

# Newsletter

Volume 48.1  
Editor: Nicholas Kevlahan

McMaster University Faculty Association - September 2021



## McMaster Vaccination Policies now available

[McMaster's Vaccination Policy](#) and [Visitor Vaccination Policy](#) are now available. These policies detail the vaccination mandate for our internal community members (students, staff and faculty) and for those external to the university visiting our campus or an affiliated site.

## President's report: Interesting times

This is my first newsletter article as MUFA President, and I would like to start by thanking you for your patience, sensitivity, and hard work in rising to the challenge of being a university professor in these "interesting times".

Over the past 18 months I have been impressed by the way you have worked to deliver quality teaching and research, frequently on very short notice and under very challenging conditions.

As we start our third COVID year, the University has planned for most teaching to be done online in the Fall term and is hoping for a more-or-less normal Winter term. High rates of vaccination (including a vaccine mandate for anyone present on campus) makes this pleasant possibility more likely, but more surprises surely lie in wait. One of MUFA's top priorities for 2021-2022 is to ensure our members' concerns and safety are considered in all COVID-related policies.

Even if we (try to) forget about COVID, the past year has been a very busy one for MUFA. We have developed or revised several policies, including a new legal support policy, and have been dealing with an unusually large number of grievances and investigations. Many of these issues will be ongoing throughout the coming year. 2021-2022 is a negotiation year, and you will soon have an opportunity to tell us what our priorities should be when we are negotiating improved salary and benefits.

I would especially like to thank past MUFA President Elkafi Hassini for all his heavy lifting, which has put MUFA in the best possible position going into 2021-2022.

In the following, I briefly outline what we were working on last year, and some of our priorities for the coming year. As always, MUFA encourages members to contribute to initiatives they are interested in and to let us know about their concerns.

### Negotiations' agreement

Since we are not a union, MUFA's negotiations are relatively simple. The contracts at

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most Canadian universities run to dozens of pages, but because we do not negotiate working conditions as part of our agreement, it fits comfortably on a just a few pages. Despite this, we enhanced our benefits package in our [last agreement](#). Highlights include improved compassionate, pregnancy and parental leaves, dependants' tuition bursary, and mental health coverage.

Not surprisingly, COVID will impact our negotiations. An increase in remote teaching and research, as well as the necessity for well-equipped home offices, may reveal the need for new or improved benefits.

Finally, the Ontario government's Bill 124 [Protecting a Sustainable Public Sector for Future Generations Act](#) limits salary increases to 1%. Benefits increases are also limited to 1%. With inflation currently running at about 3.5%, Bill 124 could impose a significant cut in salary in real terms!

In the past, Hamilton had relatively low housing costs, and this was a strong incentive for attracting and retaining faculty. However, in the last five years Hamilton's real estate market has jumped dramatically, and finding affordable housing is often a challenge.

High inflation and housing costs are strong arguments for a cost-of-living increase to our salaries.

As usual, we will conduct a survey early in the Fall term to gauge MUFA members' priorities for improvements to salary and benefits, or desire for new benefits. We are also working with the Ontario Confederation of University Faculty Associations (OCUFA) to develop more effective ways of involving members in developing our negotiating strategy.

### Legal support

A new legal support policy for our members is a major (and expensive) improvement to the services MUFA provides our members. Our old policy was obsolete, since it relied on a Canadian Association of University Teachers (CAUT) legal support policy that no longer exists.

The MUFA Executive decided that we should be providing legal support to deserving members, like that provided at unionized universities. A new policy that provides limited financial support is also justified by the apparent increase in the use of lawyers by the Administration when dealing with grievances and complainants/respondents. MUFA

continues to prefer collegial resolution of conflicts.

In addition, MUFA has an interest in ensuring issues of wide importance are presented effectively at hearings. Because MUFA is not a union, we do not "carry" a grievance: members must defend themselves at all stages of a grievance and at all hearings. Also, unlike a union, MUFA itself cannot file grievances. Therefore, we rely on members to do the work of bringing grievances and arguing their case.

MUFA's website has the full [legal support policy](#). Legal support is provided by [Goldblatt Partners](#), who are leaders in academic labour law. Members can apply for legal support, and their application is reviewed by the Special Enquires and Grievances (SEG) committee based on the criteria listed in the policy. Successful applicants typically receive 80% of their legal costs, up to a maximum contribution that depends on MUFA's annual legal budget (the maximum is set at \$10k for 2021-2022). The member signs a Joint Retainer Agreement that outlines each party's rights and responsibilities.

Not surprisingly, lawyers are expensive. MUFA has among the lowest dues of any faculty association in Canada, 0.5%, and we anticipate having to consult the membership about increasing this rate to cover the cost of our new legal support service.

### Grievances and the grievance policy

Over the past twenty years only a handful of grievances have gone to hearings (Stage 4). This may simply mean that faculty are content and have little to complain about. However, we have heard that many grievors give up, even though they are not satisfied with the outcome.

Because of this, MUFA and the Administration agreed at Joint Committee to revise the [Faculty General Grievance Procedure](#). Former MUFA president Rafi Kleiman has been working for several years with a committee to develop a more effective grievance policy. This has taken far longer than we would have liked, but Rafi and Andrea Thyret-Kidd (University Secretary) are putting the final touches on the new policy. We are hopeful that the new policy will be adopted very soon! One of the most significant changes is the provision for an external review of severe sanctions imposed by a hearing tribunal. The goal of this change is to ensure that sanctions are fair and consistent

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with established precedent.

Unfortunately, as in so many other ways, this past year has also marked a profound shift in McMaster's historical grievance pattern.

The past year has seen an unprecedented number of grievances going to the hearing stage: at least half a dozen, involving dozens of members! Perhaps more surprisingly, none of these grievances are related to COVID.

This a worrying trend that we hope will not lead to a worsening of the relationship between faculty and the Administration.

Some of the grievances involve the results of investigations of allegations of violations of the [Sexual Violence](#) and [Discrimination and Harassment](#) Policies. In these cases, the faculty respondents were found to have violated no policy, and yet the decision letters contained sanctions and/or remedies. MUFA considers these letters to be in violation of the relevant policies because the policies clearly state that "if the outcome is no finding of violation of the Policy the matter will be closed."

We attempted repeatedly to negotiate with the Administration at Joint Committee to revise these letters, so they are consistent with policy, but without success. The Administration invoked management rights that they claim supersede the constraints imposed by the policies.

We are extremely concerned about this interpretation, since all our policies constrain the Administration in various ways, and they are effectively the "working conditions" part of our contract.

MUFA is also concerned about reports of inappropriate and/or biased procedures for investigating complaints made under the Sexual Violence and Discrimination and Harassment Policies. Some of these concerns have also led to formal grievances. We are pleased that the Administration has agreed to pay for an independent review of the intake and investigation procedures and hope to announce more details and a timeline soon.

### COVID-19

As if we haven't already heard enough about COVID, I'd like to review some COVID-specific issues that we are following closely. On August 16 it was a relief to learn that

McMaster will impose a [vaccine mandate](#) on "anyone accessing campus or a university facility in person".

This is a welcome development and will go a long way to alleviating the concerns of faculty who will be teaching in person. As has been the case at each stage of the pandemic, many details related to the return to campus remain vague and subject to change. We need to be ready to adjust and bring our concerns to the attention of the Administration.

Since COVID measures continue to impact our teaching and research, we expect that the special interim career progress/merit (CP/M) and tenure/promotion procedures that McMaster negotiated with the Administration at Joint Committee will continue for 2021.

We remain concerned that too many COVID-related responsibilities are being downloaded on faculty, who are already over-burdened with the increased work of shifting to online teaching. Some examples include responsibility for invigilating tests and exams, arranging for accommodations, dealing with a big jump in academic dishonesty, and (possibly) ensuring health and safety regulations are followed in classrooms (e.g., maximum occupancy, cleaning, mask wearing).

We encourage members who have legitimate medical or family concerns to request appropriate accommodations as early as possible. However, please note that Workplace Safety and Insurance Board (WSIB) and Ministry of Labour rulings have made it clear that an employee's opinion that conditions are unsafe is not a sufficient reason to avoid the workplace, provided the employer is following Provincial and Municipal rules.

### Revised student opinions of teaching survey

Past President Michel Grignon has been working with a committee to revise the student opinions of teaching survey to make it less biased and a more useful tool for improving our teaching. MUFA has also worked with the Administration at Joint Committee to ensure that Chairs do not use average scores in their assessments of faculty teaching contributions for CP/M and for tenure and promotion. (This is not just a good idea: [it's the law!](#))

### CLA proposal

MUFA has learned of several cases where faculty on con-

*(Continued on page 4)*

tractually limited appointments (CLAs) finished their maximum two three-year terms and were not given a chance to apply for a permanent position, despite being asked to stay on as a sessional lecturer.

This is contrary to the spirit and letter of the policy governing the creation of CLA positions: they are intended to fill short term teaching or research needs. If there are ongoing needs beyond six years, a permanent position should be created.

MUFA has drafted a proposal to strengthen the CLA policy to avoid this sort of abuse. We are particularly concerned about the equity and fairness issues raised by the precarious employment of CLAs, since they are more likely to be women, junior academics and members of equity seeking groups.

**Governance**

As past MUFA presidents have reminded us, the Joint Committee is a McMaster innovation that has functioned well over many years. Every month three MUFA Executive members and three senior members of the Administration (typically, the Provost, VP Operations & Finance and Vice-Provost Faculty) meet to discuss matters of concern to the University, especially those issues and University policies that affect the terms and conditions of employment of the faculty.

In other words, Joint Committee takes the place of the “working conditions” part of contract negotiations at unionized universities. This informal and non-adversarial structure is flexible and effective, provided all members respect collegiality and treat Joint Committee as part of the governance structure of the University.

Unfortunately, as we have seen in other places, successful institutions that rely on largely unwritten norms are vulnerable when those norms are neglected. MUFA members on Joint Committee must continue to be treated as co-equal members of a governance body jointly responsible for developing policy and ensuring its integrity as implemented.

A well-functioning Joint Committee is an essential part of the success of the “McMaster model” that has allowed us to avoid the more cumbersome and adversarial approach followed by the unionized faculty at most Canadian universities. We will be working constructively with the Administration over the next year to ensure that Joint Committee continues to be the effective and collegial institution it has been in the past.

*Nicholas Kevlahan*  
**MUFA President, 2021-2022**

**Passages**

**James Lawson**  
*German*  
 July 5, 2021

**Gregory Moore**  
*Mathematics and Statistics*  
 May 16, 2021

**Charlotte Noesgaard**  
*Nursing*  
 May 14, 2021

**Bill Truscott**  
*DeGroot School of Business*  
 May 29, 2021

**Observers Needed**

Required: members of the Faculty Association—yes, RETIREES also qualify—to serve as observers for appeal and grievance hearings. The role of the Observer is to report on the adequacy of the procedures, with a view to making recommendations to improve relevant policies, not to comment on the conduct or the judgement of the tribunal. Hearings usually take place over one or two days. For more information, send us an email at [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca).

## 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 2021. We look forward to co-hosting this event as soon as it is safe to do so.

**Alexander Ball**  
Pathology and Molecular Medicine

**Kathryn Bennett**  
Health Research Methods, Evidence, and Impact

**Nancy Bouchier**  
History

**Lilian Chan**  
Accounting and Financial Management

**David Chettle**  
Physics and Astronomy

**Liliana Coman**  
Rehabilitation Science

**John Connolly**  
Linguistics and Languages

**Richard Day**  
Psychology, Neuroscience and Behaviour

**Hubert Debruin**  
Electrical and Computer Engineering

**Carol Ann DeMatteo**  
Rehabilitation Science

**Alan Dickin**  
Earth, Environment and Society

**Ruth Frager**  
History

**Harold Haugen**  
Engineering Physics

**Adam Hitchcock**  
Chemistry and Chemical Biology

**Luke Janssen**  
Medicine

**Andrew Nicas**  
Mathematics and Statistics

**Jenny Ploeg**  
Nursing

**Sandra Preston**  
Social Work

**Julie Richardson**  
Rehabilitation Science

**C. David Rollo**  
Biology

**Brigitte Sassen**  
Philosophy

**Ken Siva Sivakumaran**  
Civil Engineering

**Jennifer Skelly**  
Nursing

**Patricia Soloman**  
Rehabilitation Science

**David Venus**  
Physics and Astronomy

**Shiping Zhu**  
Chemical Engineering

## Welcome New Members

**Amir Akbari**  
Finance and Business Economics

**Aytak Akbari-Dibavar**  
Global Peace and Social Justice

**Tracy Bear**  
Sociology

**Emily L. Belita**  
Nursing

**Blaise Bourdin**  
Mathematics and Statistics

**Vanessa Cavaliere**  
Nursing

**Jeremy Cohen**  
Religious Studies

**Ronald Cummings**  
English & Cultural Studies

**Jasdeep Dhir**  
Rehabilitation Science

**Arij Elmi**  
Social Work

**Eduardo Galiano-Riveros**  
Physics and Astronomy

**Matthew Grellette**  
Philosophy

**Jelle Hellings**  
Computing and Software

**William Huggon**  
Psychology, Neuroscience and Behaviour

**Robert Innes**  
Political Science

**Aaron Jones**  
Health Research Methods Evidence and Impact

**Renate Marie Kahlke**  
Medicine

**Hoda Kamel**  
School of Engineering Technology

**Anne-Marie Livingstone**  
Sociology

**Claudio Menghi**  
Computing and Software

**Emily Merson**  
Political Science

**Ashirbani Saha**  
Oncology

**Gregory Spadoni**  
Rehabilitation Science

**Jonathan Stokes**  
Biochemistry and Biomedical Sciences

**Sandra VanderKaay**  
Rehabilitation Science

**Sanja Visekruna**  
Nursing

**Ingrid Waldron**  
History

**Jennifer Walker**  
Health Research Methods, Evidence, and Impact

**Renae Watchman**  
English & Cultural Studies

**Jonathan Xia Zhang**  
Economics



## Campus Classroom Technologies (CCT) 2021 – 2022 Communication to Instructors

CCT Main Office: 905-525-9140 x22761

Email: [cct@mcmaster.ca](mailto:cct@mcmaster.ca)

Website: <https://library.mcmaster.ca/spaces/cct>

Monday to Friday: 8:00am – 4:30pm

Evening Support Mon - Thurs 4:30pm – 9:30pm (Fall and Winter terms only)

Campus Classroom Technologies (CCT) supports the presentation equipment in Registrar-Controlled classrooms across McMaster, as well as McMaster's Echo360 tools and equipment. Please note: We do not provide portable computers or laptop adapters/dongles.

Echo360 Drop-In hours: Mon, Tues, Wed, Thurs. 9-9:30am until Sept 30

<https://mcmaster.zoom.us/j/96392454319?pwd=aU5HT0Nyem5oelNaQ1lzWkZ3ZFBvdz09>

Classroom Orientation videos: [Crestron Touch Screen](#)

The [Campus Classroom Technologies \(CCT\)](#) website is your hub to find out about the presentation equipment available in your registrar-controlled classroom. The website is a source for just-in-time support documents and training videos about the various technologies available in the classroom. These resources are consistently being improved and updated.

Use CCT's [Campus Classroom Directory](#) to determine what presentation equipment and personal device connections are available in your registrar-controlled classroom. The directory lists the equipment available, including which classrooms are equipped with Echo360 capture devices and which classrooms are equipped for audio/video conferencing with Zoom and Microsoft Teams. The directory also includes current photos of each room.

For instructors using Echo360, or for those who want to learn more about the tool, CCT's [Echo360 support website](#) is a source of up-to-date resources, documents and training videos to help get you started. Also available on this website is Echo360 Training and Support, if you would like to book a one-on-one training, you can [Schedule a Meeting](#).

## Smart Home for Aging-in-Place (SHAPE)

This study has been reviewed by the Hamilton Integrated Research Ethics Board under Project #11446

The McMaster Smart Home for Aging-in-Place (SHAPE) research team, with McMaster Universities, is recruiting participants in a clinical study on mobility tracking with smart devices. In this study, the participants will wear a smart watch and place several ambient (not wearable) devices to different rooms in their home. This system will detect and track the room to room movements of the user and generate a weekly report of their activity levels. The study aims to find out whether the changes of such activities over time (e.g. weeks to months) may provide important mobility information usually associated with chronic diseases and the general aging process.

Participants eligibility requirements:

1. 60 yr or older;
2. English speaking;
3. Have access to a telephone and/or internet-based video call.
4. Living independently (i.e., no in a long term care facility) as an individual or as a couple.

If interested, please e-mail Dr. Qiyin Fang at [biophotonics@mcmaster.ca](mailto:biophotonics@mcmaster.ca) for additional information regarding the study.



## Upcoming Service Satisfaction Survey UniForum@McMaster Program

Since 2018, McMaster has been taking part in a multi-university comparison of administrative services that support the academic mission, both centrally and in the Faculties. This has given us access to consistent benchmarking data against similar Universities in Canada and globally, as well as insights as to how the different services and activities are delivered at McMaster. As part of the benchmarking program, online Services Satisfaction surveys were conducted in 2017-2018, measuring the perceived effectiveness of services and activities that support our teaching and research mission as delivered across campus.

This fall, faculty members will be asked to again participate in an online Service Satisfaction Survey. The survey will launch **September 27, 2021** and continue for two weeks. This follow up survey will provide feedback on service improvements and identify services where further improvements may be required. Your involvement is a very important part of this initiative, and we encourage you to participate.

If you have further questions, visit the website <http://www.mcmaster.ca/uniform/> or contact the Program Team at [uniform@mcmaster.ca](mailto:uniform@mcmaster.ca).

### UniForum Steering Committee Members,

Dr David Farrar, President

Saher Fazilat, Vice President, Operations and Finance

Dr Karen Mossman, Vice President, Research

Dr Susan Denburg, Executive Vice-Dean and AVP Academic, Faculty of Health Sciences

Dr Andy Knights, Associate Vice President, Research

Andrea Farquhar, AVP, Communications and Public Relations

Diana Parker, Program Manager

## Simplify expenses submissions using My Wallet

Deidre (“Dee”) Henne has been working with colleagues in central research finance and FHS finance on operational improvement initiatives. As part of project interviews across the University it was identified by several Faculty and staff that a mobile receipt upload tool integrated to Mosaic is needed to make it easier for travelers to upload receipts on the go and have administrators submit for reimbursement all remotely. This solution exists at McMaster, using the “My Wallet” solution on your mobile phone, laptop, or desktop computer. Please see this video to watch in real time this functionality work and give it a try! <https://youtu.be/PadELtHHzpA>

## Committee Structure 2021-2022

### Standing Committees

#### **Academic Affairs**

Zoe Li, Civil Engineering

#### **Human Rights & Equity**

Liss Platt, Health, Aging and Society

#### **Joint Committee**

Catherine Anderson, Linguistics and Languages

Katherine Cuff, Economics

Nicholas Kevlahan, Mathematics and Statistics

#### **Membership**

Spencer Pope, Classics

#### **Nominating Committee**

Katherine Cuff, Economics

Elkafi Hassini, Operations Management

Nicholas Kevlahan\*, Mathematics and Statistics

Rafael Kleiman, Engineering Physics

Anna Moro, Linguistics and Languages

Diana Sherifali, Nursing

#### **OCUFA Director**

Katherine Cuff, Economics

#### **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

#### **Public Relations**

Nicholas Kevlahan, Mathematics and Statistics

#### **Remuneration**

Catherine Anderson\*, Linguistics and Languages

Katherine Cuff, Economics

Kirsten Culver, Nursing

Michel Grignon, Health, Aging and Society

Aadil Juma, Accounting and Financial Management

Nicholas Kevlahan, Mathematics and Statistics

Andre Phillion, Materials Science & Engineering

#### **Special Enquiries & Grievances**

Ana Campos, Interdisciplinary Science

Lydia Kapiriri, Health, Aging & Society

#### **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**

Sara Bannerman, Communication & Media Arts

#### **Honour M Selection Committee**

Todd Alway, Political Science

#### **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**

Vacant

#### **President's Advisory Committee on Relations with Community**

Deda Gillespie, Psychology, Neuroscience and Behaviour

#### **Rudy Heinzl Award for Excellence Committee**

Peter Vilks, Strategic Management

*\*Committee Chair*

### BENEFIT YEAR END REMINDER

Please note the benefit year end is June 30th. Please ensure all claims dated from July 1, 2020 to June 30, 2021 are submitted to Sun Life **prior** to September 30, 2021.

**Late claim submissions will not be reimbursed.**



## 2021-2022 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.**

<b>Anesthesia</b>	Jennifer Nash	<b>Information Systems</b>	Ali Montazemi
<b>Anthropology</b>	Kee Yong	<b>Interdisciplinary Science</b>	Chad Harvey
<b>School Of The Arts</b>	Matthew Woolhouse	<b>Kinesiology</b>	Krista Madsen
<b>Biochemistry &amp; Biomedical Science</b>	Russell Bishop	<b>Labour Studies</b>	Stephanie Premji
<b>Biology</b>	Ana Campos	<b>Library</b>	Wade Wyckoff
<b>Chemical Engineering</b>	Prashant Mhaskar	<b>Linguistics &amp; Languages</b>	Nikolai Penner
<b>Chemistry &amp; Chemical Biology</b>	Ryan Wylie	<b>Marketing</b>	Marvin Ryder
<b>Civil Engineering</b>	Samir Chidiac	<b>Materials Science</b>	Andre Phillion
<b>Classics</b>	Claude Eilers	<b>Mathematics &amp; Statistics</b>	Megumi Harada
<b>Communication Studies &amp; Media Arts</b>	Faiza Hirji	<b>Mechanical Engineering</b>	Gary Bone
<b>Computing &amp; Software</b>	Antoine Deza	<b>Medicine</b>	Karen Beattie
<b>Earth, Environment &amp; Society</b>	Sean Carey	<b>Nursing</b>	Michelle Butt
<b>Economics</b>	Anastasios Papanastasiou	<b>Obstetrics &amp; Gynecology</b>	Derek Lobb
<b>Electrical &amp; Computer Engineering</b>	James Chen	<b>Operations Management</b>	Elkafi Hassini
<b>Engineering Physics</b>	Rafael Kleiman	<b>Pathology &amp; Molecular Medicine</b>	Laurie Doering
<b>Engineering Technology</b>	Konstantinos Apostolou	<b>Pediatrics</b>	Joyce Obeid
<b>English &amp; Cultural Studies</b>	Mary Silcox	<b>Philosophy</b>	Nancy Doubleday
<b>Family Medicine</b>	Matthew Kwan	<b>Physics &amp; Astronomy</b>	Maikel C. Rheinstadter
<b>Finance &amp; Business Economics</b>	John Siam	<b>Political Science</b>	Greg Flynn
<b>French</b>	Nicholas Serruys	<b>Psychiatry &amp; Behavioural Neuroscience</b>	James MacKillop
<b>Health, Aging &amp; Society</b>	Meridith Griffin	<b>Psychology, Neuroscience &amp; Behaviour</b>	Deda Gillespie
<b>Health Policy &amp; Management</b>	Glen Randall	<b>Rehabilitation Sciences</b>	Lilian Coman
<b>Health Research Methods, Evidence &amp; Impact</b>	Amiram Gafni	<b>Religious Studies</b>	Daniel Machiela
<b>History</b>	Stephen Heathorn	<b>Social Work</b>	Christine Sinding
<b>Human Resources &amp; Management</b>	Catherine Connelly	<b>Sociology</b>	Luca Berardi
		<b>Strategic Management</b>	Linda Stockton
		<b>Surgery</b>	Janie Astephen-Wilson

### Childcare Allowance

The gross payment for the childcare allowance was \$2,395.32 and was included in the August 6, 2021 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>

# OCUFA

## OCUFA Board considers Laurentian, fall campus re-openings, U of T censure

On May 28, OCUFA held its final Board of Directors Meeting of the 2020-21 academic year. The virtual meeting focused on continuing developments at Laurentian University, university reopening plans for fall 2021, and saw the election of a new OCUFA Executive for 2021-22.

### Financial crisis at Laurentian University

The collapse of Laurentian University under the CCAA process has led to more than a hundred job losses, dozens of program cuts, and immeasurable damage to the social and economic fabric of Sudbury and Northern Ontario. Developments at Laurentian have also raised concerns at other universities about the decision Minister of Colleges and Universities Ross Romano and the Ford government made to ignore the financial crisis at Laurentian. Board members discussed [OCUFA's campaign to hold the government accountable](#) for properly funding and supporting Ontario's universities.

### Fall campus re-openings

As vaccination rates increase, Ontario's universities are pushing towards a return to in-person teaching in the fall with optimistic announcements. However, important health and safety concerns remain. At the Board Meeting, members discussed reopening plans at their institutions and noted that university administrations continue to avoid working with faculty and students to determine the measures needed to allow for a safe return to campus. OCUFA continues to collect information about fall 2021 campus operating plans.

OCUFA has decided to hold all of its Board, Executive, and Committee meetings online until 2022.

### CAUT censure of U of T

Board members unanimously voted to support the [Canadian Association of University Teachers' censure of the University of Toronto](#) after it abruptly ended negotiations to hire Dr. Valentina Azarova as the Director of

the university's International Human Rights Program. OCUFA also encouraged its member associations to abide by the censure.

### Election of 2021-22 OCUFA Executive

Congratulations to the newly elected OCUFA Executive who will take office on July 1, 2021.

**Vice-President:** Jennifer Sutton, Brescia Faculty Association

**Chair of Board:** Gyllian Phillips, Nipissing University Faculty Association

### Members-at-large:

Gautam Das, Lakehead University Faculty Association  
Kimberly Ellis-Hale, Wilfrid Laurier University Faculty Association

Kate Lawson, Faculty Association of the University of Waterloo

They will join incoming President Sue Wurtele (Trent University Faculty Association), Past-President Rahul Sapra (Ryerson Faculty Association), and Treasurer Mike Eklund (University of Ontario Institute of Technology Faculty Association).

### Celebrating excellence in service and scholarship

During lunch, meeting participants celebrated the recipients of this year's OCUFA Service Awards and Henry Mandelbaum Graduate Fellowships for Excellence in Social Sciences, Humanities, or Arts.

[The 2020-21 Service Award recipients are Jeff Tennant, Cynthia Messenger, Herb Kunze, Paul Young, and Robert Hickey.](#)

[The 2021 Mandelbaum Graduate Fellowship Recipients are Amy Shawanda and Laura Paolini.](#)

*The next OCUFA Board of Directors Meeting and Annual General Meeting will be held in October 2021.*



**New Faculty 2021-22 Workshops**

hosted by the  
**Office of the Vice-Provost, Faculty**

All workshops to be held from **3pm to 4:30pm (unless noted)**

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.

**We hope to see you at the workshops!**  
All events will take place remotely for 2021 (2022 TBD).  
Platform link will be distributed closer to the event date.

**2021**

Friday, September 24

*Welcome*

Register at: [Welcome](#)

Friday, October 29

*Teaching Fundamentals and Technology*

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

Friday, November 26

*Granting & Funding Landscape*

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

Friday, December 10

*Graduate Supervision*

Register at: [Graduate Supervision](#)

**2022**

Friday, January 21 \*10:30am-12pm\*

*Understanding Academic Integrity*

Register at: [Academic Integrity](#)

Friday, February 11

*Building Your Research Portfolio*

Register at: [Building Research Portfolio](#)

Friday, March 4

*The Culture of Collaborations*

Register at: [Collaborations](#)

Friday, April 8

*Knowledge & Scholarship through Experiential Learning*

Register at: [Experiential-Learning](#)

*If you have any questions, please contact:*  
Cara-Jane Dempsey, [Office of the Vice-Provost, Faculty](#)  
[FacultyLeadership@mcmaster.ca](mailto:FacultyLeadership@mcmaster.ca)

## NEW – Instructors can access [Student Accessibility Services](#) accommodation plans in Mosaic

In consultation with instructors, Assistant Deans, students and the Privacy Office, SAS is excited to announce a new feature available in Mosaic for students with accommodation plans.

Instructors can continue to access individualized academic accommodation letters for students in your Courses through the instructor portal on the SAS website.

### NEW – Instructors can access academic accommodation plans in Mosaic

Highlights of this feature include a Tab located in the Faculty Centre for each Course that centralizes ‘My Students With Accommodations’.

Instructors can select an option to organize the list of students with accommodations by ‘Accommodation Type’ or ‘Accommodation’.

Instructors can download their list of ‘Students With Accommodations’ to an excel spreadsheet, CSV Text File or XML File.

The screenshot shows the Faculty Center interface. On the left, there is a sidebar with various navigation options, including 'My Students with Accommodations'. The main content area displays 'My Schedule' for the 2020 Fall term at McMaster University. Below this, there is a table titled 'My Teaching Schedule > 2020 Fall > McMaster University' with columns for Class, Class Title, Enrolled, Days & Times, Room, and Class Dates. The table lists several C++ Programming classes (Lectures and Laboratories) with their respective enrollment numbers and schedules.

### MCM\_ACCOM\_INSTR\_TYPE - Accommodations

Term:

View Results

Type	Subject	Catalog	Student ID	Last Name	First Name	Accommodation
Alternate Format	ENGTECH	1CP3	4000	[REDACTED]	[REDACTED]	Enlarged font must be on 8.5 x 11 size paper only. Enlarge font to (14 Arial)
Test Accommodation	ENGTECH	1CP3	4000	[REDACTED]	[REDACTED]	Able to write tests/exams in the early afternoon, 12:30 PM Exams
Alternate Format	ENGTECH	1CP3	4000	[REDACTED]	[REDACTED]	Use of a Braille Lite for tests and exams
In Class Accommodation	ENGTECH	1CP3	4000	[REDACTED]	[REDACTED]	Instructor requested to make use of microphone system when lecturing

‘My Students with Accommodations’ in Mosaic will be updated each evening to ensure instructors have the most up-to-date information about students with academic accommodations in your Course(s).

This NEW feature in Mosaic will be available on September 8<sup>th</sup>, 2021.

If you experience difficulty with this feature, please refer to the [SAS website](#) for information about this new feature and troubleshooting tips. You can also contact SAS by email at [sas@mcmaster.ca](mailto:sas@mcmaster.ca) if you require further assistance.



**Long Term Disability Update:  
July 1, 2021 Premium Rate for Members of  
MUFA (Faculty and Senior Academic Librarians) and MUALA**

This memo is to update members of the MUFA and MUALA employee groups on decreases to Long Term Disability premiums.

Representatives from MUFA, MUALA and the University work closely together to review the LTD Plan (the “Plan”) approach that provides income protection balanced with the cost to employees. Decreased claims for MUFA and MUALA members means that a premium decrease is indicated.

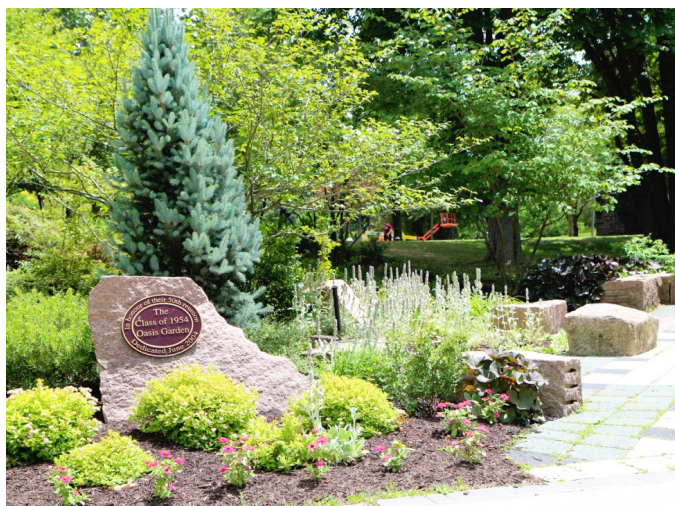
The Long Term Disability (LTD) premium rate for members of MUFA and MUALA will decrease on July 1, 2021 from 1.025% to 0.461% of base salary (plus 8% sales tax). LTD Plan participants will first notice a change in their LTD premium deductions beginning in either the July 9<sup>th</sup> or July 16<sup>th</sup> pay deposit, depending on your pay schedule. The chart below includes example salaries and how pay deductions will change:

	<b>Current Premium Rate July 1, 2020 to June 30, 2021</b>	<b>Revised Premium Rate July 1, 2021 to June 30, 2022</b>	
	1.025%	0.461%	
<b>Annual Salary</b>	<b>LTD Premium (plus tax) per Biweekly Pay (24 deductions per year) *</b>		<b>Change per Bi-weekly Pay</b>
\$100,000	\$46.13	\$20.75	-\$25.38
\$150,000	\$69.19	\$31.12	-\$38.07

\* Calculation is: ((Annual Salary x Full Premium Rate)/24)\*1.08 (PST)

**Why is the LTD rate decreasing?**

Premium rates fluctuate each year based on the Plan experience for MUFA and MUALA. The number and cost of claims determine whether the premium rate increases or decreases. The experience for MUFA and MUALA was positive resulting in a decrease in premium rate



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