



MUFA Newsletter

McMASTER UNIVERSITY FACULTY ASSOCIATION

September 2022 - Volume 49.1
Editor: Katherine Cuff

President's Report

One of my first tasks as a new MUFA President is to welcome everyone back for a new academic year and I do this with great pleasure and excitement. Pleasure from the simple act of being able to do this and excitement that this academic year we will finally have the opportunity to all reconnect with each other back on campus. A particularly warm welcome to our new faculty colleagues. I hope to meet each of you at one of our new MUFA faculty luncheons this fall. I'd also like to thank our members who have retired this past year for all of their research, teaching and service contributions over the years and to wish them the very best in their retirements. Finally, I'd like to acknowledge the colleagues that we have lost this year. They will be missed.

MUFA has been very active this past year promoting the interests of our members. As a professional organization, MUFA represents its members in all discussions and negotiations with the University on any, and all, matters concerning remuneration and working conditions. MUFA does not, however, represent members on any University governing bodies, rather we rely on our members to play an active role in University governance (more on this later).

Some notable highlights from this past year include the negotiation and agreement to an extension to the COVID-related modifications for the [Career Progress/Merit \(CP/M\) for the calendar year 2021](#), the [Statement on Use of the 2021 Student Experience Survey \(SES\)](#) and [SPS B13 Extension of Timeline for Academic Assessments in Response to the COVID-19 Pandemic](#). Findings from the [MUFA Equity Survey](#) that was administered in the Fall of 2020 were also published. These findings, together with the results from

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the MUFA remuneration survey in Fall 2021, informed the remuneration negotiations that took place this past winter term and which resulted in a [new three year remuneration agreement](#) from July 1, 2022 to June 30, 2025. A definite highlight from this past year!

Of course, having this new remuneration agreement in place only means MUFA now has more time to devote to other issues. Let me first outline how MUFA identifies issues and accomplishes its work and then highlight some of the key areas MUFA will be working in this coming year.

[The Joint Administration/Faculty Association Committee](#), often referred to as Joint Committee or JC for short, is the main venue for which MUFA discusses and negotiates issues with the Administration. Joint Committee has six members in total – three members from MUFA and three members from the Administration – and the committee meets monthly throughout the academic year. MUFA will be hosting the meetings this year in the MUFA Office in Hamilton Hall 103A. This year the MUFA members are Liss Platt (MUFA Vice-President, Communication Studies and Media Arts), Kirsten Culver (MUFA Chair of Remunerations, Nursing), and myself (MUFA President, Economics) and the Administration members are Susan Tighe (Provost and Vice-President (Academic), Civil Engineering), Saher Fazilat, (Vice-President, Operations and Finance) and Matheus Grasselli, (Deputy Provost, Mathematics and Statistics). Representation on the Administration side differs this year than in the past given the creation of the new Deputy Provost role.

The [MUFA Executive Council](#) is the policy-formulating body of MUFA. It is made up of elected MUFA faculty members with representation across the University Faculties who meet every two weeks to discuss all MUFA related issues. Issues that arise in JC are brought to the Executive for discussion and conversely issues discussed at the Executive are brought to JC.

The [MUFA Faculty Council](#) is made up of representatives from each department from across the University. Once a term, Faculty Council meetings are scheduled around a

particular topic of interest. Through Faculty Council members, MUFA receives feedback on specific topics and also learns about department specific issues and concerns. Issues discussed at Faculty Council are brought to the Executive. The Faculty Council is also another way MUFA can share information with its members. The MUFA Newsletter and email list are the other main ways.

The **MUFA Membership** (I don't have a website with all of you listed!) individually contact MUFA with questions and concerns that MUFA can then try to help address for the individual member. Often it is individual members who raise issues affecting the wider membership and for which MUFA then takes on in its work. Importantly for MUFA, you (the MUFA membership) are the Senators, members of the Graduate Council, Undergraduate Council, Board of Governors and University Planning and Budget Committees, not to mention all of the other roles you play across campus in providing input, oversight and approval of University, Faculty and Department policies as well as participating in the selection of the University's academic administrators. MUFA relies on all of its members to help uphold our collegial governance system that we so rightfully value and endeavor to protect. And, on behalf of MUFA I thank you for your work in doing this.

Finally, MUFA could not run effectively without its **Executive Director**, Mara Giannotti, and **Executive Officer**, Jessica Weyman. Members can feel free to reach out to the MUFA office with any general questions or comments by email at mufa@mcmaster.ca or to set up an appointment to meet with Jessica or Mara. Please also [let them know](#) if you are interested in taking on a more active role in the Association. MUFA is always looking for more volunteers!

Now for some updates on the coming academic year.

University Administration

This year has brought several changes to the Administration. Matheus Grasselli was appointed the *Deputy Provost* (a new position revised from the former Vice-Provost, Faculty), Kim Dej was appointed the *Vice-Provost, Teaching and Learning* (also with a revised Terms of Reference), Steve Hranilovic was appointed *Vice-Provost and Dean of*

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¹ See Shannon Dea, 'Two misconception about 'collegial governance': Academic staff are not only employees: they are also the 'collegium' charged with the academic governance of universities.' in University Affairs, April 16, 2021.

Graduate Studies, Bonny Ibhawoh was appointed Vice-Provost, International Affairs and Sonia Anand was appointed Acting Associate Vice-President, Equity & Inclusion. The search for a new Associate Vice-President, Equity & Inclusion should begin this Fall term and there will also be an external review of the Equity and Inclusion Office later this month. There were also two Faculty Dean appointments this past year. Heather Sheardown was appointed the Dean of the Faculty of Engineering and Maureen MacDonald was re-appointed as the Dean of Science.

Policy Revisions and Reviews

The *Ad Hoc Drafting Committee to Revise the Code of Conduct of Faculty and Procedure for Taking Disciplinary Action* is expected to provide their recommendations to MUFA and the Clinical Faculty Association (CFA) for review as outlined in the committee's terms of reference. MUFA awaits this opportunity to provide feedback and confirm support for the committee's recommendations prior to the recommendations being submitted to the University governing bodies for approval.

Another policy revisions that will be coming shortly to Undergraduate Council and then Senate is the [Policy on Requests for Relief of Missed Academic Term Work](#) which was most recently approved by Senate in May 2021. In the Winter term 2022, a temporary policy revision (from January 17th, 2022 to April 30, 2022) was approved by the Senate Executive. This policy revision extended the Self-Report (Type A) MSAFs from 3 to 5 days to align with the then mandatory provincial self-isolation period. Supporting documentation for the Administrative Report (Type B) MSAF was then only required for absences longer than 5 (rather than 3) days or as in the current policy when the missed academic work is worth 25% or more of the final grade or when a Type A MSAF had already been used in the term. Instructors determine the appropriate relief for both types of MSAF requests. Consequently, changes to this policy have implications for faculty instructors and I encourage MUFA members (particular those members teaching large classes or a large number of classes) to provide their feedback on any proposed policy revisions.

Other University policies are to be reviewed on a regular basis. Of those policies coming up for review this year are

the [Sexual Violence Policy](#) and the [Discrimination & Harassment Policy](#).

Another part of the Joint Committee's work this past year was to agree upon the [terms of reference](#) for an external Best Practice Review of the Investigation Process in the above two policies as well as in the [Research Integrity Policy](#). An external investigator has been retained by the University and this review is expected to get underway shortly. The focus of the review is strictly on the investigation process. The investigator will not have access to specific case files and in all instances confidentiality will be maintained. We look forward to receiving the recommendations of the external investigator at Joint Committee so that together MUFA and the Administration can move forward with suggested improvements to these policies.

Faculty Grievances

After several years of work, a new [Faculty Grievance Policy](#) was approved by Senate and the Board in December 2021. This is an important development for the MUFA membership and for an excellent summary of the new policy, see 'Know Your Policies!' in the [January 2022 MUFA newsletter](#), p. 4-5. As part of this new policy, the Chair of the [Faculty Grievance Review Panel](#) provides 'a written, anonymized, statistical report to the Chairs of the Senate, and the Board of Governors and the President of MUFA'. There have been no requests for Formal Hearings under this new Policy, but in the last couple of years there has been an upward trend in the number of requests under the old policy. This is worrying trend in itself (although the fact that no hearing requests have yet been made under the new policy could be viewed as a positive sign), but what is particularly worrying is the delay in the resolution of these faculty grievance cases. Of the eleven requests for formal hearings in the past two years, two of the faculty grievance cases were settled and closed. The remaining 9 faculty grievances remain unresolved. The annual report by the Chair suggested some potential avenues for addressing these delays and these will be pursued by MUFA in the coming year.

MUFA Legal Support Policy

Last summer, MUFA established the [Policy for MUFA Members Legal Support](#) and accompanying MUFA Legal Support Fund with the intent of providing 'members with

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financial support for legal representation in internal University processes'. Legal support is provided by [Goldblatt Partners](#), the law firm MUFA has on retainer. This year MUFA's [Special Enquiry and Grievances \(SEG\) Committee](#) will be undertaking a review of the MUFA legal support policy. Like all policies, we only learn how they work once we actually start using them. The SEG committee welcomes feedback from MUFA members on the MUFA legal support policy. Comments can be sent directly to the SEG Committee at mufasegc@mcmaster.ca. Please also get in touch with the SEG Committee if you have any individual questions or concerns. The committee members are there to help and all queries are confidential.

Faculty Accommodations

Some MUFA members have raised concerns about the risk to faculty (and possibly their family members) of having to work on campus without a mask mandate this Fall term. As a faculty association, we are looking for practical ways to support at-risk faculty. Relatedly, we have also heard from members that obtaining workplace accommodations (under the [Policy on Workplace Accommodation](#)) can be a challenging process and we will be working this year to understand how MUFA could better support members in the accommodation process.

Career Progress/Merit (CP/M) Plan

Remuneration negotiations last year fell under Bill 124, the provincial legislation that restricts the annual increase in total compensation to 1%. Within this context, MUFA and the Administration agreed to a 1% annual increase in total compensation and a greater than 1% increase in salary if Bill 124 was to be struck down. In the case of Bill 124 remaining in effect, there would instead be an increase in the number of par increments per faculty members in the [Faculty Career Progress/Merit \(CP/M\) Plan](#). With the re-election of the Ontario Conservative Party this past spring, Bill 124 remains in effect and the CP/M plan will be enhanced for calendar year 2022 with the number of par increments per 100 faculty members increasing from 120 to 130.

Last year, MUFA heard concerns from its members about CP/M. For an explainer and insightful take on the uniquely McMaster CP/M plan, see the article 'We Need to Talk About CP/M' in the [March 2022 MUFA Newsletter](#), p. 2-4. We also heard suggestions from our members about po-

tential ways of addressing these concerns and we are interested in discussing and pursuing these potential improvements to the implementation of CP/M in Joint Committee this year.

Joint MUFA-Administration Working Groups: Teaching Stream Faculty and Salary Data

The terms of reference for two Joint MUFA-Administration Working Groups were agreed upon in our [current remuneration agreement](#). The first working group is to recommend an approach to collecting and reporting salary data for equity-deserving groups and the second is on the category of teaching-stream faculty at McMaster. We expect to have the membership lists of both working groups agreed upon in Joint Committee soon. The Working Group on Teaching Stream Faculty will be undertaking a formidable task in reviewing 'all policies and bylaws at the university, faculty, and department levels that affect faculty including but not limited to: workload, promotion criteria, voting privileges, and eligibility for committee membership, senior positions, and graduate supervision' paying 'special attention to policies that make a distinction between teaching-stream and tenure-stream faculty and provide rationale as to whether such distinctions are warranted.' Once formally established, I strongly encourage all MUFA members and particularly our teaching-stream members to provide their input either to MUFA or directly to the Working Group. Just a couple of days ago, a MUFA member reached out and gave the excellent suggestion of a MUFA hosted townhall for teaching-stream faculty and the Working Group. So, please stay tuned...

The terms of reference and the composition of membership for a third joint working group to examine a health care spending account for active members and future retirees will also be considered and agreed upon at Joint Committee this year as stipulated in our current remuneration agreement.

Faculty Renewal

As highlighted in MUFA's remuneration [Opening Statement and Proposal](#) last spring, the MUFA headcount in 2021 was the same if not slightly lower than it was 5 years prior in 2017 whereas student enrolments increased by 17% over the same period. Faculty renewal was one of

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top priorities for MUFA back in 2017 (see the [September 2017 MUFA President's Report](#)) and is an essential investment by the University in maintaining excellence in research and teaching at McMaster. While progress has been made along important dimensions in the hiring of new faculty at McMaster, more can and should be done and I hope MUFA can help to advocate for our future colleagues in the coming year.

As always, we look to our members for feedback. Please reach out to the MUFA with any questions, concerns, comments or suggestions by emailing me at mufapres@mcmaster.ca or the MUFA office at mufa@mcmaster.ca.

I wish you all the best at the start of this new term and look forward to seeing many of you at our Annual General meeting on December 8th, if not before.

*Best wishes,
Katherine Cuff
MUFA President*

HR Reminders

- If you are returning from any type leave, please ensure that your payroll information is accurate. It is important to check that your pay rate and deductions are correct.
- New Faculty Members: Please review your pay stub and check with your HR Advisor to ensure you are paying the proper deductions.
- [How to read your McMaster Pay Statement](#)

Benefits - Understanding Coverage

[SunLife, McMaster's benefits provider](#), provides periodic updates to keep plan members informed with important news and information about group benefits. Recent coverage updates include:

- [Vaccine coverage information](#)
- [Information on international travel](#)
- [Update on out-of-country travel insurance](#)

Awards & Accolades

Congratulations to our award winning members!

- [Four McMaster Researchers Named to Royal Society of Canada](#)
- [Parminder Raina Appointed to Order of Canada](#)
- [Fifteen McMaster researchers have been awarded over \\$2.4 million from SSHRC](#)
- [Six McMaster Engineering-affiliated professionals, including professors and alumni, have been elected to the Canadian Academy of Engineering](#)
- [Five faculty members have been awarded the President's Award for Outstanding Contributions to Teaching and Learning](#)
- [Six McMaster researchers recognized as University Scholars](#)
- [McMaster University's Rosa da Silva receives prestigious OCUFA teaching award](#)

BEST WISHES TO RETIRED FACULTY 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 luncheon in their honour hosted jointly by the Presidents of the University and the Faculty Association

Ellen Badone

Religious Studies

Robert Baker

Biology

Stephanie Baker Collins

Social Work

Mohamed Elbestawi

Mechanical Engineering

Michele George

Classics

Audrey Hicks

Kinesiology

Roger Hyman

English and Cultural Studies

Judy Major-Girardin

School of the Arts

Anne Elaine Savage

English & Cultural Studies

Judith Shedden

Psychology, Neuroscience, and Behaviour

Willi Wiesner

Human Resources and Management

WELCOME NEW MEMBERS

Adedapo Awolayo

Civil Engineering

Rebecca Tory Batstone

Biology

Jonathan Joseph Cannon

Psychology, Neuroscience, and Behaviour

Wei Ting Chen

Electrical and Computer Engineering

Kazem Cheshmi

Electrical and Computer Engineering

Abel Chikanda

Earth, Environment & Society

Cameron Robert Currie

Biochemistry and Biomedical Science

Katherine Florence Davies

Mathematics and Statistics

Jason De Melo

Nursing

Denise Geiskkovitch

Computing and Software

Maria Gintova

Political Science

Alexander Frederick Hall

Interdisciplinary Science

Shaunattonie Lettola Henry

Nursing

Ousmane Hisseine

Civil Engineering

Yoontae Jeon

Finance and Business Economics

Stephen Paul Kelly

Computing and Software

Gitanjali Kolhatkar

Engineering Physics

Hari Krishna Kunduri

Mathematics and Statistics &

Physics and Astronomy

Alexander Emil Leferman

Philosophy

Alexander George Little

Biology

Jennifer Ma

Social Work

Christopher Ryan Morton

Mechanical Engineering

Joseph Okeme

Chemistry and Chemical Biology

Onaizah Onaizah

Computing and Software

Kerry Ellen O'Neill

Philosophy

Joshua Nederveen

Kinesiology

Claire Ramlogan-Salanga

Obstetrics & Gynecology

Thomas Siek

Anthropology

Li-Shan Amanda Sim

Psychiatry and Behavioural Neurosciences

Paul Vincent Snowdon

Strategic Management

Samantha Amy Sommer

Health Policy and Management

Erica Speakman

Social Psychology

Keena Trowell

Mechanical Engineering

Mary-Elizabeth Vaccaro

Social Work

Samantha Wilson

Obstetrics & Gynecology

Derek John Woods

Communication Studies and Media Arts

COMMITTEE STRUCTURE

2022-2023

Standing Committees

Academic Affairs

André Phillion, Materials Science and Engineering

Human Rights & Equity

Deborah Sloboda, Biochemistry and Biomedical Sciences

Joint Committee

Katherine Cuff*, Economics

Kirsten Culver, Nursing

Liss Platt, Communication Studies and Media Arts

Membership

Spencer Pope, Classics

Nominating Committee

Rita Cossa, Strategic Management

Katherine Cuff*, Economics

Nicholas Kevlahan, Mathematics and Statistics

Liss Platt, Communication Studies and Media Arts

Leslie MacNeil, Biochemistry and Biomedical Sciences

Michael Tait, Civil Engineering

OCUFA Director

Liss Platt, Communication Studies and Media Arts

Pension Committee

Claude Eilers*, Classics

Rafael Kleiman, Engineering Physics

Herb Schellhorn, Biology

Public Relations

Katherine Cuff, Economics

Remuneration

Kirsten Culver*, Nursing

Special Enquiries & Grievances Committee

Kirsten Culver, Nursing

Lydia Kapiriri*, Health, Aging & Society

Liss Platt, Communication Studies and Media Arts

Kevin Veenstra,** Accounting and Financial Management

Tenure/Permanence

Gail Krantzberg, Engineering Practice and Technology

Treasurer

Aadil Merali Juma, Accounting and Financial Management

Returning Officer

Catherine Anderson, Linguistics and Languages

*Committee Chair

**Vice Chair

University Committees & Boards

Copyright Working Group

Sara Bannerman, Communication & Media Arts

Honour M Selection Committee

Todd Alway, Political Science

Pension Trust

Claude Eilers, Classics

Rafael Kleiman, Engineering Physics

Herb Schellhorn, Biology

President's Advisory Committee on Building an Inclusive Community

Elisabet Service, Linguistics and Languages

President's Advisory Committee on Relations with Community

Deda Gillespie, Psychology, Neuroscience and Behaviour

Rudy Heinzl Award for Excellence Committee

Neil McLaughlin, Sociology

PASSAGES

Edwin Daniel

Medicine

June 27, 2022

Fred Hall

School of the Arts

August 19, 2022

Taqdir Husain

Mathematics and Statistics

June 22, 2022

James Kramer

Earth, Environment and Society

July 8, 2022

Stuart Mestelman

Economics

June 25, 2022

Mary Watt

Social Work

February 21, 2022

Long Term Disability Update: July 1, 2022 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 about a decrease to Long Term Disability premiums effective July 1, 2022.

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, 2022 from 0.461% to 0.360% 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 8th or July 15th pay deposit, depending on your pay schedule. The chart below includes example salaries and how pay deductions will change:

	Current Premium Rate July 1, 2021 to	Revised Premium Rate July 1, 2022 to June 30, 2023	
	0.461%	0.360%	
Annual Salary	LTD Premium (plus tax) per Biweekly Pay		Change per Bi-weekly Pay
\$100,000	\$20.75	\$16.20	-\$4.55
\$150,000	\$31.12	\$24.30	-\$6.82

* 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.

Frequently Asked Questions and Answers About LTD

What is LTD?

Long Term Disability (LTD) insurance provides employees with income protection in case they are unable to work for an extended period due to illness or disability. If an employee becomes unable to work and loses their employment income as a result, as long as they meet disability criteria as evaluated by the insurer, they receive LTD benefits. The LTD Plan provides income replacement based on 85% of net income to a maximum monthly benefit of \$10,000.

LTD is an employee-paid benefit; therefore, the LTD benefit payments an employee receives when on LTD are not taxed as income. McMaster University is not permitted to contribute any portion of the premium as it would render the benefits taxable, as per the Income Tax Act. Participation in the LTD Plan is mandatory and is a condition of employment for eligible employees. The LTD Plan is provided through Sun Life Financial. The University is the contract holder with Sun Life and Sun Life adjudicates and pays claims and maintains reserve funds to cover expected disability claims.

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Is the LTD Plan fully insured?

Effective July 1, 2020, the LTD Plan became fully insured. Prior to July 1, 2020, the LTD Plan was refund accounted which meant that depending on the results of the program each year, a deficit could result if premiums remitted to Sun Life were not sufficient to cover the cost of the program or a surplus could result if premiums remitted to Sun Life exceeded the cost of the program. While the financial results for the July 1, 2019 to June 30, 2020 Plan year resulted in a deficit for some employee groups, there is no deficit attributable to members of MUFA and MUALA. With the University's move to a fully insured arrangement with Sun Life for the LTD Plan effective July 1, 2020 any future deficits or surpluses that may result in a given year will no longer be the responsibility of the employee groups.

How are LTD premium rates determined?

The LTD Plan is a yearly renewable contract. The premium collected in a given Plan year should be sufficient to pay all the claims incurred in that year plus Sun Life's costs to administer the Plan and all applicable taxes. An LTD claimant may receive payments for many years since the benefit may be payable up to age 65. Premiums must fund both current and future claims.

Premium rates are experience-based by employee group. LTD rates are renewed each year and different premium rates are set for participating employee groups based on the volume and duration of claims incurred by members of that group. Each year, information about LTD is shared with representatives of MUFA and MUALA to enable an understanding of the required change in premiums.

Is the July 1, 2022 premium rate indicative of the July 1, 2023 premium rate?

The premium rates will fluctuate year to year depending on experience. The renewal rate for the July 1, 2022 to June 30, 2023 year is lower than the prior year as a result of the positive experience realized. It is likely that any increase in LTD claims will result in a higher premium rate next year.

What initiatives does McMaster have in place to help reduce time away from work associated with LTD?

[McMaster University strives to promote a work environ-](#)

[ment that is inclusive, respectful, healthy and safe.](#) The University has a variety of programs designed to [support the health, safety and wellbeing of the campus community, including an assortment of Workplace Wellness Programs at McMaster: \[https://hr.mcmaster.ca/employees/health_safety_well-being/\]\(https://hr.mcmaster.ca/employees/health_safety_well-being/\)](#). Employees of McMaster have access to the Employee and Family Assistance Program (EFAP) with Homewood Health.

Programs are also in place to enable staff and faculty to remain productive at work through workplace accommodations. Employee Health Services also works with employees and leaders to lessen the duration of absences due to illness or injury. This includes management of medical leaves during the Salary Continuance entitlement period, supportive return to work initiatives, and providing workplace accommodations to assist employees with return to work.

[Faculty and Librarians have access to mental health benefits of \\$3,000 per person per benefit year for the employee and each of their eligible dependents. Please refer to your Sun Life benefit booklet to see the list of eligible mental health practitioners.](#)

All of these programs and policies are aimed at providing support to employees and reducing the number and duration of employee absences.

Additional Information

Should you have any questions regarding the LTD Plan, please refer to the Total Rewards webpage for [MUFA](#) or [MUALA](#) or contact your area [HR Representative](#).

Additional information is also available in the [LTD FAQs](#).

HAVE QUESTIONS ABOUT CLASSROOM OR OFFICE SPACE VENTILATION?

Please contact

FSUtilitiesClerk@mcmaster.ca.

Facilities services can also provide HEPA filter units in offices and meeting rooms in buildings without mechanical ventilation upon request.

MUFA FACULTY 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	Kevin Veenstra	INTERDISCIPLINARY SCIENCE	Chad Harvey
ANESTHESIA	Jennifer Nash	KINESIOLOGY	Krista Madsen
ANTHROPOLOGY	Basit Iqbal	LABOUR STUDIES	Stephanie Premji
SCHOOL OF THE ARTS	Matthew Woolhouse	LIBRARY	Wade Wyckoff
BIOCHEMISTRY& BIOMEDICAL SCIENCE	Russell Bishop	LINGUISTICS & LANGUAGES	Nikolai Penner
BIOLOGY	Suleiman Igdoura	MARKETING	Marvin Ryder
CHEMICAL ENGINEERING	Prashant Mhaskar	MATERIALS SCIENCE	Andre Phillion
CHEMISTRY & CHEMICAL BIOLOGY	Ryan Wylie	MATHEMATICS & STATISTICS	Megumi Harada
CIVIL ENGINEERING	Samir Chidiac	MECHANICAL ENGINEERING	Gary Bone
CLASSICS	Claude Eilers	MEDICINE	VACANT
COMMUNICATION STUDIES & MEDIA ARTS	Andrew Mactavish	NURSING	Michelle Butt
COMPUTING & SOFTWARE	Antoine Deza	OBSTETRICS & GYNECOLOGY	Derek Lobb
EARTH, ENVIRONMENT & SOCIETY	Sean Carey	OPERATIONS MANAGEMENT	Elkafi Hassini
ECONOMICS	Anastasios Papanastasiou	PATHOLOGY & MOLECULAR MEDICINE	Laurie Doering
ELECTRICAL & COMPUTER ENGINEERING	James Chen	PEDIATRICS	Joyce Obeid
ENGINEERING PHYSICS	Rafael Kleiman	PHILOSOPHY	Nancy Doubleday
ENGINEERING TECHNOLOGY	Konstantinos Apostolou	PHYSICS & ASTRONOMY	Maikel C. Rheinstadter
ENGLISH & CULTURAL STUDIES	David Clark	POLITICAL SCIENCE	Inder Marwah
FAMILY MEDICINE	Matthew Kwan	PSYCHIATRY & BEHAVIOURAL NEUROSCIENCE	James MacKillop
FINANCE & BUSINESS ECONOMICS	John Siam	PSYCHOLOGY, NEUROSCIENCE & BEHAVIOUR	Deda Gillespie
FRENCH	Nicholas Serruys	REHABILITATION SCIENCES	Brenda Vrkljan
HEALTH, AGING & SOCIETY	Meridith Griffin	RELIGIOUS STUDIES	Matthew Thiessen
HEALTH POLICY & MANAGEMENT	Glen Randall	SOCIAL WORK	Christine Sinding
HEALTH RESEARCH METHODS, EVIDENCE & IMPACT	Amiram Gafni	SOCIOLOGY	Karen Robson
HISTORY	Karen Balcom	STRATEGIC MANAGEMENT	Rita Cossa
HUMAN RESOURCES & MANAGEMENT	Catherine Connelly	SURGERY	Janie Astephen-Wilson
INFORMATION SYSTEMS	Ali Montazemi		

BENEFIT YEAR END REMINDER

Please note the benefit year end is June 30th. Please ensure all claims dated from July 1, 2021 to June 30, 2022 are submitted to Sun Life prior to September 30, 2022.

Late claim submissions will not be reimbursed.

Below is a high-level review of the policy activities of the Senate of McMaster University during the 2021-22 session.
Additional details about activities of the Senate can be obtained by contacting the Secretariat at senate@mcmaster.ca

Established

Faculty Respondent Option for External Recommendation of Sanctions Policy
Graduate Expectations Arising from the McMaster Vaccination Policy
Policy Framework, McMaster University
Undergraduate Expectations for McMaster Vaccination Policy

Revised

Academic Integrity Policy
Academic Program Development and Review, Program on
By-Laws – Faculty of Engineering
By-Laws – Senate
Code of Student Rights and Responsibilities
Discrimination and Harassment Policy
Allowed Hours of On-Campus Work for Full-time Graduate Students
Faculty General Grievance Procedure revised to Faculty Grievance Policy
Faculty of Health Sciences Associate Member Policy (Graduate Studies policy)
Graduate Course Management Policy
Graduate Expectations Arising from the McMaster Vaccination Policy
Requests for Relief for Missed Academic Term Work – Winter Term 2022, Policy on
SPS B13 - Extension of Timeline for Academic Assessments in Response to the COVID-19 Pandemic
Sexual Violence Policy
Undergraduate Expectations for McMaster Vaccination Policy

Rescind

Graduate Course Outline Policy

(University Policies, Procedures and Guidelines [website](#))

Childcare Allowance

The gross payment for the childcare allowance was **\$2431.25** and was included in the August 5, 2022 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>

Provincial election top of mind at May OCUFA Board Meeting

On the weekend of May 14–15, the OCUFA Board met for its first hybrid meeting since the beginning of the pandemic and the final meeting of the 2021-22 academic year. Members attended in person and joined virtually from across Ontario to discuss the provincial election, political advocacy, on-campus action, and new postsecondary education developments in Ontario. In addition, new members of the Executive were elected for the 2022-23 academic year.

2022 Ontario provincial election

With the provincial election in full swing, members were presented with updates on where the major parties stood on OCUFA's election priorities, what announcements they had made as part of their platforms, and the ridings that would be key to determining the next provincial government. In addition, the meeting provided an opportunity to highlight member events and actions in ridings across the province, including those associated with the Ontario Federation of Labour's May 1 Day of Action, as faculty, academic librarians, and other academic professionals sought to pressure their local candidates into supporting Ontario's public universities.

Now that a Progressive Conservative government has been re-elected, OCUFA's advocacy work will refocus on pushing this government to consider a new approach to postsecondary education while working with faculty to build a university system that receives strong support from the provincial government.

Laurentian University

Laurentian University is now into its second year struggling to rebuild following the university administration's unprecedented decision to use the Companies' Creditors Arrangement Act (CCAA) to gut the university by closing dozens of programs and cutting hundreds of jobs. OCUFA has long called for the university's senior administration to resign and for the provincial government to step in with immediate and long-term financial support.

In the wake of scathing reports from the Auditor General of Ontario and the French Language Services Commissioner of Ontario, the OCUFA Board passed a formal motion reaffirming OCUFA's demand that Laurentian President Robert Haché, Provost Marie-Josée Berger, and Associate Vice-President Serge Demers resign from their positions immediately.

New Equity Toolkit

Meeting participants were presented with OCUFA's new Employment Equity Toolkit, which is intended to provide a wide variety of examples of how to imagine and incorporate an equity lens into faculty and academic librarianship association work. The toolkit was developed by a special working group, which reviewed equity policies at universities across Ontario and developed a primer and comprehensive checklist to guide associations in their efforts to improve equity at their institutions and within their own structures.

Additional governance resources

Representatives for OCUFA's University Governance Committee reviewed the most recent resources developed by the group, noting the important work involved in bolstering shared collegial governance at Ontario's universities—especially in the wake of the COVID-19 pandemic, which resulted in an erosion of collegial governance practices at many Ontario universities.

(Continued on page 13)

Bargaining

This has been a busy year for university bargaining, with many faculty associations currently at the table. Part of the Board meeting focused on OCUFA's Countdown to Strong program, which is meant to support member associations in leveraging their power at the bargaining table. Bill 124 and the re-election of the Ford government mean strong campus unions have become even more important for ensuring that the interests of faculty, academic librarians, and other academic professionals are defended.

Presentation on the University Pension Plan

The Board meeting featured a special presentation from representatives of the University Pension Plan (UPP). Barbara Zvan (President and Chief Executive Officer), Gale Rubenstein (Chair of the Board of Trustees), Joanna Lohrenz (Chief Pension Services Officer), Faisal Siddiqi (Managing Director, Actuarial), and Cynthia Messenger (Employee Sponsor's representative) provided a comprehensive overview of the UPP. They described its shared governance structure, provided updates on its development, showed how it compares to other pension plans, and gave some details on the process involved in moving to the UPP from another pension plan for those who may be interested.

This was part of an ongoing series of workshops and educationals designed to assist member associations in considering the best pension options for their members.

Health and safety

On Ontario's university campuses, many masking and vac-

ination mandates are being rolled back as we head into the summer. OCUFA members discussed the safeguards in place on their campuses and the role OCUFA might play in ensuring proper provincial guidance is in place for the fall term.

Election of 2022-23 OCUFA Executive

Congratulations to the newly elected OCUFA Executive who will take office on July 1, 2022.

Chair of Board: Associate Professor Gyllian Phillips, Nipissing University Faculty Association

Members-at-large:

Associate Professor Daniel Paré, Association of Professors of the University of Ottawa

Contract Faculty Instructor Kimberly Ellis-Hale, Wilfrid Laurier University Faculty Association

Associate Professor Kate Lawson, Faculty Association of the University of Waterloo

They will join President Sue Wurtele (Trent University Faculty Association), Past-President Rahul Sapra (X/Ryerson Faculty Association), and Treasurer Mike Eklund (University of Ontario Institute of Technology Faculty Association) whose term was extended for another year by a vote of the Board. In addition, it was announced that an election for Vice-President would be held at a special meeting on June 17, following the resignation of Vice-President Jennifer Sutton, effective June 30, 2022.

The next regularly scheduled OCUFA Board of Directors meeting will be held in October 2022.

House For Lease

Single family side split situated on a quiet, child friendly street in Lorne Park, Mississauga. Walking distance to public schools, parks, and trails, and a short bike ride to Lake Ontario. Approximately 10 minute drive to Clarkson GO train station, 25 minute drive to Ron Joyce Centre/ DeGroot School of Business, and 45 minute drive to McMaster University's main campus.

House is roughly 2500 square feet with three bedrooms, three bathrooms, office (or fourth bedroom), finished basement, wood burning fireplace, open concept kitchen with stainless steel appliances, hardwood floors, 2 car garage, driveway, and a private backyard with inground swimming pool.

Available December 1, 2022. \$4,800/month.

Inquiries please contact Pilar Michaud @ pilar.michaud@gmail.com

CAMPUS CLASSROOM TECHNOLOGIES INFORMATION

Contact:

[CCT Main Office: 905-525-9140 x22761](tel:905-525-9140)

Email: cct@mcmaster.ca

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

Hours:

Monday to Friday: 8:00am – 4:30pm

Monday to Thursday Evening phone support: 4:30pm – 9:30pm (Fall/Winter terms only)

Campus Classroom Technologies (CCT):

We support the audio video 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.

Campus Classroom Directory:

<https://library.mcmaster.ca/spaces/cct/classroom-directory>

Provides classroom details, list of installed audio visual technology and picture(s) of room.

Classroom Orientation:

Email cct@mcmaster.ca

There are also videos and links on our website to assist with the different technologies, example video: [Crestron Touch Screen](#)

Echo360 - Lecture Capture:

<https://library.mcmaster.ca/services/lecture-capture-echo360>

Lecture capture (with optional live streaming) and student engagement platform allows instructors to record audio and visual display.

Avenue to Learn and Echo 360 Integration:

[Integrating Echo360 from Within Your Avenue Course Shell](#) instructions.

This Integration allows all students enrolled in the course to have access to the Echo 360 recordings. This is a simple process only requiring a few quick steps.

Schedule automatic recording of lecture in an Echo 360 enabled room: send request to cct@mcmaster.ca with the following information:

1. [Course code, course name, section name \(eg. C01\) and term](#)
2. Instructor email address
3. Building and room number
4. Class schedule, including days and times for lectures
5. Will the recording also be live streamed?
6. Do you want the recorded video to be made available immediately or delay the availability? You may wish to delay student access to give you time to make any timeline edits.
7. Do you want the video content to become unavailable to students after a period of days?
8. Will the recordings be shared through Avenue to Learn? If so, has Echo360 been added as an external learning tool?

Echo360 Training and Support:

If you would like to book a one-on-one orientation session, you can [Schedule a Meeting](#).

Meeting Owl Pro:

<https://library.mcmaster.ca/index.php/services/meeting-owl>

This is [a 360-degree camera, mic, and speaker combined into one easy-to-use device](#). It creates the experience of in-person participation for hybrid teams and integrates seamlessly with the conferencing platforms you already use. We have put together a portable kit with tripod that Instructors can borrow and use in their classrooms. It is available to borrow through the main service desk of Mills and Thode Library. If you would like a demonstration, please contact us to setup an orientation.

New Faculty 2022-23 Workshop Series Hosted by the Office of the Provost

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 there!

2022

All workshops are in-person from 3pm to 5pm.

We will also offer the option of registering to attend the event remotely.

Friday, September 30

Welcome & Reception

Location: West Room, Faculty Club (Alumni Memorial Hall)

Register at: [Welcome](#)

Friday, October 28

What's new in Teaching & Learning

Location: West Room, Faculty Club (Alumni Memorial Hall)

Register at: [Teaching & Learning](#)

Friday, November 25

Granting & Funding Landscape

Location: West Room, Faculty Club (Alumni Memorial Hall)

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

Friday, December 9

Graduate Supervision

Location: West Room, Faculty Club (Alumni Memorial Hall)

Register at: [Graduate Supervision](#)

2023

All workshops are in-person from 3pm to 5pm.

We will also offer the option of registering to attend the event remotely.

Friday, January 20

Understanding Academic Integrity

Location: Crescent House, 132 Mayfair Crescent

Register at: [Academic Integrity](#)

Friday, February 10

Building Your Research Portfolio

Location: Crescent House, 132 Mayfair Crescent

Register at: [Building Research Portfolio](#)

Friday, March 3

The Culture of Collaborations

Location: Crescent House, 132 Mayfair Crescent

Register at: [Collaborations](#)

Friday, April 14

Knowledge & Scholarship through Experiential Learning

Location: West Room, Faculty Club (Alumni Memorial Hall)

Register at: [Experiential Learning](#)

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Career Progress/Merit Scheme (CP/M) and Record of Activities Form (ROA) workshop

This one-hour workshop will cover the fundamentals of the CP/M scheme and will provide some guidance about how best to fill out the Record of Activities form. It is geared towards new MUFA faculty members in their first few years at McMaster from Faculties other than Health Sciences.

We offer two dates (same offering) in January each year. Check out the Office of the Provost website for more information: provost.mcmaster.ca/faculty-research/new-faculty-resources/

Other workshops and programs

The Office of the Provost also offer other workshops and programs (such as Tenure, Permanence & Promotion workshops) throughout the year. Information can be found on the Office of the Provost website: provost.mcmaster.ca/faculty-events/

If you have any questions, please contact:

Cara-Jane Dempsey, [Office of the Provost](https://provost.mcmaster.ca/office-of-the-provost/)
FacultyLeadership@mcmaster.ca

FACULTY WORKLOAD GUIDELINES

- [Guidelines for Load Teaching in the Spring/Summer Session, the Twilight Hour or Evening](#)
- [DeGroote School of Business](#)
- [Faculty of Engineering](#)
- [Faculty of Health Sciences](#)
- [Faculty of Humanities](#)
- [Faculty of Science](#)
- [Faculty of Social Sciences](#)
- [Statement on Balancing Teaching, Research and Service Contributions for Tenure-Stream Faculty Members](#)



MUFA GENERAL MEETING

Thursday, December 8th

2:30pm

Council Chambers

MCMASTER UNIVERSITY FACULTY ASSOCIATION

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

(905) 525-9140 ext. 24682/20297

Email: mufa@mcmaster.ca

Website: <https://macfaculty.mcmaster.ca/>

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