



MUFA Newsletter

McMASTER UNIVERSITY FACULTY ASSOCIATION

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Editor: Katherine Cuff

President's Report

Delivered at the Annual General Meeting April 26, 2023

Back in August, I emailed a number of past MUFA Presidents to ask them about their experiences with the Administration. Their responses were thoughtful, insightful, illuminating, supportive, and just plain helpful. I thank them all. And, while my term doesn't end until August, I'd like to take this opportunity to say what a great experience it has been to serve as the MUFA President. This is owing to the work of many others at the faculty association and I want to begin by acknowledging and thanking them.

First, the MUFA Executive who have helped steer the faculty association through many new and challenging issues this year. The differing perspectives, experiences, and opinions that they bring to the Executive from across campus was a real highlight for me. Their feedback and advice at our meetings every two weeks mirrored that of the past Presidents and for which I am deeply grateful. I thank them for their hard work and dedication.

Second, the Chair and Vice-Chair of the Special Enquiries and Grievance Committee. Lydia Kaporiri and Kevin Veenstra. I thank them for their endless time and energy spent providing support to individual MUFA members, members with a wide range of concerns and who are often facing stressful situations. These are incredibly important roles for the association and Lydia and Kevin have simply done a tremendous job.

Third, the two other members of Joint Committee –the Vice-President, Liss Platt, and the Remuneration Chair, Kirsten Culver. They have each put in an incredible amount of work into their roles and I have benefitted immensely from their support and advice (and most of all their laughter). It has been a true pleasure working with them.

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And, finally the two people who keep us all together and the association moving forward. Our Executive Director, Mara Giannotti and Executive Officer, Jessica Weyman. I cannot thank you enough for everything you do on behalf of the association and its members.

Before getting into the details of what MUFA has been doing this past year and plans going forward, I want to acknowledge what a truly unique moment in time this is. While the pandemic itself has receded, it continues to reverberate in our daily lives – making acute issues that pre-dated Covid, such as graduate funding, and creating new challenges, such as classrooms filled with students who have only experienced remote learning for the past two years. This has put greater pressure and stress on faculty. So, I'd like to take a moment to thank all of you for your commitment to your work and service as teachers, scholars, researchers, department/university colleagues and department/area chairs and program directors. It has not been an easy few years, but we've persevered.

This year began with a much higher than normal number of faculty grievances and I am pleased to say that many of these grievances have now been resolved with MUFA's support. Two years ago, MUFA enlarged the membership of its Special Enquiries and Grievance (SEG) committee, adding a more formal structure to build and maintain institutional knowledge and develop a legal support policy to provide financial aid to members seeking legal advice and representation. To this end, we retained the services of Goldblatt Partners, who specializes in labour law and has built capacity for supporting faculty associations. As noted in the SEG committee's report, a survey of faculty who have received MUFA legal support found they were pleased with this service. The terms of reference of the SEG committee were recently revised to better reflect how responsibilities on the committee have been shared in practice and the MUFA legal retainer with Goldblatt was renewed for another three years.

The best practice review of investigation processes under the Research Integrity, Sexual Violence and Discrimination and Harassment Policies has gotten under way. This is a joint review by MUFA and the Administration. An external lawyer, Michelle Flaherty, and her team has been retained to provide recommendations on a number of as-

pects of the investigation processes, including procedural fairness, the role of intake office staff, timeliness, implementation of interim measures, confidentiality and reporting. The external review team has now met with MUFA's current and former grievance officers, MUFA's former Presidents, and most of the University intake officers. They will soon be meeting with the Ombudsperson and the Academic Integrity Officer, and most importantly individual respondents and complainants of completed investigations. A [public communication](#) about the review and a call for community input has now gone out.

University tribunal hearings are held under a number of university policies and for many of these policies a MUFA observer is allowed to attend the hearings with the permission of the faculty participant. Recently in Joint Committee, we negotiated the terms of reference for a Joint Administration-MUFA Ad Hoc Drafting Committee to review all policies that include faculty observers. This committee, consisting of two appointed members, was approved by both the MUFA Executive and the Senate Committee on Appointments this term. Its main responsibilities are to ensure that the MUFA observer has the capacity to thoroughly review hearing proceedings and that there is a transparent and accountable process for incorporating these reviews into improved hearing procedures and policies.

Late last year, the Ontario Superior Court of Justice deemed Bill 124 (the Protecting a Sustainable Public Sector for Future Generations Act, 2019) to be unconstitutional. The Provincial government has mounted an appeal of this decision and the appeal hearings will be held in [June](#). MUFA did not negotiate a wage reopener in the case of Bill 124 being stuck down, but rather if Bill 124 is not in effect on July 1, 2023 (and this is very likely to be the case), then all MUFA members will receive an increase to their base salary of \$1050 in addition to the 1% across-the-board increase, along with any pay increases through the career progress and merit (CP/M) plan. For 2022, there was an increase in the pool of CP/M par increments per 100 faculty members from 120 to 130. This will go back down to 120 for 2023 in the likely event that Bill 124 will not be in effect on July 1, 2023. (See the Joint Committee [renumeration agreement](#) for 2022-2025).

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In the fall, MUFA negotiated at Joint Committee a [revised CP/M plan policy](#) to ensure that these additional par increments points for 2022 were distributed down to the departments. Further, it was agreed that for CP/M year 2022 and going forward par increments could be awarded in increments of 0.1 rather than 0.25. At our MUFA Faculty Council last month, a council member said that this smaller increment improved the CP/M allocation process in their department. This is the only feedback we have received so far about CP/M assessments this year, so I will take that as a good sign.

Changes to the language in the CP/M plan was also made to address the use of student evaluations for CP/M assessment purposes, but the agreed upon language did not prohibit the use of student evaluations. What is clear is that if such evaluations are to be taken into consideration for CP/M, then they need to be used in conjunction with other information on the faculty member's teaching. The CP/M Plan policy, however, remains on the Joint Committee agenda and student evaluations will be one point of future discussion. The CP/M plan also needs to be made clearer on the procedures to follow for faculty members with joint appointments and ensure it aligns with the relatively recent MUFA initiated changes to the [university policy on joint appointments](#) (SPS A5) regarding merit assessments.

The issue of the use of student evaluations in tenure/permanence and promotion decisions is still not settled. The University adopted a [new platform for student course experience surveys](#) (Blue by Explorance) this year and while the system has much greater capability in analyzing collected data, what information should be collected and how it is should be used remains unclear. A post-doctoral student, under the joint supervision of the Vice President, Teaching and Learning and the past MUFA President who co-authored the [2019 Report of the MUFA ad hoc committee on student evaluation of teaching](#), has been piloting alternate student experience surveys and will be writing up a report shortly to be shared with MUFA and the Administration for further discussion. The perennial problem of low response rates also needs to be addressed.

The Joint Administration-MUFA working group on teaching-stream faculty has been very busy this term, meeting

regularly and even weekly at one point and should be providing an update to Joint Committee later this spring. The recommendations from this working group will likely set the agenda for some of the MUFA Executive's work over the next couple of years.

The MUFA Faculty Council is made up of representatives of every department on campus and is meant to facilitate communication between MUFA and its membership. The Council met on Zoom once a term this year, as has been the practice. The topic of the winter term meeting was student accommodations (a topic I will return to below). The Executive is planning to host an in-person social event in the Fall for MUFA faculty council members and is looking for other ways to continue to improve the lines of communication with MUFA members through the Faculty Council structure.

At our first Executive meeting this year, there was discussion of a proposal to remove the role of 'Returning Officer' in the [MUFA by-laws](#) since all of MUFA's voting is now done, and verified, online by a third party company. However, with the immediate need to replace two Executive Committee members in the fall, it was agreed to appoint a new Returning Officer for 2022-2023 and leave the removal of its role to, if and when, the by-laws needed to be revised for other reasons.

Often it is said you don't know how well a policy works until you start using it and the same could be said for the MUFA by-laws and running elections for Executive. This was the first time (in know) history that MUFA had to hold an election for Vice-President and for the Executive members-at-large. The by-laws are clear that if there is a further nomination for Vice-President, an election for the Vice-President must be held and that all candidates for Vice-President will also stand for member-at-large. The by-laws also state the ten candidates for members-at-large receiving a majority of votes shall be declared elected subject to the provision of Article 4(b) of the [MUFA Constitution](#). This article states that at least one member of the Executive Committee shall hold a teaching stream appointment. Given the composition of further nominations and the Nominating Committee's slate, a single ballot for all members-at-large could have resulted with an elected, but unconstitutional Executive Committee.

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There was a lot of discussion about what to do and in the end it was decided to follow the established practice of MUFA Nominating Committees of trying to draw up a slate of Executive Officers that has at least two representatives from each Faculty. The election was modeled on this practice and ensured that given the distribution of candidates that any elected Executive would necessarily satisfy Article 4(b) of the MUFA Constitution. All this to say, the MUFA by-laws need to be revised to ensure there are clear and sensible rules to follow when running an election for the MUFA Executive Committee and the role of Returning Officer could also be reconsidered then. More work on the agenda for the incoming 2023-2024 Executive.

The MUFA Executive has been busy this year with policy work. Most recently, in reviewing and providing feedback on the draft [Accessibility Policy](#). And, while both the Executive and individual faculty members have provided significant feedback on the current Sexual Violence and Discrimination and Harassment policies, MUFA is still waiting to receive draft versions of the two policies for comment. The Executive has, however, already engaged with lawyers at Goldblatt regarding how to approach the incorporation of the [Strengthening Post-secondary Institutions and Students Act, 2022](#) ('Bill 26') in university policy. The terms of reference for Department Chairs is also currently under revision and the MUFA Executive has commented on an early draft. Any new terms of reference for Department Chairs needs to be seen by the MUFA Executive in conjunction with any revised faculty code of conduct given the role a Department Chair might play in the latter policy. The Joint MUFA-SCA Ad Hoc Drafting Committee to revise the Faculty Code of Conduct has not yet submitted a draft policy for MUFA's consideration. Again, likely another item that will be on next year's Executive agenda.

This year MUFA has been working more closely with the [Graduate Student Association](#) given our shared interests in graduate funding and supports and the student-supervisor relationship. The PhD Supervision policy is currently being redrafted and it is expected that MUFA will have an opportunity to provide feedback on the revised policy as it did on the original policy. The School of Graduate Studies underwent an external review and MUFA was asked to meet with the external review team. We look forward to receiving the final report and

are pleased to see that the Administration is now making external reviews of central units publicly available on the [Provost's website](#). As many of you will likely know, the University's [graduate funding task force](#) has now published some initial data on graduate funding online. We understand that the financial precarity of graduate students has negative impacts for students, faculty, and the future of the academy. Graduate funding will be the focus of many discussions at MUFA going forward.

The Budget forecast at the University has dimmed with lower than expected growth in international enrolments and the lack of any additional provincial funding for the post-secondary sector except for some expansion in [medical school education](#). The provincial government has put together a [Blue-Ribbon Panel](#) that will be providing recommendations on improving the financial sustainability of the postsecondary sector in Ontario, including a long-term tuition-fee policy although no timeline for these recommendations have been published.

We've been told McMaster has always budgeted conservatively and relative to some peer institutions is doing well. But this is something MUFA and its membership needs to be better informed about. To this end, the MUFA Executive has re-constituted its [budget advisory committee](#) to serve as a way of gathering University budget information and data. This will also help in preparation for MUFA's upcoming remuneration negotiations in 2024-2025. A promising development for the association is the recent approval at the [Senate](#) and [Board](#) of a revision to their by-laws that will allow for a MUFA observer on the University Planning Committee. This came out of discussions at Joint Committee.

Furthermore, the University is planning a faculty townhall later this spring on the University budget. The townhall will be part of a review of the University budget model that is taking place in early June. The presenting panel (and members of the budget review team) will include faculty members from the [Budget Committee](#), and we will be sure to inform the membership when we receive the exact details.

On a more local financial matter, MUFA is currently in the process of moving its financial operations to TD Canada

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Trust with the intent of better insuring the association's own financial investments.

The excellent and thorough [report of the MUFA ad hoc committee on working conditions](#), published this term, showed overwhelmingly that faculty workloads are increasing. The sources of increased workload are varied, but concerns about the increased toll on faculty from handling the growing number of student academic accommodations – both through the use of self-reported absences (MSAFs) and Student Accessibility Services (SAS) – were voiced by faculty from across campus. Both types of academic accommodations have been increasing over time without any sign of tapering off.

Having a committee as part of our collegial governance system that reports on academic accommodations could serve to facilitate discussion and information exchange between faculty members, Student Accessibility Services, Faculty staff accommodation liaisons, and students, and could potentially help to find better and more effective ways for faculty and SAS staff to ensure students are accommodated as needed. This is something MUFA will be working towards in the coming months.

Another identified source of increased workload was the use of standardized course outlines or course portals. A good amount of time has been spent at Joint Committee this term discussing [Simple Syllabus](#), the course outline portal that the University has signed a license with. We have received numerous concerns from faculty about the portal, including about the storage of course information on servers in the US, the data-mining capabilities of this software and the ramifications for both faculty and students, privacy issues, the potential loss of academic freedom and faculty autonomy, and, of course, the potential increase in faculty workload.

The use of the course outline portal is not required per the [Undergraduate Course Management policy](#), but it is available for use this spring/summer for those who want to try out the system. We are now working with the Administration to create reasonable pathways for those faculty who choose not to use the portal this Fall and for a viable opt-out process going forward. The lack of faculty input more broadly when it comes to educational technology at McMaster has also been raised at Joint Committee

and will continue to be an area of advocacy.

And speaking of technology, [ChatGPT](#) is on everyone's mind these days and if you haven't tried it yet you should. I asked it to write a report for a faculty association general meeting and I am pretty sure what it wrote was better than this (and shorter). For those teaching this Fall, a [task force on the impacts of generative AI on teaching and learning](#) at McMaster is currently being constituted to provide guidance and recommendations for fall instructors.

MUFA represents faculty members with a diverse set of faculty appointments, including teaching-track, tenure-track, tenured, permanent, special, contractually limited, continuing appointment without annual review (CAWAR) and senior academic librarians. MUFA needs to work on ensuring policies support and protect all of these different faculty groups. In the short term, a review of policies affecting Senior Academic Librarians is needed. In the longer-term, MUFA might want to consider looking more closely at the CAWAR appointments and the policies affecting faculty with CAWAR given the potential precarity of these appointments (see, for example, [SPS A10](#)).

Finally a couple of months ago, a [directive](#) came down from the federal government that stated: "Grant applications that involve conducting research in a sensitive research area will not be funded if any of the researchers working on the project are affiliated with a university, research institute or laboratory connected to military, national defence or state security entities of foreign state actors that pose a risk to our national security." We have recently heard that the Canadian Security Intelligence Service (CSIS) is actively assessing national security on [University campuses](#). If you are approached to speak with CSIS, we have been advised that you reach out to the new Director, Research Security Risk (Jessie Cumming) at cum-mij11@mcmaster.ca.

Let me now finish up by thanking the new incoming 2023-2024 MUFA Executive Committee members and wishing all of you a wonderful spring term and a relaxing and rejuvenating summer!

Katherine Cuff
MUFA President

MUFA Executive Committee

2023/2024

Below are the members of the Executive Committee of the McMaster University Faculty Association for 2023/2024.
Their terms of office will begin on **September 1, 2023**.

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MUFA Awards for Outstanding Service

The MUFA Award for Outstanding Service provides annual recognition for faculty and professional librarians who have made an outstanding contribution to the mission of the University through the provision of exceptional service to faculty, librarians, staff and/or students.

The 2023 awards winners are Jamal Deen and Gerry Wright. A reception honouring this year's award winners took place at the MUFA Annual General Meeting on April 26th.

The selection committee, chaired by the Past-President **Nicholas Kevlahan (Professor, Mathematics and Statistics)**, **Judith Shedden (Professor, Psychology, Neuroscience and Behaviour)**, **Roger Jacobs (Professor, Biology)**, **Kathryn Ball (MUALA)**, **Madeline Van Imp (TMG)**, **Elizabeth Wong (MSU)**, **Zarwa Saqib (GSA)**, and **Beth Couchman (Unifor)**.

Katherine Cuff read the following citations at the MUFA Annual General Meeting on behalf of the selection committee.



Jamal Deen is a 2023 recipient of the MUFA Award for Outstanding Service.

Dr Jamal Deen has made impressively deep, broad, and sustained service contributions throughout McMaster and beyond since he joined McMaster's Department of Electrical & Computer Engineering in 1999. His service to the scientific community includes participation on grant committees for NSERC Discovery, RTI and Major Facilities awards and building and directing the Micro/Nano-Systems Labs, which hosts around 70 faculty and students each year.

In addition to being a stellar researcher and role model, Dr Deen has devoted much of his time to supporting the careers of colleagues and students. He has served as Honorary Co-Chair of the African Caribbean Faculty Association of McMaster (ACFAM) and Chair of the ACFAM Mentoring Program. Dr Deen has been an inspiring mentor to many Black and racialized students at McMaster,

and throughout Canada as a Mentor in the Canadian Black Scientists Network. He co-authored the proposal leading to McMaster's successful Black Academic Excellence Cohort Hiring Initiative. His mentoring of graduate students was recognized by the 2022 MSU Macademics' Lifetime Achievement Award and by the 2021 President's Award for Excellence in Graduate Supervision.

Collectively, his contributions demonstrate that Jamal has enriched the McMaster community far beyond his own research discipline and department. He exemplifies the contributions the MUFA Outstanding Service Award is intended to recognize. On behalf of the 2023 MUFA Service Award Committee, it is a great honour to present this award to Dr Jamal Deen in recognition of his distinguished record of service to the University.



Gerry Wright is a 2023 recipient of the MUFA Award for Outstanding Service.

Dr. Wright has been a MUFA member for almost 30 years since he joined the Department of Biochemistry & Biomedical Sciences as an Assistant Professor in 1993. He served as department chair from 2001-2007 and helped found the Michael G DeGrootte Institute for Infectious Disease Research (IIDR) in 2007. During his time as director from 2007 until 2022 IIDR trained over 1000 graduate students and post-doctoral fellow. In 2019 IIDR's activities led directly to a second institute, the David Braley Centre for Antibiotic Discovery at McMaster and, more recently, to Canada's Global Nexus for Pandemics and Biological Threats, which Dr Wright now directs. To further McMaster's EDI goals, Gerry worked with Indigenous Scholars to develop a Two-Row governance model for the McMaster's Canada First Research Excellence Fund (CFREF) application.

It is clear from this list of impressive accomplishments that Dr Wright has provided outstanding service to his faculty colleagues, students, and post-doctoral fellows over many years by founding and developing several world-leading scientific institutes. This service removed administrative obstacles and allowed his McMaster colleagues to focus on research and graduate teaching. This research, in turn, has enhanced McMaster's international reputation as a leader in infectious disease research.

Gerry's leadership has enriched the McMaster community for over 30 years, and it exemplifies the contributions that the MUFA Outstanding Service Award is intended to recognize. On behalf of the 2023 MUFA Service Award Committee, it is a great honour to present this award to Dr Gerry Wright in recognition of his distinguished record of service to the University.

Special Enquiries and Grievances

If you have any questions, please contact the Special Enquiries and Grievances Chair at mufasegc@mcmaster.ca.
MUFA Policies

- [Policy for MUFA Members Legal Support](#)
- [MUFA Legal Intake Form](#)
- [MUFA Special Enquiry and Grievances \(SEG\) Committee Terms of Reference](#)

Grievance Policies and Procedures

- [Faculty Grievance Policy](#)
- [Faculty Grievance Review Panel Guidelines for Hearing Committees](#)
- [Faculty Association Observers at Appeal Tribunal Hearings](#)
- [Observers Report on Appeal Tribunal Hearing](#)
- [Faculty Grievance Panel](#)

Tuition Bursary Program

McMaster University has offered a Tuition Bursary Program for Dependants and Spouses since 1993. Over the years, the program has evolved with the most recent improvements approved by the Board of Governors in Spring 2022. Today, the Bursary offers tuition reimbursement to eligible spouses and children of full-time and part-time employees who have completed three (3) years of continuous employment by the first day of the academic session for which the bursary is being applied. The program is also available to eligible dependents of retired employees.

The program was originally designed to provide financial support for individuals pursuing academic credit education at McMaster. In 2019, it was expanded to provide reimbursement for undergraduate and graduate programs where the student was enrolled at an accredited postsecondary institution within Canada. In 2022, the eligibility was further expanded to include those studying at accredited Canadian and international institutions that are considered equivalent to McMaster.

For the 2022/2023 academic year, the Tuition Bursary benefit maximum per academic term is \$2,325 for McMaster University undergraduate or graduate degree courses. The amount for the external bursary for MUFA is calculated based on a fixed pool of \$250,000 among students of eligible faculty members.

Program Details

For further details on the program design, including important definitions, please reference the [program policy](#). [Frequently Asked Questions](#) document offers additional information on the recently introduced external bursary.

How to Apply

If you are interested in applying, you can find detailed information on the process and timelines as well as access to application documents [here](#).

Helpful hints

There are differences in application processes for those studying at McMaster vs. other approved institutions. To ensure a stress-free application, please select the appropriate option when starting the process and review the instructions carefully.

*The application for tuition bursary for 2022/2023 McMaster undergraduate or graduate degree courses is due by July 22, 2023. The application for the external Tuition Bursary is a two-part process – part 1, submission of the application form, is **due by July 30th**; part 2, submission of the payment application form, is due by September 30th. A brief guide for completing the first part of the application for the external Tuition Bursary follows on page 10.*

Need help?

You can contact hr.mcmaster@mcmaster.ca if you have any questions about the program or the application process.



Human
Resources

How to Apply for the External Tuition Bursary Benefit

This process describes the **two-part process** required to apply for the External (non-McMaster) Tuition Bursary Benefit for dependants and spouses. For more information about this program, including eligibility, visit <https://hr.mcmaster.ca/tuitionbenefit>.

Part 1: Complete and Submit the Application Form between November 1 and July 30

Things to know:

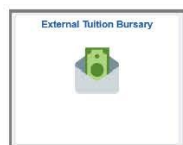
- More than one Application Form can be submitted for each dependant/spouse for eligibility review. Each application can be submitted for a **single** term or for **multiple** terms. If applying for **multiple** terms, please ensure that you are providing supporting documentation for **each** of those terms.

1. Log into Mosaic.

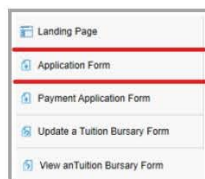
2. Click the **Mosaic Home** dropdown menu and select **Employee Self Service**.




3. Click the **External Tuition Bursary Form** tile to open the External Tuition Bursary Landing Page.



4. From the Nav Collection on the left-hand side of the screen, click **Application Form**.



Note: If the Nav Collection is not visible, click the tab at the left-side of  the screen to unhide.

5. Complete the form and upload the required supporting documentation for each applicable academic term selected:

- Proof of Enrolment - this can include (but is not limited to) a letter from the educational institution confirming enrolment and/or a statement of account or invoice of fees. Proof must include the name of the institution and name of program/degree the student is enrolled in.
- Proof that Courses are required for completion of an undergraduate or graduate degree, or a College Diploma - this is usually in the form of an unofficial academic transcript or copy/link of the academic calendar page detailing program/degree course requirements.

6. Click **Submit** to complete Part 1 of the application. Applicants will be advised via email whether their application has been pre-approved or denied.

Part 2: Complete and Submit the Payment Application Form between November 1 and September 30

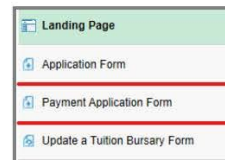
Things to know:

- Only submit **one** Payment Application Form for each dependant/spouse each academic year. All approved Application Forms for the dependant/spouse should be added to the Payment Application Form.

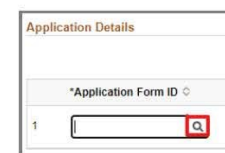
1. Log into Mosaic and navigate to Employee Self Service to access the External Tuition Bursary Landing Page.

2. Download the [Dependant & Spouse Declaration of Consent Form](#) and have your dependant/spouse sign the form.

3. From the Nav Collection on the left-hand side of the screen, click **Payment Application Form** to open the form.



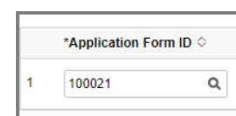
4. In the Application Details section, click the search icon in the **Application Form ID** field to view your pre-approved Application Forms.



5. Select the Application Form(s) that you wish to submit the Payment Application Form for.

Form Status	First Name	Last Name	Description
100021	Authorized	Test	Child
			Algonia University

The Application Form ID will now appear in the Application form ID field.



Note: If there are multiple approved Application Forms for the same dependant/spouse, click **Insert a Row** to add all forms to a single Payment Application Form.



How to Apply for the External Tuition Bursary Benefit

- Complete the remainder of the **Payment Application Form**, being sure to upload the required supporting documentation (all fields are mandatory):
 - Proof of Payment of Tuition, e.g., account statement showing tuition fees paid
 - Proof of Completion of the Courses and/or Programs, e.g., Academic transcript (PDF copies are acceptable) or proof of academic standing.
 - Signed Dependant & Spouse Declaration of Consent
- Click **Submit** to complete Part 2 of the application for the benefit.

Notes:

- Applicants will be advised via email whether their Payment Application has been approved or denied. A follow up email to approved applicants is also sent to confirm that amount that will be paid to the dependant/spouse.
- Dependants/spouses will receive payment annually in November/December.
- Dependants/spouses will be issued with a T4A in February.

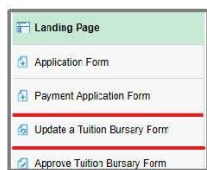
Additional Information

How to Update a Form

Things to know:

- If a form is saved part-way through being filled out, or if a form is returned to you to provide more information, you will need to update the form to submit/resubmit it.

- Click **Update a Tuition Bursary Form**.



- Click **Search** to return all forms.

- In the search results area, identify the required form and click any link to open.

Form ID	Form Type	Form Status
1	MCM_ETB_F1	Saved
2	MCM_ETB_F1	Recycled

- Make the required updates to the form. (Make sure to read the comments at the bottom of the form for more information if the form has been recycled.)
- Click **Submit**. (Note that a form may also be Withdrawn or Saved from within the Update a Tuition Bursary Form tab.)

How to View Form Status

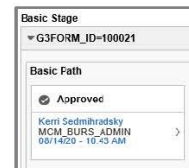
- Click **View a Tuition Bursary Form**.
- Enter relevant search information into the search fields to find a specific form and click **Search**, or click **Search** to return all submitted forms.
- Identify the required form and click any link in the search results area to open.

Form ID	Form Type	Form Status	Emp ID
1	MCM_ETB_F1	Pending	230008463
2	MCM_ETB_F1	On Hold	230008463
3	MCM_ETB_F1	Pending	230008463

- At the bottom of the form, click **Next** to open the **Review Application Results** page.



- Click **View Approval Route** and expand the **Form ID** to view the form status.



Alternatively, expand the **Signature/Action Logs** to view information on the form status.



Human Resources

Telus Health is McMaster's new Employee and Family Assistance Program provider.

After listening to feedback and completing an extensive RFP process, McMaster University has selected Telus Health (formerly known as Lifeworks) as the new provider of its Employee and Family Assistance Program (EFAP) starting on April 1, 2023.

What is an Employee Family Assistance Program?

An Employee and Family Assistance Program (EFAP) is a program that eligible employees and their dependents can use to access confidential counselling and resources to support mental, physical, social and financial well-being on a 24/7/365 basis. Telus Health is Canada's largest clinical network. The size and scope of Telus Health means it can provide support for those seeking help 24/7, 365 days a year through phone, in-person, video, chat and self-guided learning to meet an individual's unique needs. McMaster employees and family members will also have access to the Telus Health well-being platform both online and via the mobile app.

More information on Telus Health's EFAP services will be communicated shortly, as well as an update in an upcoming Daily News on March 31st, including:

- Registration for Employee and Manager Orientation Sessions
- Information on a new Single Sign-on well-being platform
- Updated EFAP webpage

Resources and support for Managers, Leaders and Human Resources

To learn more about the EFAP as well as mental health and well-being resources available to McMaster employees, please see:

- [Employee and Family Assistance Program \(EFAP\)](#)
- [Mental Health Resources](#)
- [Employee Well-being](#)

We truly appreciate the services and support provided by our current EFAP provider, Homewood Health, and have worked closely with them to ensure a smooth transition and continuity of services.



Student Accessibility Services (SAS) Information Updates

The 2022–2023 academic year brought an unprecedented volume of accommodation requests, and this has put a strain on faculty instructors and the Student Accessibility Services (SAS) staff. For context, from June 2022 to April 2023, more than 18,300 tests were booked and facilitated through SAS in collaboration with staff and faculty instructors. This represents almost a doubling of the number of test bookings from June 2019 to April 2020.

We at Student Accessibility Services (SAS) within Student Affairs are committed to improving the service delivery for our students with disabilities and for the faculty who teach these students. SAS is currently implementing several initiatives to address the increasing demand for accommodation services and the complex academic accommodations at McMaster.

To ensure that faculty perspectives inform the strategic direction of SAS, we are undertaking the following key initiatives in consultation with both the Offices of the Associate Deans (Academic) and the McMaster University Faculty Association (MUFA).

- **Optimizing the accommodations portal:** This spring/summer, the SAS team is working on implementing [Sym-licity Accommodate](#), a software system developed to simplify, automate and track the approval and delivery of accommodations for students. We seek faculty volunteers to provide their input and perspectives on the new accommodation software. If you are interested, please reach out to mufa@mcmaster.ca or dose-na@mcmaster.ca.
- **Confirming the director of SAS:** The search for a new director has commenced and will ensure that the SAS team is well-positioned with dedicated leadership in this role before the Fall term.
- **Growing the staff complement:** The SAS team is currently undertaking the hiring process to increase the number of Program Coordinators, Disability Services and is looking at ways to align our staffing structure to better meet different Faculty-specific needs in academic accommodations.
- **Reviewing the academic accommodations process:** A team of internal and external reviewers will begin reviewing the academic accommodations process. This review will be overseen by the Office of the Provost and Vice-President (Academic), with consultations taking place in late May/early June and a report prepared by early July.

On behalf of Student Accessibility Services (SAS), we would like to thank you for your ongoing partnership to support the accessible learning and growth of students with disabilities at McMaster.



STUDENT
AFFAIRS

OCUFA REPORT TO MEMBERS

Reporting Period: November 2022 to April 2023

Reforming the CCAA and BIA

Under the banner, [Protect Our Public Universities](#), OCUFA and its member organizations continue to call upon the federal government to remove all public institutions from the scope of the *Companies' Creditors Arrangement Act* (CCAA) and *Bankruptcy and Insolvency Act* (BIA), to ensure that the crisis at Laurentian University is never replicated.

Under pressure from the public outcry, the federal [Liberals](#) and [NDP](#) pledged to reform these laws in their 2021 election platforms.

In advance of the 2023 Federal Budget, OCUFA met directly with the offices of Deputy Prime Minister Chrystia Freeland and Innovation, Science and Industry Minister François-Philippe Champagne calling on them to act on their election commitments.

OCUFA followed these meetings up with a broad-based public campaign to flood the inboxes of Freeland, Champagne, and Prime Minister Trudeau with personalized emails calling for reforms to the CCAA and BIA.

Our solidarity action was shared widely, with nearly 3,000 emails sent in just under 2 weeks.

With continued support from across the country, we believe it is possible to change the law to ensure the Laurentian crisis cannot play out on another campus. Please consider adding your support: <https://ocufa.on.ca/neverhappenagain/>

Bill 124 declared unconstitutional

In January 2020, OCUFA joined a coalition led by the OFL that includes some 40 unions representing more than 250,000 Ontario workers, which launched a coordinated Charter challenge against the *Protecting a Sustainable Public Sector for Future Generations Act*— formerly Bill 124. The union coalition coordinated arguments

against the 1 per cent wage cap, and strategized about which union would speak to various issues at the hearings.

Hearings took place over two weeks in September and, in November 2022, Justice Markus Koehnen ruled that Bill 124 was “...void and of no effect”. He rejected the argument put forward by the government that meaningful bargaining could occur with Bill 124 in place.

Justice Koehnen declared the Bill unconstitutional and indicated that it interfered with collective bargaining in a variety of ways, including but not limited to: limiting the scope of bargaining, preventing unions from trading salary demands for non-monetary gains, limiting the usefulness of the right to strike as well as the independence of interest arbitration, and significantly affecting the power dynamic between bargaining parties.

This ruling was a significant and hard-fought win for labour, and well worth celebrating.

Unfortunately, the Ford government has moved to appeal the decision to strike down the bill, despite public support to scrap it and its own admission that the [legislation doesn't exist](#).

The government has since submitted its factum, the motions of three intervenor groups will be heard in mid-April, and the OFL coalition's response will be filed in early May. The Court of Appeal will then hear the government's case from June 20 to 23.

At this time, the government has not sought a stay, which would in effect pause Justice Koehnen's decision. OCUFA has been advised by our legal counsel at Goldblatt Partners that the longer the government waits, the harder it becomes to justify the need for a stay.

(Continued on page 15)

Some of our member organizations had reopener clauses in their collective agreements, or arbitration decisions where the arbitrator reserved the right to reopen compensation in the case of a successful constitutional challenge or repeal of Bill 124. Member organizations that have approached their respective employers have been met with varying responses. We continue to support member organizations at all stages of bargaining around Bill 124, regardless of whether or not they were able to negotiate reopener clauses.

OCUFA continues to closely monitor settlements in the sector, meeting with our member organizations to get updates on what is happening at each campus and provide support. We provide updates on post-Bill 124 bargaining settlements and updates on the legal proceedings regularly in [OCUFA report](#) and on [our website](#).

Advancing equity, diversity, inclusion, and Indigenization (EDII)

OCUFA applies an equity lens in all our work, internally and externally. In the spring, we circulated an equity survey to Board Directors, committee members, and member organization presidents with the aim of learning more about equity concerns, priorities, and actions that may guide OCUFA's focus. One key area of interest that we heard about through that survey was Indigenization in collective bargaining. As a result, the Collective Bargaining Committee will host a panel on Indigenization and collective bargaining on May 12, 2023, as part of their meeting.

Bill 26 – Protecting Sexual Violence Survivors and Faculty Rights

On October 27, 2022, the Ministry of Colleges and Universities introduced Bill 26, *Strengthening Post-secondary Institutions and Students Act, 2022*. This dubiously named act is designed exclusively to address employee sexual misconduct toward students and overrides institutional policies outlined in collective agreements. It offers only a vague definition of sexual abuse, focuses narrowly on instances of sexual violence on campus perpetrated by faculty and prohibits the use of non-disclosure agreements, unless requested by the student.

On November 22, 2022, OCUFA President Sue Wurtele spoke at the Bill 26 Committee hearing to share OCUFA's concerns about the bill. OCUFA's submission highlighted

our commitment to promoting safe campuses for students, staff and faculty, and shared our members' concerns about the prevalence of sexual violence on campuses as evidenced through the 2018 [Ministry survey](#) around campus sexual violence. However, OCUFA also expressed concern that the bill proposed no meaningful changes to stop sexual violence on campus, ignored prevention strategies previously suggested by OCUFA, and offered no funding for education, investigation, or remedies in cases where violence occurred.

Additionally, OCUFA called for a trauma-informed, survivor-centric approach to addressing sexual violence on campus, and called into question a process that codifies one set of standards for faculty and one for everyone else, while simultaneously undermining collectively bargained rights and the right of individual faculty members to due process.

Following a swift committee process, Bill 26 received Royal Assent on December 8, 2022, and will come into force on July 1, 2023. In addition to our continued advocacy and collaboration with sector stakeholders, OCUFA has sought legal advice about the impact of the provisions of the Bill and provided analysis to our member organizations.

In line with OCUFA's mission to advance EDII through all our work, our aim is to support associations in conducting outreach and education with their own members on how to reframe cultural understanding of power differentials in cases of sexual misconduct. To that end, OCUFA is planning a virtual panel discussion on April 28 that will help unpack the implicit power imbalances on a campus and what it means to implement and enforce institutional policies mandated under Bill 26.

Read OCUFA's legislative brief: "[Bill 26: What We've Learned](#)"

OCUFA's Advocacy Day 2022

After two years of virtual advocacy events, faculty and academic librarians from across the province came together at Queen's Park on November 15, 2022, to meet with Members of Provincial Parliament to outline OCUFA's priority proposals. In particular, mem-

(Continued on page 16)

bers advocated for increased and sustained funding for post-secondary institutions, improved working conditions for contract faculty, and for changes to Bill 26 with the aim of altering campus cultures around consent and sexual violence prevention.

Advocacy Day, including the training session and the breakfast reception, offered opportunities for our members to hear directly from MPPs and political staffers, convey OCUFA's priorities, and share their own experiences on important issues affecting our members, and our sector.

OCUFA leadership and representatives of its member organizations spoke with more than 25 MPPs from all political parties. Our conversations were influential, with four MPPs specifically referencing our Advocacy Day during question period. During the meetings, several MPPs directly asked us for advice on how to respond to Bill 26.

We are hopeful these meetings will be the basis for continued productive meetings and collaborations.

Blue Ribbon Panel

In March, the Ontario government announced the creation of a Blue-Ribbon Panel to "[keep \[...\] the postsecondary education sector financially stable](#)," with a purported focus on optimizing student experience. While the terms of reference, secretariate and consultation process, have yet to be announced, the government is forecasting that panel recommendations will be released by Summer 2023.

Typically, Blue-Ribbon panels convene sector-specific experts to apply their knowledge and experience to guide a transparent and non-partisan process that produces recommendations to the government. However, this expert panel lacks experts. The hand-picked government appointees over-represent business and administrative interests, to the conspicuous exclusion of current faculty and student voices.

OCUFA is concerned that any recommendations arriving from a panel that excludes faculty will fail to provide sensible recommendations by Summer 2023. This shortened consultation period signals the panel is performative, and its recommendations have the potential for real harm to

the sector.

OCUFA is coordinating with other sectoral allies and stakeholders to constructively intervene in the panel's consultations and deliberations and to advocate for a strong and sustainable funding model that protects public colleges and universities from private influences. We will provide updates as they emerge.

Tuition Freeze

Concurrent with its launch of the Blue-Ribbon Panel, the Ontario government announced the continuation of the tuition fee freeze for domestic, in-province students, in the 2023-2024 academic year. However, in doing so the province continues to allow international tuition fees to increase without constraint, and has introduced, for the first time ever, differential tuition fee increases for out-of-province students.

While the provincial government has recognized the financial barriers imposed by Ontario's already-exorbitant tuition fees, it has provided no new funding to Ontario's universities to address the chronic conditions of underfunding that lead to an institutional over-reliance on private sources or revenue, like tuition fees.

2023 Provincial Budget

The 2023 Ontario budget once again failed to invest in a robust, sustainable future for the province's public universities and continued a troubling trend of underfunding the post-secondary education sector writ large. Ontario sits last in the country in terms of per-student funding from the government, so there should be nowhere to go but up.

Among the meager measures affecting the post-secondary sector, the government announced additional seats for medical and nursing students, but provided no details on the allocation of those seats, no funding commitment for faculty to teach new students, and no assurance that instruction won't be privatized.

Read OCUFA's [2023 Ontario budget analysis](#)

(Continued on page 17)

Funding Policy Conference

As part of our strategic priority to achieve stable public funding for public universities, OCUFA will be hosting a conference tentatively titled “*Funding Our Common Future: Keeping Universities Public.*” The conference will be held over a day and half from November 30 to December 1 and will bring together faculty, administrators, government officials, and experts in funding post-secondary education, both domestically and internationally.

The goal of the conference is to produce a White Paper with recommendations for a new funding model that promotes strong and sustainable public universities, across election cycles. The Canadian Centre for Policy Alternatives (CCPA) Ontario office has been commissioned to draft the conference framework paper, and an advisory panel of experts has been appointed to help guide the process.

Promotional materials and further details will be released shortly.

Faculty Association Staff Workshop

After a three-year hiatus, OCUFA relaunched its biennial Faculty Association Staff Workshop to bring together member organization staff, across their various roles, to network, develop skills, and share experiences.

This year’s session attracted 40 participants for a social reception and a daylong workshop that included a keynote address by TMU journalism professor Sonya Fatah, called “Engaging our members, sharing our stories.” Other presentations and panels focused on member mobilization, internal and external communications, pensions and benefits, job evaluations, and the local implications of Bills 26 and 124.

The workshop was very well received overall and will resume a regular schedule.

Meet the OCUFA Executive & Secretariate

OCUFA EXECUTIVE 2022-2023

Sue Wurtele	President	Kate Lawson	Member-at-large
Nigmendra Narain	Vice-President	Kimberly Ellis-Hale	Member-at-large
Mike Eklund	Treasurer	Daniel Paré	Member-at-large
Gyllian Phillips	Chair of the Board	Rahul Sapra	Past President

OCUFA SECRETARIATE

Jenny J.H. Ahn	Executive Director	Joel Duff	Associate Executive Director
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Founded in 1964, OCUFA represents 17,000 faculty, academic librarians, and other academic professionals in 30 member organizations across Ontario. It is committed to enhancing the quality of higher education in Ontario and recognizing the outstanding contributions of its members towards creating a world-class university system. For more information, please visit the OCUFA website at www.ocufa.on.ca.

Submission Date: April 27, 2023

The Climate Crisis and Collegial Decision-making at McMaster

Mac Divest, a group of engaged, smart, and dedicated senior undergraduates, grabbed the attention of the university, the media, and Ontarians, with a hunger strike for long-overdue action on fossil fuel investments by our Board of Governors (BOG). The evasive responses by McMaster administration underline their intransigence on divestment from fossil fuel corporations. It fails to recognize the logical contradiction of training our students for their futures while contributing more to the greenhouse gas crisis that threatens to impose climate destabilization on the generation of students that we are mentoring.

Mac Divest students were frustrated by a lack of response from administration after their attempts to negotiate, petition, and protest in more conventional ways. For almost a decade now, several faculty members have also called on McMaster to divest from fossil fuel corporations. Mac has ignored their requests too, preferring to emphasize a program to reduce McMaster's carbon footprint, as if the two initiatives were mutually exclusive.

Decision-making at McMaster is getting worse. Recently, without consulting students, faculty, staff, retirees, or other community members, Mac administration also built a cluster of expensive gas-fired generators that will add greenhouse gas emissions, not achieving maximal reductions.

Whose values and interests do McMaster's fossil fuel related policies represent? Certainly not many students and faculty who call on McMaster to divest. Nor even McMaster's president, David Farrar, who has called for fossil fuel divestment from McMaster's Endowment Fund. Why isn't the Board of Governors consulting faculty, students, staff, retirees, and other community members who are concerned about Mac's fossil fuel policies? This is a basic failure of collegial governance.

Why is the Board ignoring clear, well-founded climate science? McMaster is a famous global science research institution. The science on climate change is clear. Global heating, primarily from the burning of fossil fuels, threatens our lives, communities, and campus. And it can soon trigger abrupt, dangerous, and irreversible global climate "tipping points" that threaten extinction of many species in a Sixth Mass Extinction. Our futures, the futures of our children, and their children, are in great peril.

We therefore urgently call on the MUFA Executive to set up a **MUFA Climate Emergency Task Force**. The Task Force's mandate would include consulting with faculty and others in the McMaster community, including student organizations, staff unions, retiree organizations, the Senate, the President, the BOG, and the broader Hamilton community about McMaster's fossil fuel investments and emissions. We hope that collegial consultations would become the basis for a more socially responsible approach to McMaster decision-making. Hopefully, the Task Force would lead McMaster to:

- Publicly announce and divest, within one year, from fossil fuel corporations in our Endowment Fund and reinvest in green energy.
- Provide feasible green policy alternatives to the new methane-fired generators.

By working together as part of collegial governance we can build a better McMaster that both educates students and shows community leadership by abandoning narrow, short-term, and dangerous decisions that harm our climate and us. A Climate Emergency Task Force could forge the way to a more responsible and environmentally aware decision-making process at McMaster.

McMaster's website claims McMaster has an "Inclusive Mindset": "We believe that collaborative thinking is the way to answer the challenges presented by technological revolution, economic upheaval **and environmental disruption too**." Let's make this commitment real and join with other universities and institutions to divest from those fossil fuel corporations that are worsening the climate crisis, and "park" those gas generators.

Harvey Feit (Professor Emeritus Anthropology), Ruth Frager (Professor Emerita, History), Atif Kubursi (Professor Emeritus, Economics), Susie O'Brien (Professor, English and Cultural Studies), James S. Quinn (Professor, Biology), Harry Shannon (Professor Emeritus, Clinical Epidemiology and Biostatistics), and Don Wells (Professor Emeritus, Labour Studies), on behalf of the MacGreenInvest working group.

For more information you can contact James Quinn at quinn@mcmaster.ca.

Opinions expressed in this Newsletter are those of the authors and do not represent the views of the Association or of its Executive.

Be Prepared for Retirement

Electronic Mail Accounts: *(Re-endorsed by Joint Committee — May 29, 2001):*

It is agreed that provision of e-mail computer accounts for retired faculty members is to be treated similarly to the provision of mail boxes or library cards. All retired faculty should have access to an e-mail account on the same terms as active faculty. Like the mail box or library card, the e-mail account is to be used for University or academic business.

Given past experience with illegitimate use of computer accounts by “hackers”, it is recognized that for management purposes it might be necessary to require retired faculty to renew the e-mail computer account from time to time, or for CIS to remove accounts that are inactive over a long period of time.

Post-Retirement Benefit Program for Members of MUFA:

If you are eligible for post-retirement benefits, please review your corresponding Retiree Benefit Booklet to become familiar with your retiree benefit plans. Please note that you retire with the benefits that are in place at the time of your retirement. To be eligible for post-retirement benefits, the MUFA member must have been enrolled in the extended health and dental benefit plans as an active employee on their last day of work, and must meet the eligibility requirements as defined in the applicable Sun Life MUFA Faculty/Librarian Retiree Benefit Plan Booklet. If eligible for Post-Retirement Benefits, the Post-Retirement Benefit Co-Pay Program applies to all MUFA members (faculty and librarians) who retired after July 1, 2012. Eligibility for post-retirement benefits and the applicable percentage of the cost that a MUFA member is responsible for paying is based on cumulative years of service as at the date of retirement.

For additional information, please review the following:

- [MUFA Faculty/Librarian Post-Retirement Benefit Co-Pay Program](#)
- [Retiree Benefit Booklets](#)
- [Planning for Retirement](#)
- [Retiree Out of Province Coverage Summary](#)

Life Insurance:

At retirement you will be provided with a paid up policy of \$5,000. If you wish to convert your insurance to a private insurance plan, you must apply within one month of your retirement date. Please contact Human Resources for more information.

If you take early retirement, you are able to keep your current coverage (Grandfathered Plan) or the basic plan of 175% of salary (maximum salary \$150,000) by paying the full premium which is based on age factors, gender and smoking vs non-smoking. At age 65, however, the policy will be reduced to the Paid Up policy of \$5,000.

Recreational Facilities *(Approved by Joint Committee — June 21, 1999):*

Anyone who retired prior to 1999 will continue to receive free membership at the Ivor Wynne Centre [Athletics & Recreation Complex]. Those who retired in 1999 may apply for membership at one-half price. All retirees after 1999 are eligible for membership in the Ivor Wynne Centre at a rate that will be prescribed annually and approved by the Board of Governors.

CAUT Services:

Individuals who were eligible for membership in CAUT through MUFA before retirement are eligible for membership as CAUT retirees. Individual retired members may join CAUT as Retired Associate Members for an annual fee of \$30. For this fee they receive a subscription to the CAUT Bulletin, and may join a number of group plans offered for life insurance, personal accident insurance, family life insurance, professional property insurance, group home insurance, travel insurance, and other financial services. Retired members can also hold office and serve on CAUT committees. The application form may be downloaded by going to <http://www.caut.ca/docs/default-source/member-services/en-retired-pamphlet-2016-webversion.pdf?sfvrsn=2>.

For more details regarding How to Prepare for Retirement visit the [Working at McMaster website](#).

Accessibility Policy Public Engagement - Staff and Faculty

The [Equity and Inclusion Office \(EIO\)](#) and the [McMaster Accessibility Advisory Council \(MAAC\)](#) are inviting McMaster staff and faculty in summer 2023 to contribute input and feedback to the University's recently redeveloped Accessibility Policy

McMaster staff and faculty can share their perspectives in two ways:

1. **Complete a brief, confidential survey that will be sent directly to your McMaster email.** The survey is open to all staff and faculty from May 23rd – June 30th, 2023.
2. **Join a zoom focus group. Navigate below for staff and faculty-specific focus groups.**
 - A) Staff – Wednesday, June 21st, 2023, 11:30am-1:00pm. [Register through Zoom here](#)
 - B) Faculty – Tuesday, June 27th, 2023, 11:30am-1:00pm. [Register through Zoom here](#)

This campus-wide consultation was informed by the Accessibility Policy Development working group with representatives from offices and services at the university, including [the AccessMac Program](#) in the Equity and Inclusion Office (EIO) and the [McMaster Accessibility Advisory Council \(MAAC\)](#), who have responsibilities for the development, communication, and oversight of policies, procedures, education, resources, and community development related to accessibility, AODA-compliance, and disability inclusion at McMaster.

"I encourage all McMaster community members to participate in this consultative process and lend their valuable perspectives to review this policy," says Dr. Barrington Walker, Vice-Provost, Equity and Inclusion. "This is more than a routine policy review - it is a policy redevelopment and is essential to ensure that staff and faculty perspectives are directly heard and considered throughout this process."

The results of the survey and focus groups will be synthesized and will inform policy revisions to be presented to the Senate and Board for approval. Thank you for your continued commitment to Accessibility at McMaster.

For more information on the Policies, visit:

- [McMaster Accessibility Policy \(current, 2010\)](#)
- [DRAFT Accessibility Policy \(redeveloped, 2023\)](#)



MUFA is always looking for pictures that represent McMaster and faculty to use on our website (www.macfaculty.mcmaster.ca) and in our newsletters. If you have any pictures you would like to share, please email them to mufa@mcmaster.ca.

Welcome New Members

James Inkster

Chemistry and Chemical Biology

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.

Passages

William Coleman

Political Science
March 24, 2023

Richard Swinson

Psychiatry
February 21, 2023

Spring 2023 Convocation

In-person convocation dates:

School of Nursing

Wednesday, May 24, 2023 at 2:30 p.m.

Faculty of Health Sciences

Thursday, May 25, 2023 at 2:30 p.m.

Faculty of Humanities and the Arts & Science Program

Monday, June 12, 2023 at 2:30 p.m.

Faculty of Engineering

Tuesday, June 13, 2023 at 9:30 am. & 2:30 p.m.

Faculty of Social Sciences

Wednesday, June 14, 2023 at 9:30 a.m. & 2:30 p.m.

Faculty of Science

Thursday, June 15, 2023 at 9:30 a.m., 2:30 p.m., & 7:00 p.m.

DeGroote School of Business

Friday, June 16, 2023 at 9:30 a.m. & 2:30 p.m.

Academic and Chancellor's Processions

McMaster faculty members planning to join the Academic or Chancellor's Processions for spring convocations, please register by:

- Wednesday, May 17, 2023 for May ceremonies
- Wednesday, June 7, 2023 for June ceremonies

[Learn more about the Academic and Chancellor's Processions.](#)

Have questions?

Email convo@mcmaster.ca

BUDGET ADVISORY COMMITTEE

MUFA is looking for members to serve on the 2023-2024 MUFA Budget Advisory Committee. If you are interested, please reach out to the MUFA office at mufa@mcmaster.ca.

BENEFIT YEAR END REMINDER

Please note the benefit year end is June 30th. Please ensure all claims dated from July 1, 2022 to June 30, 2023 are submitted to Sun Life **prior** to September 30, 2023.

Get Involved with MUFA!

A voluntary organization such as MUFA can succeed in serving the interests of its membership only to the extent that the members participate in formulating and executing policy. At any given time, approximately two dozen individuals carry the burden for all of the members and after a few years most of them are exhausted by the tasks which they have voluntarily borne. Their valuable experience and wisdom is then lost to us. The best way to lessen this attrition of talent is for more of the membership to give some time and effort to the Association.

If you are interested in putting your name forward to participate on future Executive Committees, ad hoc committees, MUFA committees, or as a MUFA representative on University committees, please let us know by completing this [form on our website](#).

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)

Opinions expressed in this Newsletter are those of the authors and do not represent the views of the Association or of its Executive.

McMaster Faculty Salary Statistics 2022-2023*

	Business	Engineering	Humanities	Science	Social Sciences	Non-Health Sciences Total	Health Sciences	University Total
Full Professor								
No. in Rank	35	87	38	130	44	334	70	404
Avg Age	62.7	57.3	59.6	57.9	59.3	58.6	59.1	58.7
Avg Yrs in Univ.	23.2	20.3	22.7	22.8	19.8	21.8	21.6	21.8
Avg Salary	\$237,977	\$214,044	\$206,936	\$209,925	\$210,990	\$213,738	\$223,296	\$215,394
10th Percentile	\$210,000	\$190,467	\$165,693	\$185,740	\$179,460	\$183,015	\$187,909	\$184,398
Median	\$232,940	\$211,558	\$203,054	\$207,297	\$206,544	\$210,578	\$208,106	\$210,133
90th Percentile	\$298,904	\$241,289	\$252,002	\$243,589	\$241,991	\$245,925	\$280,929	\$248,181
Associate Professor								
No. in Rank	26	51	53	36	54	220	79	299
Avg Age	52.2	47.7	52.3	51.8	49.9	50.6	49.5	50.3
Avg Yrs in Univ.	16.1	13	14.9	17.2	12.8	14.4	13.6	14.2
Avg Salary	\$210,754	\$169,853	\$172,547	\$174,905	\$167,643	\$175,620	\$164,008	\$172,552
10th Percentile	\$182,000	\$138,578	\$136,350	\$154,674	\$141,144	\$142,320	\$129,277	\$138,216
Median	\$210,000	\$163,846	\$164,838	\$177,338	\$166,718	\$174,903	\$162,286	\$169,949
90th Percentile	\$244,625	\$203,469	\$206,082	\$197,037	\$197,365	\$208,573	\$197,077	\$205,932
Assistant Professor								
No. in Rank	23	60	25	56	44	208	76	284
Avg Age	43.1	41.3	40.4	39.5	42.5	41.2	44.3	42
Avg Yrs in Univ.	5.7	7	6.1	5.3	6.9	6.3	7.8	6.7
Avg Salary	\$172,757	\$135,087	\$117,232	\$132,106	\$130,442	\$135,321	\$121,657	\$131,665
10th Percentile	\$152,028	\$113,504	\$92,000	\$110,000	\$93,374	\$106,448	\$93,000	\$101,511
Median	\$175,312	\$128,387	\$111,378	\$131,790	\$124,051	\$131,221	\$114,534	\$126,085
90th Percentile	\$194,183	\$164,880	\$145,661	\$158,221	\$162,928	\$170,012	\$175,795	\$170,110
Lecturer								
No. in Rank	2	2	1		1	6	1	7
Avg Age	-	-	-	-	-	48.7	-	48
Avg Yrs in Univ.	-	-	-	-	-	9.8	-	8.4
Avg Salary	-	-	-	-	-	\$124,644	-	\$114,695
10th Percentile	-	-	-	-	-	\$83,161	-	\$55,000
Median	-	-	-	-	-	\$121,035	-	\$117,328
90th Percentile	-	-	-	-	-	\$203,352	-	\$203,352
Total Faculty								
No. in Rank	86	200	117	222	143	768	226	994
Avg Age	53.9	50.1	52.1	52.3	50.4	51.5	50.7	51.3
Avg Yrs in Univ.	16	14.4	15.5	17.4	13.1	15.4	14.1	15.1
Avg Salary	\$209,696	\$178,588	\$171,133	\$184,616	\$168,956	\$180,885	\$167,647	\$177,875
10th Percentile	\$159,456	\$123,008	\$107,500	\$126,412	\$113,731	\$121,713	\$105,157	\$116,150
Median	\$210,000	\$187,733	\$166,328	\$193,917	\$169,949	\$184,523	\$166,429	\$180,828
90th Percentile	\$250,842	\$224,748	\$219,252	\$233,040	\$215,207	\$230,000	\$222,594	\$228,806

*Includes CAWAR and Special Appointments and excludes all Clinicians. Excludes administrative stipends. No statistics are reported for groups of less than 5 persons; the 90th percentile is not reported for any group with less than 20 persons.

Data as of October 1, 2022 - Updated: April 13, 2023

SOURCE: HR Database; Prepared by Office of Institutional Research and Analysis