same methodology will then apply to determine if the faculty member's score will change from the initial 2020 evaluation.

Faculty members for whom this is their first CP/M evaluation at McMaster and who receive less than 1 par unit in 2020 will have their files evaluated by the Dean of their Faculty and the Dean of Graduate Studies, with the expectation that all new faculty members will receive a score of 1 par unit except in exceptional circumstances.

The above method will be applied even if faculty members have already had a three-year average applied to their CP/M score in the last three years (because of pregnancy/parental leave or sabbatical, for example).

4. When this adjustment process is complete, step 9 of the CP/M procedures will be taken ("The President informs each faculty member of her/his final CP/M award.")

The par units needed to support the adjustments described above are in addition to the 120 par units per 100 faculty members that are listed in the Joint Administration/Faculty Association Committee Remuneration Agreement signed on March 13, 2019. Approved by the Joint Committee July 21st, 2020

¹ Department Chair also means Area Chair, Assistant Dean in Health Sciences, Director of a School, or equivalent.

External Tuition Bursary Benefit Applications

McMaster University is dedicated to the pursuit of life-long learning and skill development.

The [External Tuition Bursary](#) for Dependants and Spouses offers tuition reimbursement from non-McMaster post-secondary institutions, to assist in furthering the education of eligible dependants and spouses.

Applications for the McMaster External Tuition Bursary Benefit for Dependants and Spouses of MUFA members for the 2020/2021 year will be accepted starting from August 31, 2020. This benefit is available to dependent family members and spouses of eligible employees as defined by the [Policy](#) and who have completed a minimum of three years of continuous service with the university.

Note that more than one Application Form can be submitted for each dependant/spouse for an eligibility review for each term they are enrolled in. Application deadlines for each term are listed below.

What You Need to Know:

Process

- The application is a two-step process that requires proof of enrolment, payment, and completion of courses.
- The first step in the process includes the submission of a [benefit eligibility application](#).
- The application and payment procedures for the External Tuition Bursary Benefit (for non-McMaster students) are different from the Tuition Bursary Benefit for McMaster students and from the Tuition Assistance benefits. Employees wishing to apply for benefits under these programs can find out more by visiting the Registrar's Office [website and the HR website](#).

Benefit Amount

- The bursary benefit divides a fixed annual pool among eligible applicants. The maximum payable amount per applicant is determined by the total number

of eligible applicants each year and for the 2020/21 academic year will not exceed \$6,510.

- For the 2020/21 academic year, the pool for MUFA applicants is \$250,000.
- The bursary benefit that is paid will be determined after September 30th after the academic year is completed and once all applications are received, and approval is communicated to eligible applicants.
- The benefit is payable in November after the academic year is completed.
- For example, students who complete a summer 2021 term will receive their bursary payment in November 2021.
- McMaster University will report bursary benefit received by Eligible Dependants/Spouses to that individual on a T4A slip by the end of February of the calendar year following the year that the bursary amount is issued. For example, when the benefit is paid in November 2021, the T4A will be issued in February 2022. The Eligible Dependant/Spouse will be responsible for paying any applicable income tax and should consult their personal income tax advisor for guidance accordingly.
- The bursary benefit amount will be communicated to the employee upon final review and approval of application.

How to Apply:

The application for the External Tuition Bursary is a two-part process. A summary of the application deadlines is included in the table below.

Part 1: Application Form

1. Access the External Tuition Bursary tile from the Employee Self Service page in Mosaic.
2. Complete and submit the Application Form on behalf of your dependant/ spouse.

Note that you may submit multiple Application Forms for each dependant/spouse for each term they are enrolled in, or alternatively, if enrollment details for the full academic year are known in advance, one Application Form per dependant can be submitted for all

terms.

3. You will be notified within two weeks via email whether your application has been pre- approved.

Part 2: Payment Application Form

Part 2 should only be completed if your application was pre-approved in Part 1 (above) and must be submitted by September 30 each year.

1. Access the External Tuition Bursary tile from the Employee Self Service page in Mosaic.
2. Complete and submit the Payment Application Form on behalf of your dependant/spouse. Note that **only one** Payment Application Form for each dependant/spouse should be submitted for each academic year. All applicable Application Forms for the academic year should be attached to the Payment Application Form.

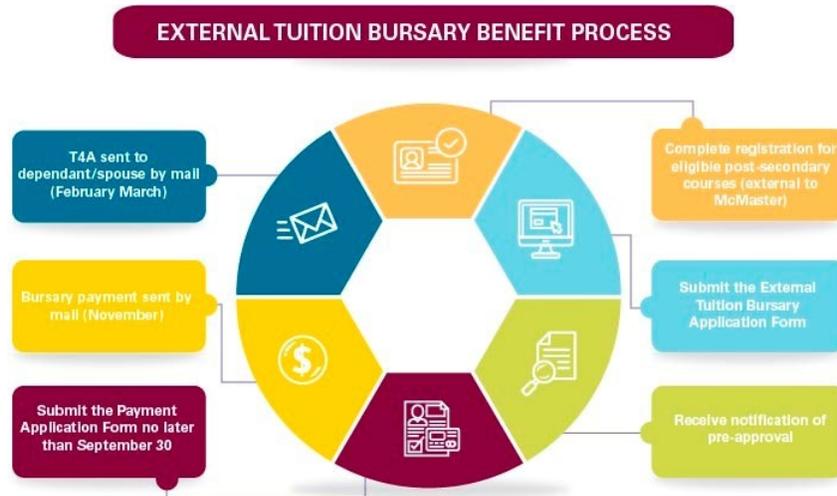
3. You will be notified when your payment application is approved.

If approved, you will receive additional notification of bursary benefit amount your dependant/spouse will receive. A cheque will be mailed to the address of your dependant/spouse as provided on the Payment Application form. A T4A will also be mailed to the same address, during the regular reporting period of February.

Application Deadlines

Part 1: Application Form	
Course/Term	Application Form Deadline
Fall 2020	August 31*
Winter 2021	December 31
Spring/Summer 2021	April 30
Part 2: Payment Application Form	
All Courses / Terms	September 30, following the Academic Year ending August 31

*This deadline will be extended to September 30 for Fall 2020 courses to accommodate the new application process



Please read the [Tuition Bursary Program Policy](#) for specific eligibility requirements for the External Tuition Bursary Benefit.

Further details about the application process, deadlines and entitlements are posted on the [HR website](#). Questions can be directed to hr.mcmaster@mcmaster.ca

Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those who have retired during the academic year. Unfortunately, The annual luncheon for MUFA retired faculty and librarians will not take place in the fall of 2020. We look forward to co-hosting this event as soon as it is safe to do so.

Barbara Brennan

Obstetrics and Gynecology

Hugh Couchman

Physics and Astronomy

Michele Anne Drummond-Young

Nursing

Elisabeth Gedge

Philosophy

Catherine Graham

School of the Arts

Nadine Graham

Rehabilitation Sciences

John Hassell

Biochemistry and Biomedical Sciences

Anju Joshi

Health, Aging, and Society

Catherine Kallin

Physics and Astronomy

Janet Landeen

Nursing

William Leigh

Chemistry and Chemical Biology

Wayne Lewchuk

Labour Studies & Economics

Cheryl Missiuna

Rehabilitation Sciences

Paola Muti

Oncology

Dorothy Pawluch

Sociology

James Reilly

Electrical and Computer Engineering

Joseph Rose

Human Resources and Management

Lorie Shimmel

Rehabilitation Sciences

Robert Storey

Labour Studies

Ruta K Valaitis

Nursing

Patricia Wakefield

Health Policy and Management

Wilfrid Joseph Waluchow

Philosophy

Priyanthy Weerasekera

Psychiatry and Beh. Neurosciences

Peter Whyte

Pathology and Molecular Medicine

Welcome New Members

Kevin Browne

Computing and Software

Katherine Bujold

Chemistry and Chemical Biology

Robert Cockcroft

Physics and Astronomy

Nicole Dalmer

Health, Aging and Society

Adrienne Davidson

Political Science

Kaitlin Debicki

English

Leigh Elizabeth Doyle

Anthropology

Allauren Samantha Forbes

Philosophy

Cameron Franc

Mathematics and Statistics

Basit Iqbal

Anthropology

Caroline Junkins

Mathematics and Statistics

Vincent Maccio

Computing and Software

Neerja Mhaskar

Computing and Software

Jennifer Mohaupt

Nursing

Christiaan Mueris

Economics

Manali Mukherjee

Medicine

Laura O'Neill

Psychiatry & Behavioural Neurosciences

Kenneth Owen

Medicine

Laurie Paula Perrett

Rehabilitation Science

Jenna Rajchgot

Mathematics and Statistics

Behnam Sadeghirad

Anesthesia

Smith-Turchyn

Rehabilitation Science

Stephanie Springgay

School of the Arts

Sarah Anne Styler

Chemistry and Chemical Biology

Sarah Svenningsen

Medicine

Jeremy James Walsh

Kinesiology

Angela Lynn Zheng

Economics



New Faculty 2020-21 Workshops

hosted by the
Office of the Vice-Provost, Faculty

All workshops to be held from
3pm to 4:30pm

These workshops expose faculty to McMaster's various management and support structures and involve guest speakers from across campus to present critical topics for career success. Each peer-to-peer workshop format provides an excellent opportunity to hear from reputable faculty and/or senior leaders on aspects of the academy to help junior faculty develop their intellectual pursuits and campus community connections.

All events take place remotely (platform link will be distributed closer to the event date).

2020

Friday, September 25

Work-life Balance

Register at: [Work-life Balance](#)

Friday, October 23

Teaching Fundamentals and Technology

Register at: [Teaching Fundamentals-Technology](#)

Friday, November 20

Graduate Supervision

Register at: [Graduate Supervision](#)

Thursday, December 10 (change to the day of the week)

Granting & Funding Landscape

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

2021

Friday, January 15

Equity, Diversity and Inclusion

Register at: [Equity-Diversity-Inclusion](#)

Friday, February 5

Building Your Research Portfolio

Register at: [Building Research Portfolio](#)

Friday, March 5

Experiential Learning

Register at: [Experiential-Learning](#)

Friday, April 9

Collaborations

Register at: [Collaborations](#)

T/P Sessions – Choose one date - Event Information is Repeated

9:30am to 11:30am

Monday, November 23, 2020

and

Monday, November 30, 2020

Register at: [Tenure & Promotion](#)

If you have any questions, please contact

Jill Axisa

Director, Faculty Leadership and Development

axisaji@mcmaster.ca

ext. 24619

2020-2021 Faculty Association Council

In order to maintain close contact with faculty members at the department level, the MUFA Executive established the Faculty Association Council made up of representatives from every academic department. These representatives serve as liaisons between the Association's Executive Committee and the members of the Association.

MUFA wishes to thank all of our Faculty Association Council members for their continued service.

Accounting & Financial Management	Aadil Merali Juma	Interdisciplinary Science	Chad Harvey
Anthropology	Kee Yong	Kinesiology	Krista Madsen
School of the Arts	M. Woolhouse	Labour Studies	Stephanie Premji
Biochemistry & Biomedical Science	Russell Bishop	Library	Wade Wyckoff
Biology	Ana Campos	Linguistics & Languages	Nikolai Penner
Chemical Engineering	Prashant Mhaskar	Marketing	Marvin Ryder
Chemistry & Chemical Biology	Ryan Wylie	Materials Science	Andre Phillion
Civil Engineering	Samir Chidiac	Mathematics & Statistics	Adam Van Tuyl
Classics	Claude Eilers	Mechanical Engineering	Gary Bone
Communication Studies & Multimedia	Sara Bannerman	Medicine	Karen Beattie
Computing & Software	Antoine Deza	Nursing	Michelle Butt
Economics	Katherine Cuff	Obstetrics & Gynecology	Derek Lobb
Electrical & Computer Engineering	James Chen	Operations Management	Elkafi Hassini
Engineering Physics	Rafael Kleiman	Pathology & Molecular Medicine	Laurie Doering
School of Engineering Technology	K. Apostolou	Pediatrics	Joyce Obeid
English & Cultural Studies	Mary Silcox	Philosophy	Sandra LaPointe
Family Medicine	Matthew Kwan	Physics & Astronomy	M. Rheinstadter
Finance & Business Economics	John Siam	Political Science	Greg Flynn
French	Nicholas Serruys	Psychiatry & Beh. Neuroscience	James MacKillop
Geography & Earth Sciences	N. Yiannokoulias	Psychology, Neuroscience & Beh.	Deda Gillespie
Health, Aging & Society	Meridith Griffin	Rehabilitation Sciences	Lilian Coman
Health Policy & Management	Glen Randall	Religious Studies	Daniel Machiela
Health Research Methods, Evidence & Impact	Amiram Gafni	Social Work	Christine Sinding
History	Stephen Heathorn	Sociology	Luca Berardi
Human Resources & Management	Aaron Schat	Strategic Management	Linda Stockton
Information Systems	Ali Montazemi	Surgery	J. Astephen-Wilson

Childcare Allowance

The gross payment for the childcare allowance was \$2,326.56 and was included in the August 7, 2020 pay deposit. If you are eligible for the payment and did not receive it, please contact your [HR Advisor](#).

To review the eligibility requirements, please visit <https://hr.mcmaster.ca/app/uploads/2019/02/CHILD-CARE-ALLOWANCE-Language-MUFA-1-42.pdf>



Committee Structure 2020-2021

Standing Committees

Academic Affairs

Katherine Cuff, Economics

Human Rights

Lydia Kapiriri, Health, Aging and Society

Joint Committee

Catherine Anderson, Linguistics and Languages

Elkafi Hassini*, Operations Management

Nicholas Kevlahan, Mathematics and Statistics

Membership

Gail Gauvreau, Medicine

Nominating Committee

Marshall Beier, Political Science

Elkafi Hassini*, Operations Management

Bonny Ibhawoh, History

Robert Fleisig, Engineering Practice and Technology

Nicholas Kevlahan, Mathematics and Statistics

Alison Sills, Physics and Astronomy

OCUFA Director

Nicholas Kevlahan, Mathematics and Statistics

Pension Committee

Sherman Cheung, Finance and Business Economics

Claude Eilers*, Classics

Elkafi Hassini, Operations Management

Thomas Hurd, Mathematics and Statistics

Nicholas Kevlahan, Mathematics and Statistics

Alison Sills, Physics and Astronomy

Public Relations

Elkafi Hassini, Operations Management

Remuneration

Catherine Anderson, Linguistics and Languages

Special Enquiries & Grievances

Ana Campos, Interdisciplinary Science

Kirsten Culver, Nursing

Tenure/Permanence

Gail Krantzberg, Engineering Practice and Technology

Treasurer

Aadil Merali Juma, Accounting and Financial Management

Returning Officer

Matheus Grasselli, Mathematics and Statistics

University Committees & Boards

Copyright Working Group

Greg Flynn, Political Science

Honour M Selection Committee

Todd Alway, Political Science

McMaster Children's Centre

Hao Yang, Civil Engineering

Pension Trust

Sherman Cheung, Finance and Business Economics

Claude Eilers, Classics

Thomas Hurd, Mathematics and Statistics

President's Advisory Committee on Building an Inclusive Community

Elisabet Service (I), Linguistics and Languages

Wendy D'Angelo (II), Linguistics and Languages

President's Advisory Committee on Relations with Community

Lisa Schwartz, Health Research Methods, Evidence and Impact

Rudy Heinzl Award for Excellence Committee

Peter Vilks, Strategic Management

**Committee Chair*



OCUFA Board discusses impact of COVID-19

On Friday, May 8, OCUFA held its final Board of Directors meeting of the 2019-20 academic year, and the organization's first ever virtual Board Meeting. The meeting took place in the shadow of the COVID-19 pandemic, which has upended every aspect of academic life, [including the learning and teaching process](#).

Throughout the day, board members discussed the pandemic's impact on their institutions and on OCUFA's priorities – good jobs, university funding, and capacity building – with a focus on [challenges to the postsecondary sector](#) and to public education as a whole during the pandemic. In particular, members discussed the additional workload resulting from the sudden move to remote teaching, the conflation between remote and online teaching, concerns around intellectual property rights, student evaluations of courses and teaching, and job security for contract faculty.

Given the pandemic's impact on postsecondary institutions, participants discussed the [state of postsecondary funding](#) prior to the pandemic. In particular, members discussed the [chronic underfunding of public services](#), including postsecondary education, as well as how institutional responses would [impact equity on and off campus](#). As members noted, this pandemic demonstrates the flawed policy approach that has seen universities increasingly relying on international tuition fees to make up for dwindling public funding.

OCUFA members also discussed the growing use of invasive technologies to proctor exams remotely, and the importance of robust privacy protections for faculty, students, and staff.

There was also discussion about how [university administrations are circumventing existing collegial governance processes](#), and why those processes are crucial for addressing the the pandemic's impact on our institutions, and in planning for reopening campuses following public health guidelines.

OCUFA members elect new Executive Committee

During the meeting, the OCUFA Board of Directors elected the organization's executive for the 2020-21 academic year. As of July 1, the new executive will be comprised of:

Treasurer:

Mikael Eklund (University of Ontario Institute of Technology Faculty Association)

Members-at-large:

Kate Lawson (Faculty Association of the University of Waterloo)

Gautam Das (Lakehead University Faculty Association)

Michelle Webber (Brock University Faculty Association)

Chair of the Board:

Gyllian Phillips (Nipissing University Faculty Association)

The newly elected Executive Members will join current President Rahul Sapra (Ryerson Faculty Association) and Vice-President Sue Wurtele (Trent University Faculty Association) to guide OCUFA's work for the coming year.

Recognizing the recipients of the 2020 Mandelbaum Fellowship

As the meeting was virtual, awards for the 2020 Mandelbaum Fellowship for Excellence in Social Sciences, Humanities, or Arts were presented in absentia.

Established in 2011 to honour former OCUFA Executive Director Henry Mandelbaum, the fellowship is awarded to two full-time graduate students (one master's, one doctoral) who have demonstrated academic excellence, provided significant community service, and shown exceptional academic promise in their university careers.

This year's recipients were [Fitsum Areguy](#), a Masters student at the University of Guelph, and [Perna Subramanian](#), a doctoral candidate in Cultural Studies at Queen's University.

The next OCUFA Board of Directors meeting will be held October 17-18, 2020.

COVID-19 MUFA Website

There are many resources available for faculty members during these difficult times. A summary of some of the resources can be found on the [MUFA website](#).

If you have any questions, please don't hesitate to reach out to the [MUFA office staff](#) or [MUFA Executive](#).

BENEFIT YEAR END REMINDER

Please note the benefit year end is June 30th. Please ensure all claims dated from July 1, 2019 to June 30, 2020 are submitted to Sun Life **prior** to September 30, 2020.

Late claim submissions will not be reimbursed.

Passages

Ihor Chorneyko
Mathematics and Statistics

July 27, 2020

Vikki Ceccheto
Linguistics and Languages

September 3, 2020



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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