

Newsletter

Volume 47.2
Editor: Elkafi Hassini

McMaster University Faculty Association - November 2020



SAVE THE DATES!

MUFA General Meeting
December 10, 11:00 a.m.

MUFA Annual General Meeting
TBD

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A Fall Term Update

MUFA has been engaged with several developments so far. Here are updates on the most important issues that I thought members may find helpful:

1. Working Conditions during COVID-19 Pandemic: Several positive measures have been taken so far to mitigate the negative impacts of the pandemic on faculty working conditions: (1) [Extension of Timeline for Academic Assessments \(SPS B13\)](#), (2) Special Considerations for [Career Progress and Merit \(CP/M\) for 2020](#) and (3) [Revised Guidelines for Reimbursing Employees During the Pandemic](#). While these measures have alleviated the pandemic impact to some extent, they are not sufficient as they cover only some aspects of the faculty working conditions and were not setup with an understanding that the pandemic conditions will be extended at least to April 2021. We are in the process of reviewing these measures, and based on feedback from the recent MUFA survey on equity as well as the November 13th meeting with the MUFA Council, we will work on proposals to both extend and expand COVID-19 accommodations. We have also heard from many of our members about concerns about downloading support services functions to faculty members (such as Student Accessibility Services (SAS) exam invigilation, final exams invigilation and research plagiarism checking for graduate theses). These and other ongoing issues have been discussed by the Executive and the Joint Committee and solutions, even if temporary, have been worked out.

2. Policy Review: We are in the process of reviewing MUFA as well as University policies. As part of an effort to move to a new MUFA web site, and to follow the web content accessibility guidelines to confirm with the Accessibility for Ontarians with Disabilities Act (AODA), we are reviewing MUFA policies. Depending on the state of the policy, they may be kept as they are, reviewed or revoked. We started with legal support policies. We are currently working on a draft for a policy to provide legal support to members after having revoked two policies that date back to 1994/5 since

(Continued on page 2)





they no longer apply. Next in line are the Librarian policies that will need some housekeeping to reflect changes that occurred after the formation of the McMaster University Academic Librarian's Association (MUALA). As for University policy, an exploratory committee has started its work to look at what may need to be reviewed in the Tenure and Promotion Policy to ensure that it supports equity, diversity and inclusion. We have also started discussions about the Faculty Reduced Workload Policy – Phase-in to Retirement (SPS C6) where some concerns have been identified and we plan to work on a draft proposal to address those concerns. Finally, and as an effort to support interdisciplinary research and teaching, early discussions have started with the Provost on having clear guidelines on the assessment for faculty that have cross-Faculty appointments.

3. Pay Equity: We are in the midst of a data collection from the Faculties about starting salaries during the last 10 years. This will take longer than expected given the pandemic situation and that some data collection will involve going through physical hiring records. We are also gathering information through meetings with Deans as well as new faculty and the recent MUFA Equity Survey. Once data is collected, we will revisit the analysis done on the gender salary gap and work on possible remedies. We have also had some discussions with Human Resources and it appears that there may be a way to access data that would allow us to perform a wider equity analysis that is inclusive of other visible minorities.

4. Pre-Bargaining: As per the terms of our last negotiation round we needed to establish two subcommittees to look into pension and retiree benefits plans outstanding issues. The pension subcommittee has finished its work and you would have received a link to its final report by email in late September. A retiree benefits subcommittee has been formed and will soon start its work. The MUFA members on that committee are Catherine Anderson and Laura Parker. Catherine, who also serves as the Chair of the Remuneration Committee, attends the OCUFA Collective Bargaining Committee meetings where updates are provided on ongoing bargaining in other universities as well as implications of Bill 124 and the court challenge that was mounted in early 2020 by a labour coalition that includes OCUFA.

Through our engagement with the Administration, OCUFA and CAUT, the Executive has also been monitoring external developments that are relevant to faculty and the University. We have learned that the third wave of Strategic Mandate Agreements (SMA3) will be posted online soon. Due to COVID-19, the government has delayed the adoption of outcome-based funding for two years.

For more details and further updates, watch out for an invite to attend the General Meeting on December 10th at 11:00 a.m. I look forward to e-meeting you at the GM.

Elkafi Hassini
MUFA President

Fall 2020 Virtual Convocation

Mark your calendars for McMaster’s **Fall 2020 virtual convocation**. The celebration will take place on **November 19, 2020** at **12 p.m.** (EST). The online celebration can be accessed from our main Graduation page: <https://registrar.mcmaster.ca/grad/details/>.

Convocation is an important part of the university experience but this year, due to the COVID-19 pandemic and the need for physical distancing, all convocation ceremonies at McMaster will need to be different. With physical distancing limitations still in place in Ontario, McMaster’s fall convocation will now be held online. Even with these new measures in place, there is lots to celebrate. We look forward to acknowledging the achievements of all our outstanding graduating students, celebrating our three honorary doctorates, award winners, and formally installing our President, Dr. David Farrar.

On November 19 graduating students will receive an email in their @mcmaster.ca email account. The email will contain a link that will grant them access to their online celebration and Class of 2020 celebration website.

For more information on Fall 2020 convocation, please visit <https://registrar.mcmaster.ca/grad/details/> or email convo@mcmaster.ca.

Observers Needed

Required: members of the Faculty Association—yes, RETIREES also qualify—to serve as observers for appeal and grievance hearings. The role of the Observer is to report on the adequacy of the procedures, with a view to making recommendations to improve relevant policies, not to comment on the conduct or the judgement of the tribunal. Hearings usually take place over one or two days. For more information, send us an email at (mufa@mcmaster.ca), call us (905) 525-9140 ext. 24682/20297, or visit us in (HH 103A).

This Newsletter is published five times between September and May by the Faculty Association at McMaster University. The Association’s Executive for 2020/2021 is composed of the following members:

President	Elkafi Hassini
Vice-President	Nicholas Kevlahan
Past-President	Alison Sills
Academic Affairs	Katherine Cuff
Human Rights	Lydia Kapiriri
Membership	Gail Gauvreau
OCUFA Director	Nicholas Kevlahan
Pension	Claude Eilers
Public Relations	Elkafi Hassini
Remuneration	Catherine Anderson
Special Enquiries & Grievances	Ana Campos
Special Enquiries & Grievances	Kirsten Culver
Tenure/Permanence	Gail Krantzberg
Treasurer	Aadil S. Merali Juma

Executive Director	Mara Giannotti
Executive Assistant	Jessica Weyman
Returning Officer	Matheus Grasselli

Opinions expressed in this Newsletter are those of the authors and do not represent the views of the Association or of its Executive unless so specified. Anyone wishing to contribute to the MUFA Newsletter is invited to send submissions to the Faculty Association Office (mufa@mcmaster.ca).

Deadlines are the 10th of each month. All submissions will be published at the discretion of the Editor.

Current and past issues of the MUFA Newsletter are posted on the MUFA website (<http://macfaculty.ca/newsletters/>).

Years of Service*

Congratulations to the following MUFA members celebrating milestone years of service as of November 1, 2020.

10 Years of Service

Thomas Adams Chemical Engineering	Lawrence Grierson Family Medicine	Mathew Savelli Health, Aging and Society
Martin Beckmann Classics	Kai Huang Operations Management	Jonathan Schertzer Biochemistry
Joseph Beyene Health Evidence and Impact	Sang-Tae Kim Earth, Environment & Society	Michael Surette Medicine
Benjamin Bolker Mathematics and Statistics	Victor Kuperman Linguistics and Languages	Arthur Sweetman Economics
Megan Brickley Anthropology	Stephen McBride Political Science	Chi Tang School of Engineering Technology
Darren Bridgewater Pathology	Michael Noseworthy School of Biomedical Engineering	Silvie Tanu Halim School of Engineering Technology

15 Years of Service

Catherine Anderson Linguistics and Languages	Godefroy Emmanuel Guindon Health Evidence and Impact	Gianni Parise Kinesiology
Megan Armstrong History	Hannah Holmes Economics	Jeffrey Racine Economics
James Alexander Benn Religious Studies	Matiar Howlader Electrical and Computer Engineering	Philip Savage Communication Studies and Multimedia
Michelle Lynn Butt Nursing	Ahmed Shafiqul Huque Political Science	Eric Seidlitz Bachelor of Health Sciences
Mirna Carranza School of Social Work	Michelle Kho Rehabilitation Sciences	Ponnambalam Selvaganapathy Mechanical Engineering
Michael Egan History	Gail Krantzberg School of Engineering Technology	Angela Sheng School of the Arts
Marie Elliot Biology	Vincent Leung Chemical Engineering	Patricia H Strachan Nursing
Qiyin Fang Engineering Physics	Christopher Longo Health Policy and Management	Stephen Tullis Mechanical Engineering
Deda Gillespie Psychology, Neuroscience and Behaviour	David Lozinski Mathematics and Statistics	Geraldine Voros Health, Aging and Society
Daniel Goldreich Psychology, Neuroscience and Behaviour	Michael Mercier Earth, Environment & Society	Michael Wilson Health Evidence and Impact
David Goutor Labour Studies	Prashant Mhaskar Chemical Engineering	
Elzbieta Grodiek French	Yurij Mozharivskyj Chemistry & Chemical Biology	

*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.

20 Years of Service

Muhammad Altaf Arain Earth, Environment & Society	Douglas G Down Computing and Software	Dmitry Pelinovsky Mathematics and Statistics
Vishwanath Baba Human Resources and Management	Robert Hamilton Communication Studies and Multimedia	Shahram Shirani Electrical and Computer Engineering
Lucian Balan School of Engineering Technology	Deirdre Haskell Mathematics and Statistics	Spencer Smith Computing and Software
Karen Balcom History	Khaled Hassanein Information Systems	Stephen M Streeter History
Sigal Balshine Psychology, Neuroscience and Behaviour	Michelle Howard Family Medicine	Christopher L E Swartz Chemical Engineering
Pamela Baxter Nursing	Krista Howarth Kinesiology	Damu Tang Medicine
Hans Boden Mathematics and Statistics	Maureen Hupfer Health Policy and Management	Bernardo Trigatti Biochemistry
Iris Bruce Linguistics and Languages	Graham Jones Medicine	Ignacio Vargas-Baca Chemistry & Chemical Biology
Chan Ching Mechanical Engineering	Maureen MacDonald Kinesiology	James Velianou Medicine
Liliana Coman Rehabilitation Sciences	Mandeep Malik Marketing	James Wadsley Physics and Astronomy
Katherine Cuff Economics	Teresa McCurdy Nursing	
Brian Detlor Information Systems	Alison McQueen History	

25 Years of Service

Denise Bryant-Lukosius Nursing	Alok Johri Economics	Victor Satzewich Sociology
Timothy Davidson Electrical and Computer Engineering	Miroslav Lovric Mathematics and Statistics	An-Chang Shi Physics and Astronomy
Susan Dudley Biology	Anne Margaret Malott Family Medicine	J Michael Waddington Earth, Environment & Society
Claude Eilers Classics	Fiona McNeill Physics and Astronomy	Yonghong Wan Pathology
Martin Horn History	Robert Bruce Milliken Psychology, Neuroscience and Behaviour	

30 Years of Service

Suzanne Crosta French	James Scott Quinn Biology	Elizabeth Weretilnyk Biology
Susan Denburg Psychiatry	Carl Richards Pathology	Willi Wiesner Human Resources and Management
Lauren Griffith Health Evidence and Impact	Herbert Schellhorn Biology	
J Roger Jacobs Biology	Patricia Solomon Rehabilitation Sciences	

35 Years of Service

Narayanaswamy Balakrishnan

Mathematics and Statistics

Michael Brook

Chemistry & Chemical Biology

Trevor Chamberlain

Finance and Business Economics

Vera Ann Chouinard

Earth, Environment & Society

Turlough Finan

Biology

Jan Huizinga

Medicine

Adrian Kitai

Engineering Physics

John Medcof

Human Resources and Management

40 Years of Service

Kathryn Jane Bennett

Health Evidence and Impact

Eric Sawyer

Mathematics and Statistics

Gary Schrobilgen

Chemistry & Chemical Biology

45 Years of Service

Ian Hambleton

Mathematics and Statistics

Rama Shankar Singh

Biology

50 Years of Service

Roger Hyman

English and Cultural Studies



Pandemic Resource Guide

Faculty and Staff

- [MUFA COVID-19 Resources](#)
- [Working Remotely](#)
- [Working Onsite](#)
- [Psychological Well-Being During COVID-19](#)
- [Flu Season](#)
- [Employee and Family Assistance Program](#)
- [Wellness Together Canada](#)
- [Taking care of your mental and physical health during the COVID-19 pandemic](#)
- [Canadian Mental Health Association](#)

Public Health

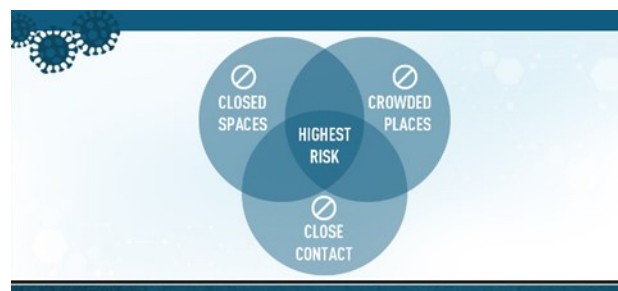
- [Telehealth Ontario](#)
- [Public Health Agency of Canada](#)
- [Ontario Ministry of Health](#)
- [Hamilton Public Health](#)
- [COVID-19 assessment centres in Hamilton](#)
- [World Health Organization](#)

Managers and Supervisors

- [Supervisor Guide](#)
- [Workplace Health and Safety Guidance](#)

McMaster

- [Updates](#)
- [Cases on Campus](#)
- [FAQ](#)
- [Health and Safety Tips](#)
- [Professor Hippo-on-Campus](#)
- [Student Support](#)
- [Student Wellness Centre](#)



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Canada



Revised Guidelines for Reimbursing Employees During Covid 19 Pandemic

Originally posted: March 31, 2020

Updated: June 4, 2020

McMaster University is committed to supporting employees who are required to work from home during the COVID-19 pandemic as outlined in [Information for Supporting Remote Work Arrangements](#). Consistent with the goal of supporting employees, reimbursement is now available for supplies required to work at home.

Allowable expenses?

- Overcharges for excess internet and cell phone usage required in order to complete work
- Long distance charges for work-related calls
- Printer cartridges or toner
- Stationery (e.g. paper, pens, highlighters)
- Laptops, monitors, printers and related computer equipment only when pre-authorized by the department. These items will become the property of McMaster.
- Office equipment and accessories only when pre-authorized by the supervisor in accordance with [Information for Remote Work Office Set-Up for employees working remotely during COVID-19 Pandemic](#). These items will become the property of McMaster.
- Other reasonable supply (non-capital) expenses as authorized by your supervisor.

It is recommended that purchases be approved in advance by your supervisor. In the case of expenses charged to a research project, the approval by the supervisor will confirm that these expenditures are directly related to research. Eligibility of expenditures to a research project are subject to the sponsor policies and guidelines. Please contact your respective Research Finance office to confirm expense eligibility.

Employee eligibility?

Any employee who has been asked to temporarily work remotely by their supervisor in accordance with the state of emergency implemented by the Province of Ontario in response to COVID-19, and in accordance with the [Supervisor Guide: A Decision Matrix for Establishing Working from Home Arrangements](#).

Procedure?

Employees are encouraged to purchase required supplies through MacBuy. Charge your regular department, research or other project using account 600900 (Misc. Supplies Covid 19). Contact macbuyhelp@mcmaster.ca for access and assistance.

Otherwise, use the Mosaic Travel and Expense (T&E) module to upload receipts and complete the claim which will allow direct reimbursement to your bank account, after approvals (by your Purpose Approver), when applicable, your Research Finance Office when charging a project, and AP. There is a new expense type in T&E called Misc. Supplies Covid 19. Charge your regular department, research or other project using account 600900 (Misc. Supplies Covid 19). Refer to [Reimbursements to Individuals for University Business \(AP-01\)](#) and [Strategic Procurement Policy \(SP-01\)](#) for more details if necessary. The university is tracking extra costs incurred during the pandemic for discussions with government and other stakeholders.

Welcome New Members

Katrina Choe

Psychology, Neuroscience and
Behaviour

Andrew Nicholson

Psychiatry and Behavioural
Neurosciences

Kevin Faulkes

Interdisciplinary Science

Mehdi Salimi

Mathematics and Statistics

Maureen Joel Lagos

Materials Science and Engineering

Passages

Syed Ahmad

Economics
October 30, 2020

David Counts

Anthropology
November 11, 2020

Charles Murray Johnston

History
October 30, 2020

Ola Lunyk-Child

Nursing
October 6, 2020



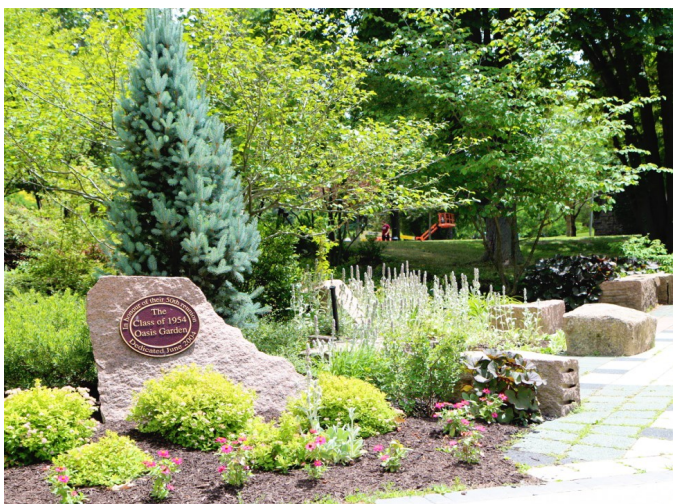
MUFA General Meeting

Thursday, December 10th
11:00 a.m.



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[@MUFA_MacFaculty](https://twitter.com/MUFA_MacFaculty)



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