



# MUFA Newsletter

McMASTER UNIVERSITY FACULTY ASSOCIATION

November 2022 - Volume 49.2  
Editor: Katherine Cuff

Dear MUFA Faculty Members,

On November 18<sup>th</sup>, leaders from CUPE 3906 Unit 1 which represents both undergraduate and graduate student teaching assistants and graduate student research assistants in lieu here at McMaster, together with representatives from the University Administration, will meet with a provincial mediator to try to achieve a resolution to their ongoing negotiations.

As faculty members at McMaster, our academic lives are closely intertwined with those of our teaching and research assistants; we share a common purpose in delivering high quality education and advancing academic research. We recognize that they are integral to our ability to be successful in teaching and research. They are also our undergraduate and graduate students whose success in their own academic pursuits we are committed to. For these reasons, we believe it is imperative that a resolution is reached that is fair and equitable and that recognizes the important contributions made by TAs and RAs in lieu in the successful fulfilment of our shared academic mission.

We understand that without a satisfactory resolution CUPE 3609 Unit 1 may decide to exercise their legal right to strike and that there could be a range of responses from faculty members in light of such potential labour action. MUFA is here to support you and respect your choices, however you choose to engage with such action. As faculty members, your rights and responsibilities during such work stoppage are articulated in the Joint Committee policy listed below. We have also listed below the rights and responsibilities of undergraduate students during a work stoppage. If you have any questions or concerns, please get in touch with us by emailing the MUFA President at [mufapres@mcmaster.ca](mailto:mufapres@mcmaster.ca).

Thank you,  
[McMaster Faculty Association Executive Members, 2022-2023](#)

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## **Rights and Responsibilities of Faculty during Work Stoppages by Other Groups**

This statement is complementary to, and not a substitute for, the statement of “Duties and Responsibilities of Faculty Members” in the [Code of Conduct for Faculty](#). Additional responsibilities of faculty members who also hold administrative positions are described in the terms of reference for these positions.

1. A faculty member has the right to respect the efforts of other employees to secure a collective agreement.
2. A faculty member is under no obligation to carry out the duties of any University employee engaged in a work stoppage (either a strike or a lockout) nor shall he/she be subject to disciplinary action for failing to do so.
3. A faculty member who chooses to assist employees on a work stoppage by, for example, joining the picket lines or speaking on behalf of the striking or locked out employees, shall not be sanctioned for this behaviour.
4. A faculty member has a right not to cross a picket line of striking or locked out employees. In instances where the faculty member elects to exercise this right, and has normal scheduled duties, including the teaching of courses, that would be affected by declining to cross a picket line, either
  - (a) the faculty member has made other arrangements for carrying out the scheduled duties, and these arrangements have been approved by the appropriate Chair/Director; or
  - (b) the faculty member has a responsibility to advise the appropriate Chair/Director as early as reasonably possible that he/she will not be available for the scheduled duties, it being understood that, for each day on which this occurs, the member will be deemed to have sought and been granted a one-day leave without pay, but with fringe benefits.
5. Circumstances beyond the faculty member’s control may prevent him/her from fulfilling scheduled duties during a work stoppage. In such circumstances, 4(a) and 4(b) above do not apply.

## **Rights and Responsibilities of Undergraduate Students During Work Stoppages That Substantially Disrupt Academic Activities**

The University recognizes that a work stoppage involving University employees that substantially disrupts academic

activities may have a significant impact on the ability of students to carry out their studies. The University also recognizes the need to treat students fairly and equitably, and at the same time, to protect the academic integrity of the University’s courses and programmes.

Once a disruption is declared by the University:

1. Students shall be kept informed in a timely manner of any changes to the course requirements and the re-scheduling of any academic activities. If accommodations to course requirements are made with the agreement of both the instructor(s) and student(s), the alternate arrangements cannot be reversed without the agreement of both parties.
2. Course withdrawal deadlines (academic and financial) shall be suspended during a disruption, and extended until one week after the end of a disruption, whether or not the withdrawal deadline has passed, and, in any event, no later than the first day of the Test and Examination ban.
3. Students may be unable, or may choose not to, participate in academic activities during a work stoppage; in such cases students shall not be penalized academically. Nevertheless, students remain responsible for meeting course requirements. Students, therefore, have a right to extended deadlines, make-up tests and assignments, reasonable alternative access to course materials, and/or other special arrangements as may be appropriate.
4. Students may not have the same learning experience during a disruption; however, the University will make every effort to provide the highest quality of education possible at that time.
5. A student who considers that a disruption has unreasonably affected his/her grade in a course may appeal the grade in accordance with the procedures described in the Student Appeal Procedures. Any time limit specified in the Student Appeal Procedures that occurs during a disruption shall be extended accordingly.

For the complete electronic version of the **Rights and Responsibilities of Faculty during Work Stoppages by Other Groups**, please see <https://secretariat.mcmaster.ca/app/uploads/2019/06/Rights-and-Responsibilities-during-Work-Stoppages.pdf>.

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## PASSAGES

**Bernhard Banaschewski**

Mathematics and Statistics

*November 1, 2022*

**Rubens Lintz**

Mathematics and Statistics

*September 22, 2022*

For the “Duties and Responsibilities of Faculty Members” in the Code of Conduct for Faculty and Procedure for Taking Disciplinary Action policy, please see <https://secretariat.mcmaster.ca/app/uploads/Code-of-Conduct-for-Faculty-and-Procedure-for-Disciplinary-Action.pdf>.

For the complete electronic version of the **Rights and Responsibilities of Undergraduate Students During Work Stoppages That Substantially Disrupt Academic Activities**, please see <https://secretariat.mcmaster.ca/app/uploads/2019/06/Rights-Responsibilities-of-Undergraduates-During-Work-Stoppages.pdf>

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## WELCOME NEW MEMBERS

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**Ameer Abdelhadi**

Electrical and Computer Engineering

**Shahrukh Athar**

Electrical and Computer Engineering

**Geoffrey Jordan Cameron**

Political Science

**Ryan Cloutier**

Physics and Astronomy

**Andrea Darzi**

Anesthesia

**Hong Han**

Biochemistry and Biomedical Sciences

**Lindsay Robyn Kalan**

Biochemistry and Biomedical Sciences

**Anastasis Kratsios**

Mathematics and Statistics

**Jessica Maxwell**

Health, Aging and Society

**Mehdi Moradi**

Computing and Software

**Shakirudeen Salaudeen**

Mechanical Engineering

**Lynne Serviss**

Library

**Christine Swintak**

School of the Arts

**Rodrigo Alejandro Vargas Hernandez**

Chemistry and Chemical Biology

**Dena Zeraatkar**

Anesthesia

# YEARS OF SERVICE\*

Congratulations to the following MUFA members celebrating milestone years of service as of November 1, 2022.

## 10 YEARS

<b>Ronald Balvers</b> Finance and Business Economics	<b>Younggy Kim</b> Civil Engineering	<b>Joelle Papillon</b> French
<b>Neil Barr</b> Health Policy and Management	<b>David Latulippe</b> Chemical Engineering	<b>Angela Scott</b> Pathology
<b>Lotfi Belkhir</b> School of Engineering Technology	<b>Yvonne Leblanc</b> Health, Aging and Society	<b>Lynne Serviss</b> Library Services & Facilities
<b>Kathryn Bernar</b> Materials Science and Engineering	<b>John Maheu</b> Finance and Business Economics	<b>Deborah Sloboda</b> Biochemistry
<b>Berker Bilgin</b> Electrical and Computer Engineering	<b>Lawrence Mbuagbaw</b> Health Evidence and Impact	<b>Seshasai Srinivasan</b> School of Engineering Technology
<b>Fei Chiang</b> Computing and Software	<b>Brent Mcknight</b> Strategic Management	<b>Ayse Turak</b> Engineering Physics
<b>Andrew Costa</b> Health Evidence and Impact	<b>Aadil Merali Juma</b> Accounting and Financial Management	<b>Sandra VanderKaay</b> Rehabilitation Sciences
<b>Kristina Durham</b> Rehabilitation Sciences	<b>Gillian Mary Mulvale</b> Health Policy and Management	<b>Kevin Veenstra</b> Accounting and Financial Management
<b>Chelsea Gabel</b> Health, Aging and Society	<b>Shinya Nagasaki</b> Engineering Physics	<b>Tom Wanyama</b> School of Engineering Technology
<b>Paul Glavin</b> Sociology	<b>Aimee Nelson</b> Kinesiology	<b>Fengjun Yan</b> Mechanical Engineering

## 15 YEARS

<b>Ilana Bayer</b> Pathology	<b>Wendy D'Angelo</b> Linguistics and Languages	<b>Joseph Kim</b> Psychology, Neuroscience and Behaviour
<b>Jason Walter Busse</b> Anaesthesia	<b>Shaminder Dhillon</b> Rehabilitation Sciences	<b>Anne Klassen</b> Pediatrics
<b>Tristan Carter</b> Anthropology	<b>Jonathan Dushoff</b> Biology	<b>Susan Mccracken</b> Accounting and Financial Management
<b>Nancy Marie Carter</b> Nursing	<b>David Feinberg</b> Psychology, Neuroscience and Behaviour	<b>Andrew Mente</b> Health Evidence and Impact
<b>Jun Chen</b> Electrical and Computer Engineering	<b>Jeff Fortuna</b> School of Engineering Technology	<b>Sandra Moll</b> Rehabilitation Sciences
<b>James Cotton</b> Mechanical Engineering	<b>Rebecca Gewurtz</b> Rehabilitation Sciences	

(Continued on page 5)

\*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.

**Sandra Monteiro**

Medicine

**Jennifer Ostovich**

Psychology, Neuroscience and Behaviour

**Meredith Vanstone**

Family Medicine

**Richard Monture**

English and Cultural Studies

**Laura Parker**

Physics and Astronomy

**Gregory Robert Wohl**

Mechanical Engineering

**Eu-gene Ng**

School of Engineering Technology

**Sameer Parpia**

Oncology

**Feng Xie**

Health Evidence and Impact

**Michael Noseworthy**

Electrical and Computer Engineering

**Janet Pritchard**

Interdisciplinary Science

**Nikolaos Yiannakoulis**

Earth, Environment & Society

**Duncan O'Dell**

Physics and Astronomy

**Brian Timmons**

Pediatrics

## 20 YEARS

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**Paul Ayers**

Chemistry & Chemical Biology

**Carlos Filipe**

Chemical Engineering

**Violetta Ignieski**

Philosophy

**Mohamed Bakr**

Electrical and Computer Engineering

**Robert Fleisig**

School of Engineering Technology

**Takashi Imai**

Physics and Astronomy

**Andre Bedard**

Biology

**Catherine Frost**

Political Science

**Magdalena Janus**

Psychiatry

**Sarah Brophy**

English and Cultural Studies

**Raja Ghosh**

Chemical Engineering

**Sharon Kaasalainen**

Nursing

**Ian Bruce**

Electrical and Computer Engineering

**James Gillett**

Health, Aging and Society

**Wolfram Kahl**

Computing and Software

**Jacques Carette**

Computing and Software

**Melinda Gough**

English and Cultural Studies

**George Karakostas**

Computing and Software

**Alan Chen**

Physics and Astronomy

**Gillian Ruth Goward**

Chemistry & Chemical Biology

**Peter Kruse**

Chemistry & Chemical Biology

**Chih-Hung Chen**

Electrical and Computer Engineering

**Peter Graefe**

Political Science

**Jim Lyons**

Kinesiology

**Paul Contoyannis**

Economics

**Matheus Da Rocha Grasselli**

Mathematics and Statistics

**Helen McDonald**

Family Medicine

**Sarah Dickson**

Civil Engineering

**Peijun Guo**

Civil Engineering

**Patricia McNiven**

Family Medicine

**Reuven Dukas**

Psychology, Neuroscience and Behaviour

**Yaser Haddara**

Electrical and Computer Engineering

**Peter Miu**

Finance and Business Economics

**Gary Dumbrill**

School of Social Work

**Mohamed Hamed**

Mechanical Engineering

**Iris Mujica**

Nursing

**Sorina Dumitrescu**

Electrical and Computer Engineering

**Paul Higgs**

Physics and Astronomy

**Hector Antonio Paez**

Earth, Environment & Society

**Wael El-Dakhkhni**

Civil Engineering

**Dana Hollander**

Religious Studies

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**Joanna Pierazzo**

Nursing

**Darren Scott**

Earth, Environment & Society

**Alan Wassyng**

Computing and Software

**Allison Platt**

Communication Studies and Media Arts

**Lehana Thabane**

Health Evidence and Impact

**Xiaolin Wu**

Electrical and Computer Engineering

**Mel Rutherford**

Psychology, Neuroscience and Behaviour

**Ratnasingham Tharmarasa**

Electrical and Computer Engineering

**Dongmei Zhao**

Electrical and Computer Engineering

**Lisa Schwartz**

Health Evidence and Impact

**Nicole Wagner**

Information Systems

## **25 YEARS**

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**Daniel Coleman**

English and Cultural Studies

**Dmitri Malakhov**

Materials Science and Engineering

**Emil Sekerinski**

Computing and Software

**John Lavis**

Health Evidence and Impact

**Susanna O'Brien**

English and Cultural Studies

**Bruce Wainman**

Pathology

**Yvonne Lawlor**

Nursing

**Louis Schmidt**

Psychology, Neuroscience and Behaviour

## **30 YEARS**

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**Stanley Alama**

Mathematics and Statistics

Biology

**Ari Shali**

Pathology

**Lia Bronsard**

Mathematics and Statistics

**Harriet Louise Macmillan**

Psychiatry

**Laurel Trainor**

Psychology, Neuroscience and Behaviour

**Ana Campos**

Interdisciplinary Science

**Teal McAteer**

Human Resources and Management

**Christine Wilson**

Physics and Astronomy

**Brian Golding**

**Tony Porter**

Political Science

## **35 YEARS**

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**Jean-Pierre Gabardo**

Mathematics and Statistics

**Stephanie Atkinson**

Pediatrics

**Prakash Abad**

Operations Management

**Brian Leber**

Medicine

**Mckenzie Wang**

Mathematics and Statistics

**John Colarusso**

Anthropology

**Mitchell Levine**

Health Evidence and Impact

**William Hanley**

French

**Mohamed Shehata**

Accounting and Financial Management

**Matthew Valeriotte**

Mathematics and Statistics

## **40 YEARS**

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## **45 YEARS**

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## REVIEW OF THE DISCRIMINATION & HARASSMENT AND SEXUAL VIOLENCE POLICIES

We noticed with interest a recent invitation for faculty to provide input to the cyclical review of the University's Discrimination & Harassment and Sexual Violence policies. Numerous concerns arose in recent applications of these policies that we thought should be shared with our MUFA colleagues. Our aim is to encourage informed input from MUFA members to the cyclical review of these policies that will benefit all members of the campus community. Our concerns are as follows:

The way current policies are written, the Sexual Violence Prevention and Response Office (SVPRO) is to receive complaints; if allegations in a complaint constitute prima facie evidence that a policy was violated, then a full investigation is initiated. In practice, we have learned that the policy allows for an investigation to begin before the allegations have been tested in any way, and also before the respondent has been made aware of the allegations and given an opportunity to respond. The launch of an investigation before allegations have been tested makes it exceedingly important for the investigation to be kept confidential.

Yet, on July 28th, 2020 and August 21st, 2020, the administration publicly released information in the Daily News regarding allegations against three of our faculty members before any investigation of those allegations had occurred, and before the respondents had been given an opportunity to respond to the allegations.

Ultimately, when a full investigation was completed, it was determined that none of these faculty members had violated any policies.

There are numerous policy concerns raised by these events, but here are two important issues on which input from MUFA members is especially encouraged:

1. It may be a good thing that a full investigation can be triggered by allegations alone, however, this evidentiary

standard has its risks. We ask the campus community to consider, given this prima facie evidence standard, what precautions are necessary to ensure that identities are kept confidential, both for the sake of people who will ultimately be reintegrated into the workplace, and for the integrity of the investigation.

2. Importantly, in both the Discrimination & Harassment and Sexual Violence policies, the administration has the power to apply interim measures against a respondent without seeking their input on the allegations or the conditions of the interim measures. For example, recent applications of these policies have taught us that a respondent can be suspended or put on leave without first being given an opportunity to address untested allegations against them. We ask the campus community to consider whether the administration should be required to seek input from a respondent before applying interim measures against them.

Public disclosures to the campus community, and application of interim measures, based solely on untested allegations—without seeking input from respondents—can (and did) cause substantial harm to members of our campus community. We encourage faculty to read the policies carefully, and to provide much needed input to the cyclical review process. In our view, changes to the policies are essential to the well-being of the entire campus community—it must be made much more difficult for the administration to make public announcements about allegations, and to apply interim measures, based solely on prima facie evidence from a complainant, prior to seeking any input from respondents, and before any investigation of the complaint has been conducted.

Thank you for your consideration,  
Mel Rutherford, Chair, PNB  
Bruce Milliken, Former Chair, PNB

# Your Voice Matters:

## 2022 policy review of McMaster's **Discrimination & Harassment Policy** and **Sexual Violence Policy**

The Equity and Inclusion Office (EIO) is inviting McMaster staff, faculty, and students to provide feedback on these two policies.

### **SURVEY**

- Check your McMaster email on November 1 for a link, or visit [equity.mcmaster.ca/events](https://equity.mcmaster.ca/events)
- Fill out the anonymous survey by Wednesday, November 30

### **FOCUS GROUPS**

- Focus Groups will be conducted on Zoom
- Opportunity to contribute verbally or in the chat box
- Register at [equity.mcmaster.ca/events](https://equity.mcmaster.ca/events)

### **STUDENTS**

Tuesday, November 15 | 5 p.m. - 6 p.m.

### **STAFF**

Tuesday, November 22 | 12 p.m. - 1 p.m.

### **FACULTY**

Thursday, November 24 | 9 a.m. - 10 a.m.



Equity and  
Inclusion Office



# APPLY NOW FOR TUITION AND BURSARY BENEFITS

The [Tuition Assistance and Bursary Benefits](#) program supports lifelong learning and academic wellness for McMaster employees, retirees, and their families. Applications are now open for the 2022/2023 academic year (e.g., courses completed between September 2022 and August 2023). Learn more about the benefit programs below.

McMaster employees can apply for **Tuition Assistance** and spouses/dependants are eligible for the **Tuition Bursary**. Both programs provide the opportunity for participants to enroll in academic courses at McMaster or other approved post-secondary institutions.

Make sure to read through the application instructions on the [Tuition Assistance and Bursary Benefit](#) webpage, which includes step by step instructions and details about application timelines.

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## Tuition Assistance Program

The Tuition Assistance benefit is intended for active employees and offers reimbursement of up to \$ 3,573.18 for academic courses taken in a given academic year. See below an overview of program types. For complete information about eligibility and instructions of how to apply, visit the [Tuition Assistance and Bursary Benefit](#) webpage.

Program Type	Application Process
McMaster University undergraduate and graduate degree credit courses	Submit an online application at any time until July 23, 2023 through the AwardSpring tile in Mosaic. Applications are separated by Fall/Winter and Spring/Summer terms.
McMaster University and McMaster Continuing Education academic certificate or diploma courses	Complete and submit this employee tuition assistance application at any time within the academic year of the course taken
McMaster Continuing Education Professional Development Essentials courses (now eligible as a microcredential)	If it is your first time enrolling, complete and submit this employee tuition assistance application to confirm eligibility
non-McMaster University undergraduate and graduate degree credit courses, and diploma and certificate courses	Complete and submit this employee tuition assistance application at any time within the academic year of the course taken

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## Tuition Bursary Program

The Tuition Bursary benefit is available for dependents and spouses of eligible employees to receive reimbursement for academic courses. For complete information about eligibility and instructions on how to apply, please visit the [Tuition Assistance and Bursary Benefit](#) webpage.

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Program Type	Application Process
McMaster University undergraduate and graduate degree credit courses (with the maximum benefit amount being \$2,325.00 per academic term).	Student to submit online application at any time until July 23, 2023 through the AwardSpring tile in Mosaic. Applications are separated by Fall/Winter and Spring/Summer terms.
Members of MUFA, TMG and SAL are also eligible for a Bursary Benefit for dependants and spouses to receive an annual reimbursement for academic courses from accredited Canadian and international universities and colleges (NEW for 2023).	The employee must apply annually on behalf of their spouse/dependant using the External Tuition Bursary tile in Mosaic. There are two forms that are required to complete the application. Part 1 of the application opens November 1 for the 2022/2023 academic year and is due by July 31,

For any other questions about these programs, please contact Human Resources Services at 905-525-9140 ext. 222-HR(47) or [hr.mcmaster@mcmaster.ca](mailto:hr.mcmaster@mcmaster.ca).



## Mac Mindfulness

Ready to try mindfulness or want to expand your existing practice?

Mac Mindfulness invites you to participate in a four-week mindfulness program to help you develop a more grounded perspective on your work and personal life experiences. These sessions are guided by Koru, an evidence-based mindfulness curriculum designed originally for university-aged adults that is now being widely used across campuses and in communities.

The course will help you to better manage your stress and focus. Mindfulness participants who have completed the program have learned and applied the mindfulness-based, stress-management strategies and reported that they feel improved calmness and greater self-compassion and awareness.

Space is limited and capped at 15 participants. Commitment to the full four weeks is encouraged.

**Dates:** January 10, January 17, January 24 & January 31

**Time:** 9-10:15am

**Location:** Via Zoom

**Cost:** Free

[Learn more and register here.](#)



## 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!**

**Topic: Granting & Funding Landscape**

**Day: Friday, November 25, 2022**

**Time: 3-5pm**

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

[Learn more and register here](#)

**Topic: Graduate Supervision**

**Day: Friday, December 9, 2022**

**Time: 3-5pm**

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

[Learn more and register here](#)

**Topic: Understanding Academic Integrity**

**Day: Friday, January 20, 2023**

**Location: Crescent House, 132 Mayfair Crescent**

[Learn more and register here](#)

**Tenure, Permanence & Promotion Workshop for Tenure-Track, Special Appointment and Teaching-Track**

**Navigating through the Tenure, Permanence and Promotion (T/P/P) process can be confusing and stressful. This session will help make sense of the required steps, responsibilities and timelines.**

**Day: Monday, November 28, 2022**

**Time: 10:00 am - 12:30 pm**

**Location: Online**

[Learn more and register here.](#)

**Career Progress/Merit Scheme (CP/M) and Record of Activities (ROA) Workshop for Tenure/Permanence Track**

**This one-hour workshop will cover the fundamentals of the Career Progress/Merit 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 are offering two dates (same offering) in January 2023 –

**Day: Monday, January 9, 2023**

**Time: 1:30pm – 2:30pm**

**Location: L.R. Wilson, Community Room 1003**

[Learn more and register here.](#)

**OR**

**Day: Thursday, January 12, 2023**

**Time: 10am – 11am**

**Location: L.R. Wilson, Community Room 1003**

[Learn more and register here.](#)

## Benefit Updates Effective July 1, 2022

**As agreed to in the [Remuneration Agreement](#), the below benefits have been updated as of July 1, 2022.**

### Mental Health Benefits

Effective July 1, 2022, licensed psychoanalysts, registered clinical counsellors, and licensed marriage and family therapists will be added to the existing provisions for mental health practitioners, such that the benefit is amended as follows:

*"We will also cover 100% of the costs, up to a combined maximum of \$3,000 per person per benefit year for licensed psychologists, licensed psychoanalysts, registered clinical counsellors, licensed marriage and family therapists, social workers who are registered with the appropriate provincial regulatory body, or licensed psychotherapists or psychotherapists who are active members of a provincial association approved by Sun Life."*

### Paramedical Services

Effective July 1, 2022, Christian Science Practitioner will be removed from the list of eligible paramedical services covered by Sun Life.

Effective July 1, 2023, the \$500 annual limit on individual paramedical providers will be replaced with a pooled maximum of \$2,000 per benefit year, such that the benefit is amended as follows:

*"We will cover 100% of the costs, up to a combined maximum of \$2,000 per person per benefit year for the paramedical specialists listed below:*

- *licensed speech therapists*
- *licensed physiotherapists*
- *licensed massage therapists*
- *licensed osteopaths (this category of paramedical specialists also includes osteopathic practitioners), chiropractors, podiatrists or chiropodists. Also included is one x-ray examination per specialty each benefit year.*
- *licensed naturopaths*
- *licensed occupational therapists"*

Effective July 1, 2024, the pooled maximum coverage for these paramedical providers will increase to \$3,000 annually.

### Vision Care Benefits

Effective July 1, 2022, the maximum benefit for contact lenses, eyeglasses or laser eye correction surgery will increase from \$400 to \$500 per person in any 24 month period, such that the benefits is as follows:

*"We will cover the cost of contact lenses, eyeglasses or laser eye correction surgery up to the maximum noted below. Contact lenses or eyeglasses must be prescribed by an ophthalmologist or licensed optometrist and obtained from an ophthalmologist, licensed optometrist or optician. Laser eye correction surgery must be performed by an ophthalmologist."*

*We will cover 100% of these costs up to a maximum of \$500 per person in any 24 month period.*

*We will also cover 100% of the costs for the initial purchase of prescription glasses if required as the result of an accident when prescribed by an ophthalmologist or licensed optometrist and obtained from an ophthalmologist, licensed optometrist or optician."*

### Professional Development Allowance (PDA)

Effective July 1, 2022, the carry-forward period for PDA will be extended temporarily from two years to three years, to allow expenses from 2020 to be claimed during the 2022 PDA year. Effective July 1, 2023, the carry-forward period for PDA will revert to two years.

The Professional Development Allowance for faculty and MUFA librarians will increase as follows:

- Effective July 1, 2022 - \$100
- Effective July 1, 2023 - \$100
- Effective July 1, 2024 - \$100

*(Continued on page 13)*

## Pregnancy and Parental Leave Policy

Effective July 1, 2022, [SPS C4, Pregnancy and Parental Leaves Policy for Faculty and MUFA Librarians](#) will be revised to increase the Pregnancy Leave Supplemental Unemployment Benefit (SUB) by an additional 6 weeks (from 11 weeks to 17 weeks), and to remove the process for "advance of parental benefits".

The Pregnancy Leave SUB improvement applies to pregnancy leaves beginning on or after July 1, 2022.

Effective July 1, 2022, SUB amounts for all applicable leaves (i.e. pregnancy leaves and parental leaves) will be adjusted if salary increases are applied during the period when a faculty member is receiving SUB. For clarity, such adjustment will apply only to leaves beginning on or after July 1, 2022.

### Tuition Bursary Program for Dependents & Spouses

Effective for the Academic Year ending August 31, 2023, for bursaries to be issued in the Fall of 2023, the Tuition Bursary Program for Dependents and Spouses will be amended for faculty members as follows:

The definition of Eligible Dependent and Eligible Spouse to include the following:

- is a Canadian resident for income tax purposes

The definition of an Eligible Institution is to expand to include international institutions that are evaluated for equivalency to McMaster University. An Eligible Institution will be:

An accredited institution in Canada, or an international institution evaluated for equivalency to McMaster, that is:

- an undergraduate and/or graduate degree granting university; or
- a diploma granting community college

To be eligible for the bursary, the Eligible Dependent or Eligible Spouse must be able to provide:

- their Canadian bank account information;
- their SIN number for T4A purposes; and
- required documentation that has been translated to English.

Details on administrative processes and supporting documentation requirements will be announced at a later date.

## 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).

## Policies

It is important that members are aware of the two policies related to electronic security.

Please ensure you review the below policies.

- [Electronic Monitoring Policy](#)
- [Information Security Policy](#)

If you have any questions, please contact the MUFA office at [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca).

# McMaster Museum of Art News and Events

## ARTIST TALKS: DAINESHA NUGENT-PALACHE AND BIDEMI OLOYEDE

Thursday, October 27th, 12:30 p.m. - 1:30 p.m. In person at the M(M)A.

Lunchtime talks are back! Join us on Oct 27th at 12:30pm to hear from [Movers and Makers](#) artists **Dainesha Nugent-Palache** and **Bidemi Oloyede**. Each artist will discuss their work in the exhibition and offer insight into their artistic practice. Read more about the artists [here](#).

Free & everyone is welcome! No registration required.

## PANEL DISCUSSION: PERSPECTIVES FROM INDIGENOUS SKYWATCHERS

Thursday November 3, 5:00 p.m. - 7:00 p.m. Online via Zoom.

Join us for a conversation about Indigenous astronomy with **Wilfred Buck**, **Melanie Demers**, and **Laurie Rousseau-Nepton**.

Moderated by **Rhéanne Chartrand**, Curator of Indigenous Art at McMaster Museum of Art and **Dr. Robert Cockcroft**, Assistant Professor / Director, William J. McCallion Planetarium.

This panel talk is presented with the W.J. McCallion Planetarium as part of programming for the [we are made of stardust](#) exhibition at the McMaster Museum of Art.

[Registration required.](#)

## FALL SATURDAYS

Earlier this fall the M(M)A introduced Fall Saturdays - select Saturdays each month where the museum offers extended open hours.

The third and final Fall Saturday will take place on **Saturday, November 19 from 12-5pm**. Details about an in-person panel discussion on November 19th will be announced soon.

## DROP IN ART TOURS

Are you interested in visiting one of our exhibitions, but don't know where to start? McMaster Museum of Art is now offering DROP IN ART TOURS! These free, **15-minute art tours** are designed by our information and education staff to introduce you to current exhibitions and curatorial themes.

No registration required – simply come on by on **Wednesdays at 2:30pm** and meet at the purple circle in the lobby to join!

## SKETCHING THURSDAYS

Join us for **unguided, weekly sketching sessions** inspired by work in the M(M)A collection.

Weekly on **Thursdays from 4:30-6:30pm**. No registration required and shared art supplies are provided. See you there!

## ON VIEW NOW

### WE ARE MADE OF STARDUST

**August 16 - December 2, 2022**

Curated by Rhéanne Chartrand

*we are made of stardust* explores our relationship with the cosmos.

Rooted in Indigenous cosmologies and astronomy, the artworks included in this exhibition visually express how Indigenous peoples make sense of their place in the universe through relating to and reflecting on the sun, the moon, the stars, and all celestial beings in the night sky.

[Learn More.](#)

### MOVERS AND MAKERS

**September 15 - December 23, 2022**

Curated by Betty Julian

*Movers and Makers* is a group exhibition featuring photographic work by four early-career Toronto-based artists: Aaron Jones, Christina Leslie, Dainesha Nugent-Palache and Bidemi Oloyede.

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While the past few years have had a devastating impact on many people, it has been especially hard for those of the Black diaspora, as the two overlapping catastrophes of racism and the pandemic have taken a profound toll. Movers and Makers speaks to the challenges of the present moment by invoking a desired future of Black optimism.

This exhibition is presented in partnership with Prefix Institute of Contemporary Art.

[Learn more](#)

### **SELF/SAME/OTHER**

**September 15 - December 23, 2022**

Curated by Pamela Edmonds

Artists: Barbara Astman, Carl Beam, Joseph Beuys, So-rel Cohen, Micah Lexier, Meryl McMaster, László Moholy-Nagy, Bidemi Oloyede, Jeff Thomas

self/same/other brings together artworks drawn from the M(M)A's permanent collection that present diverse ways of exploring self-imaging and subjectivity through different types of photo-based media. Expanding the genres of portraiture and self-portraiture, together these images reveal how the camera and its reproducible technologies is used to explore changes in bodily perception and identity in art and mass culture across time.

[Learn more](#)

### **VISIT US**

Admission to the museum is FREE and advance tickets/registration is not required.

Tuesday: 11am - 5pm

Wednesday: 11am - 5pm

Thursday: 11am - 7pm

Friday: 11am - 5pm

Saturday November 19: 12pm-5pm

Sunday - Monday: Closed

Please be reminded that all visitors to McMaster campus must comply with McMaster University's health and safety guidelines. Learn more about visiting the museum.

[M\(M\)A WEBSITE](#)

This Newsletter is published five times between September and May by the Faculty Association at McMaster University. The Association's Executive for 2022/2023 is composed of the following members:

<b>President</b>	<b>Katherine Cuff</b>
<b>Vice-President</b>	<b>Liss Platt</b>
<b>Past-President</b>	<b>Nicholas Kevlahan</b>
<b>Academic Affairs</b>	<b>Maikel Rheinstadter</b>
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<b>Member-at-Large</b>	<b>Kim Jones</b>
<b>Membership</b>	<b>Spencer Pope</b>
<b>OCUFA Director</b>	<b>Liss Platt</b>
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<b>Public Relations</b>	<b>Katherine Cuff</b>
<b>Remuneration</b>	<b>Kirsten Culver</b>
<b>Special Enquiries &amp; Grievances</b>	<b>Lydia Kapiriri</b>
<b>Special Enquiries &amp; Grievances</b>	<b>Kevin Veenstra</b>
<b>Tenure/Permanence</b>	<b>Gail Krantzberg</b>
<b>Treasurer</b>	<b>Aadil S. Merali Juma</b>

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<b>Executive Director</b>	<b>Mara Giannotti</b>
<b>Executive Officer</b>	<b>Jessica Weyman</b>
<b>Returning Officer</b>	<b>Catherine Anderson</b>

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 MUFA at [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca).

Deadlines are the 5<sup>th</sup> 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](#).

The *CAUT Bulletin* provides an important and unique look at the issues facing our members.

The COVID-19 pandemic significantly altered how CAUT distributed the *CAUT Bulletin*. With many university and college mailrooms shutting down or operating at limited capacity, and with many members working remotely, CAUT reduced its print distribution to a limited mailing list and promoted digital production and distribution.

Since many mailrooms have returned to normal operations, we have resumed our print distribution while continuing to promote the digital edition.

Given the significant changes over the past two years, we would like to hear from member associations and their members to help us determine future distribution options and editorial directions for the *Bulletin*.

[CAUT Survey Link](#)



## **MUFA ANNUAL GENERAL MEETING**

**Wednesday, April 26th**

**1:30pm**

Great Hall, University Club

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