

McMASTER UNIVERSITY FACULTY ASSOCIATION NEWSLETTER

JANUARY 2024, VOLUME 50.2

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Outstanding Service**

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Catherine Anderson
President
Linguistics & Languages

Paul Andrews
Vice-President
Psychology, Neuroscience & Behaviour

Katherine Cuff
Past-President
Economics

Ana Campos
Tenure & Promotion (except Science)
School of Interdisciplinary Science

Rita Cossa
Teaching & Learning/SAS & Permanence and Promotion
Strategic Management

Kirsten Culver
Remuneration
Nursing

Robert Fleisig
Teaching & Learning/MacPherson
School of Engineering Practice & Technology

Kim Jones
Human Rights & Equity
Chemical Engineering

Aadil S. Merali Juma
Treasurer
Accounting & Financial Management

Lesley MacNeil
Member at Large
Biochemistry & Biomedical Sciences

Prashant Mhaskar
Chair, Special Enquiries & Grievances Committee
Chemical Engineering

Suzanne Mills
Vice-Chair, Special Enquiries & Grievances Committee
Labour Studies

Ali Reza Montazemi
Budget Advisory Committee
Information Systems

Liss Platt
Public Relations
Communication Studies & Media Arts

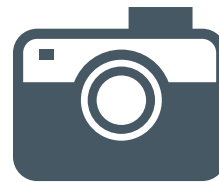
Spencer Pope
Membership & Tenure and Promotion (Science)
Classics

We want you!

We're always looking for volunteers to contribute to our shared mission of representing and protecting the interests of all faculty members.

Our association is better able to serve our diverse membership when our executive, ad-hoc committees, MUFA Council, and MUFA representatives on university committees are similarly diverse. You have the skills, expertise, and lived experience to contribute to this important work—join us!

To learn more about volunteering email us at mufa@mcmaster.ca.



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

MCMaster UNIVERSITY FACULTY ASSOCIATION

Hamilton Hall, Room 103A
Hamilton, ON L8S 4K1
905-525-9140 ext. 24682/20297
mufa@mcmaster.ca
macfaculty.mcmaster.ca
@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.

Cover: Catherine Anderson, MUFA President 2023-24, is an Associate Professor (Teaching) in the Department of Linguistics & Languages and Director of the Gender & Social Justice Program.

External Tuition Bursary Payment

The Tuition Bursary payment was processed sent via email transfer the week of November 28th. Payment amounts will vary based on what was claimed by each faculty member but the maximum payment for this year—based on pool calculations—was: \$2,284.30.

Should you have any questions, please contact your HR Advisor.

Interested in Retirement Incentives?

Members of the MUFA Executive have formed a working group to discuss ways that retirement could be incentivized beyond the current [Faculty Reduced Workload Policy—Phase-in to Retirement](#). The group will analyze incentives offered at other Canadian universities with the goal of developing a proposal, to bring forward to Joint Committee, with additional incentives that are more equitable, transparent, and benefit more faculty.

If you would like to participate in this working group contact mufa@mcmaster.ca.

Passages

John Bandler
Electrical & Computer Engineering
September 28, 2023

Balraj Singh
Physics & Astronomy
October 9, 2023

Reuven Kitai
Electrical & Computer Engineering
November 8, 2023

Welcome New Members

Don Abelson
Political Science

Christian Brodbeck
Computing & Software

Phoebe Gaston
Linguistics & Languages

Berk Gorgulu
Operations Management

Lingling Shi
Operations Management

Andrea Cross
Pediatrics

Giancarlo Dalle Ave
Chemical Engineering

Heather Johnston
Interdisciplinary Science

Taigan Leigh MacGowan
Psychology, Neuroscience and Behaviour

Markus Piro
Engineering Physics

Ramla Karim Qureshi
Civil Engineering

Muhammed Simsek
Biology

Save the Date!

MUFA Faculty Council: **February 27, 11:00 AM**
Special General Meeting: **March 6, 1:30 PM**
MUFA Annual General Meeting: **April 29, 1:30 PM**

President's Report

Dear Colleagues,

I've had a hard time getting this month's report written, but I found it helpful to compose it as a letter to you. (I'll try my best to keep it from resembling that holiday newsletter from your least favourite cousin!) There is a great deal happening at the MUFA table and at McMaster, as well as a lot of provincial and federal updates that affect our sector.

Refreshed MUFA Communications

The most exciting news is already before you: welcome to the new format of the MUFA Newsletter! Many thanks to MUFA Executive Member Liss Platt (Public Relations) and our designer Lauren Wickware (www.laurenwickware.com) for creating a modern, functional look for this publication. We hope that you enjoy it and find it useful.

Future editions of the Newsletter will also include a Member Forum, to which you are warmly invited to submit an opinion column on a topic relevant to MUFA members. We hope this will become a venue for lively discussion. (Of course, the Executive reserves final editorial prerogative on all submissions.)

I'm also excited to tell you that we have new email addresses! **Please add the @macfaculty.ca to your address book, whitelist, or safe senders list, so that you continue to receive communications from MUFA.** The @mcmaster.ca addresses will remain operational for the near future as we transition over.

Updates from the Executive

At our most recent Executive meeting, we passed a new policy that applies to members of the MUFA Executive: **MUFA Policy on University Elections.**

Because the Executive's vote on this policy was divided, I thought you would want to know some of our reasoning. The rationale for this new policy was to ensure that we serve all our members fairly. If an Executive member were to speak on the record endorsing Dr. X and opposing Dr. Y for a given position, then Dr. Y might well doubt the Executive's ability or willingness to represent Dr. Y's interests in other matters. And other members might share that doubt. In short, such an endorsement could undermine our members' trust in the Executive.

That said, the risk of this policy is that Executive members might find their freedom of expression constrained in settings like search committees or award committees. That's the rationale for the second clause: in a confidential setting where ranking candidates is part of the task at hand, an Executive member may indeed communicate a recommendation, endorsement, ranking, etc., as long as they make it clear that they do so in their role as an individual faculty member, not on behalf of MUFA or the MUFA Executive.

New Email Addresses

mufa@macfaculty.ca
 mufapres@macfaculty.ca
 mufavp@macfaculty.ca
 grievance@macfaculty.ca
 remuneration@macfaculty.ca

MUFA Policy on University Elections

In any election or selection process conducted by the University, its Faculties, Schools or Departments, no member of the Executive shall make public comments or recommendations about the election or selection of one faculty member over another. Members of the Executive who privately express individual opinions about an election or selection shall take care to make clear that they do not speak on behalf of the Association or the Executive.

At the December General Meeting a Notice of Motion was issued about potential changes to MUFA's Constitution. That work is still in progress: I've received extremely helpful feedback from some former MUFA Presidents, most of whom recommended changes more gradual than I had first imagined. **Please hold March 6th in your calendar for a Special General Meeting on that topic and watch your inbox for the proposed changes.**

The project that has consumed the vast majority of the Executive's time this year is the revision to the Faculty Code of Conduct. A great deal has changed in the world, in the university, and in our working conditions since the [current version](#) of the Code of Conduct was last updated in 1994, and it will be valuable to reach a collegial agreement about clear standards of professional conduct for faculty members.

Of course, updating a thirty-year-old policy is not trivial, and we want to do the job justice, so the process has been lengthy and complex. Some areas where we've reached agreement in Joint Committee will be of particular interest to members:

The Code should provide baseline standards of acceptable conduct but should not be a tool for managing performance.

The Code should apply to senior administrators with faculty appointments, in addition to rank-and-file faculty members.

Assessing the conduct of the faculty is properly the jurisdiction of the faculty, so in cases where a member's direct supervisor is not a faculty member, the Decision-Maker's responsibilities should be fulfilled by the next faculty member in the hierarchy.

The Code should provide clear guidance on interactions on (social) media that respects members' right to extramural freedom of expression.

Federal and Provincial Matters

Your research might be affected by the [new federal policy](#) on "sensitive" research areas. The office of the VP-Research is hard at work analyzing the new policy and determining how best to minimize [negative impacts](#) to researchers while complying with the policy.

Your ability to recruit graduate students from outside Canada might be affected by new [federal requirements](#). The new [cap on study permits](#) issued to international students does not apply to renewals of existing permits, nor to master's or doctoral students.

As I write this, the provincial government has still not given any indication that universities will be permitted to raise tuition for domestic students. This means that McMaster is [preparing to cut costs](#) in its next budget cycle.

FACULTY CODE OF CONDUCT

You're no doubt interested in the point in the process when you'll get your say. Here's a snapshot of the timeline:

January 2022–August 2023

Drafting Committee (7 faculty members supported by staff) discussed and prepared first draft.

September–November 2023

MUFA Executive and Provost's Council reviewed draft and provided comments.

December 2023

Members of JC compared reviews.

December 2023–February 2024

JC discussing and resolving areas of disagreement, sending items back to Drafting Committee for revision.

February 20–March 5 (tentative)

MUFA membership views and comments on February 2024 Draft.

March 2024

Paying attention to member comments, MUFA Executive decides whether to reopen or conclude revisions.

Future

Possible additional revisions by JC and/or Drafting Committee. Once MUFA Executive and Administration have finished requesting revisions, draft Code will go to SCA, Senate, BoG

Safety on Campus in a Turbulent World

When classes started in September, my colleagues and I who teach Gender Studies classes were acutely aware of the tensions between our academic freedom and the safety of our classrooms. Since October 7, many more of you have experienced this heightened tension in your academic work, while also experiencing distress for your loved ones who are at risk. The University's Statement on Academic Freedom assures us that we have the right to "to teach and to learn unhindered by non-academic constraints". This right is further supported by the Human Rights Tribunal of Ontario. We also have the right to safety in our workplace, and to freedom from violence, harassment, and discrimination. Alongside those rights, we also bear responsibility for our students' safety and freedom to learn. Students want to be confident that their grades will not be affected by their personal identities or stances. Balancing these rights and responsibilities can be challenging at the best of times, and the present moment is far from the best of times. If you are experiencing difficulty or distress in this or any respect, please reach out to us at mufa@mcmaster.ca and avail yourself of the many [resources](#) available to the McMaster community.

One of the highlights of my job as President is meeting our many new colleagues who have just joined MUFA's ranks. I look forward to seeing many of you—newcomers and longtimers alike—at our upcoming meetings, and to welcoming you to our shared work.

Yours in solidarity,



The MUFA Award for Outstanding Service

The purpose of the MUFA Award for Outstanding Service is to provide 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 AWARD

Each year there will be a maximum of three awards in the amount of \$2,500.

ELIGIBILITY

The Awards are open to all Full Members of the McMaster University Faculty Association (MUFA).

PROCEDURES

The MUFA Executive will appoint a selection Committee to be drawn from amongst the categories of faculty, librarians, staff and students (undergraduate and graduate).

The Committee shall be comprised of no less than four, and no more than eight members, including the Chair. The MUFA Past President normally serves as Chair and is not counted as the faculty representative.

The Secretary to the Committee will be the MUFA Executive Director.

A quorum for a Committee meeting shall be four members in attendance, including the Chair.

NOMINATIONS

There will be a call for nominations through University and MUFA electronic distribution lists, in the MUFA Newsletter, and on the MUFA webpage.

Nominations must be e-mailed to mufa@mcmaster.ca no later than February 17, 2024.

The nomination must include a summary of not more than 750 words highlighting the candidate's accomplishments.

Each nomination must be supported by a minimum of two and not more than four reference letters. The reference letters must be e-mailed or mailed to MUFA, either through the nominator or directly from the reference. Reference letters should not exceed 500 words. The position and contact information for the nominator and all references must be clearly indicated.

The Committee will review the nominations and will make the final decision regarding the selection of award recipients. Some of the factors considered by the Committee will include: enhancement of the reputation of McMaster University; provision of excellent service; demonstrated innovation; breadth and depth of impact; the enhancement of

student success; the ability to establish and maintain effective and harmonious working relationships; evident acceptance of diversity and inclusivity at McMaster; strength and diversity of supporting references.

The faculty/librarians selected to receive the awards will be invited to attend a special reception normally held in conjunction with the MUFA Annual General Meeting and will be presented with their awards at that time. Pictures of the individual recipients and a brief summary of the rationale for their award will be published in the MUFA Newsletter and on the MUFA webpage.

Each eligible faculty/librarian who was nominated for an award will receive a letter of commendation from the MUFA President.

MUFA faculty/librarians are not eligible for the President's Awards for Outstanding Service, awarded by the President of McMaster University.

Those holding academic administrative appointments with the rank of Assistant Dean or higher in the current academic year are not eligible for the Award.

New Faculty 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. We hope to see you there!

All workshops to be held from 3PM to 5PM in the West Room at the Faculty/University Club (Alumni Memorial Hall) unless otherwise noted. **You can also register to attend the event remotely.**

Thursday, February 15 Knowledge & Scholarship through Experiential Learning

This session offers an introduction to experiential learning, highlighted by: definition and different types of experiential learning; essential components to integrate experiential learning into a course—why, how, and when; assessment in the experiential learning context; experiential learning in the virtual and face-to-face settings; available resources and supports

Register at: [Experiential Learning](#)

Wednesday, March 27, 1:30 PM Tenure, Permanence & Promotion

As Chair or Director, navigating through the Tenure, Permanence, and Promotion (T/P/P) process, at times, can have its challenges. This workshop promises to provide Chairs, Directors and Administrators with: an overview of the Policy and Regulations with Respect to Academic Appointment, Tenure and Promotion; an overview of the teaching portfolio, remarks and guidance on policy and process-related issues from each of the six Faculty T/P Committees; an opportunity to ask questions

Register at: [TPP](#)
Location: Zoom

Check out our [Faculty Leadership and Development Resource Hub](#) for other workshops and events offered through our office and across campus.

Tuesday, February 13, 3:30 PM Career Progress/Merit Scheme & Record of Activities

This one-hour workshop for chairs, directors & administrators will be led by Alison Sills, Chair of Physics & Astronomy and former MUFA president, and Rebecca Taylor, Educational Developer, MacPherson Institute.

Register at: [CP/M & RoA](#)
Location: L.R. Wilson, Community Room 1003

Thursday, March 21 Building a Culture of Collaboration

This workshop will focus on interdisciplinary partnerships that stretch across the community, industry/commerce, the public sector, and pedagogy to offer an understanding of the university environment, opportunities, and practices.

Register at: [Collaborations](#)

Thursday, April 18 Commercialization & Research

Research funding opportunities are increasingly being impacted by commercialization. The translation of research from the university to the society is beneficial to the wellbeing of community. Our panelists will share their own experiences and challenges in developing these relationships and share suggestions for how to create a framework to support a seamless transition from research to commercialization. This workshop will also discuss the resources in place for supporting researchers in the area of research commercialization.

Register at: [Commercialization](#)
Location: Great Hall, Faculty/University Club (Alumni Memorial Hall)

Years of Service

Congratulations to the following MUFA members celebrating milestone years of service as of November 2023.

5 YEARS

Alpha Abebe
Communication Studies & Media Arts

Melanie Bedore
Earth, Environment & Society

Luca Berardi
Sociology

Ariella Binik
Philosophy

Adrien Crossman
School of the Arts

Ki'en Debicki
English & Cultural Studies

Kate Demers
Obstetrics & Gynecology

Allan Downey
History

Evelyne Durocher-Roszell
Rehabilitation Sciences

Judith Fudge
Labour Studies

Yaqin Hu
Accounting & Financial Management

Mohamed Hussein
Civil Engineering

Ryan Lewis
Engineering Physics

Zachary Mahone
Economics

Ekaterina Malinova
Finance & Business Economics

Tara Marshall
Health, Aging and Society

Katie Moisse
Interdisciplinary Science

Anastasios Papanastasiou
Economics

Mariapia Pietropaolo
Greek and Roman Studies

Emma Staley
Health Evidence and Impact

Ann (Kathi) Wilson
Obstetrics & Gynecology

Boyang Zhang
Chemical Engineering

Benzhong Zhao
Civil Engineering

Hassan Zokaei Ashtiani
Computing and Software

10 YEARS

Carmela Alfaro-Iaganse
School of the Arts

Lydell Andree Wiebe
Civil Engineering

Janok Bhattacharya
Earth, Environment & Society

Rosa Da Silva
Biology

Mohamed Ezzeldin
Civil Engineering

Fei Geng
School of Engineering Practice

Jennifer Heisz
Kinesiology

Michael Douglas Justason
School of Engineering Practice

Ayesha Khan
Psychology, Neuroscience
& Behaviour

Emily Lamond
Greek and Roman Studies

Shun Fu Lee
Health Evidence & Impact

Karen McGarry
Anthropology

Nikol Piskuric
Psychology, Neuroscience
& Behaviour

Pau Salvador Pujolas Fons
Economics

Netina Tan
Political Science

Ada Tang
Rehabilitation Sciences

Frances Tuer
Human Resources & Management

Mary-Elizabeth Vaccaro
School of Social Work

Manish Verma
Operations Management

Leonard Waverman
Finance & Business Economics

Li Xi
Chemical Engineering

Marisa Young
Sociology

Rong Zheng
Computing & Software

15 YEARS

Nicholas Bock
Psychology, Neuroscience
& Behaviour

Steven Brown
Psychology, Neuroscience
& Behaviour

Sarah Clancy
Health, Aging and Society

Amber Dean
English & Cultural Studies

Svetlana Demidova
Economics

Gregory Flynn
Political Science

Ann Fudge Schormans
School of Social Work

Andrea Gonzalez
Psychiatry

Saara Greene
School of Social Work

Melanie Heath
Sociology

Todd Ryan Hoare
Chemical Engineering

James Ingram
Political Science

Maxim Ivanov
Economics

Randall Jackson
Health, Aging & Society

Lydia Kapiriri
Health, Aging & Society

Melissa Kimber
Psychiatry

Joseph Kish
Materials Science & Engineering

Nathan Magarvey
Biochemistry

Alan Murray
School of Engineering Practice

Beth Murray Davis
Obstetrics & Gynecology

Jacob Nease
Chemical Engineering

Joshua Nederveen
Kinesiology

Joyce Obeid
Pediatrics

Maureen Padden
Earth, Environment & Society

M Nikolai Penner
Linguistics & Languages

Traian Pirvu
Mathematics & Statistics

Gregory Pond
Oncology

Christine Quail
Communication Studies & Media Arts

Maarit Elisabet Service
Linguistics & Languages

Jenna Smith-Turchyn
Rehabilitation Sciences

Gregory Steinberg
Medicine

Kee Howe Yong
Anthropology

20 YEARS

Noori Akhtar-Danesh
Nursing

Christina Baade
Communication Studies & Media Arts

Philip Britz McKibbin
Chemistry & Chemical Biology

Soo Hyun Byun
Physics & Astronomy

Robin Cameron
Biology

Alfredo Capretta
Chemistry & Chemical Biology

David James Hannington Emslie
Chemistry & Chemical Biology

Gail Gauvreau
Medicine

Stelios Georgiades
Psychiatry

Seungjin Han
Economics

Elkafi Hassini
Operations Management

Steve Hranilovic
Electrical & Computer Engineering

Karin Humphreys
Psychology, Neuroscience
& Behaviour

Susan Jack
Nursing

Kim Jones
Chemical Engineering

Rafael Kleiman
Engineering Physics

Andrew Knights
Engineering Physics

Shiva Kumar
Electrical & Computer Engineering

Grant McClelland
Biology

Joseph McDermid
Materials Science & Engineering

James McNulty
Chemistry & Chemical Biology

Giuseppe Melacini
Chemistry & Chemical Biology

Carmel Emelia Mothersill
Biology

Peter Nyers
Political Science

Hendrik Poinar
Anthropology

Bartosz Protas
Mathematics and Statistics

Glen Randall
Health Policy & Management

Celia Elaine Rothenberg
Religious Studies

Alina Sajed
Political Science

Kalaichelvi Saravanamuttu
Chemistry & Chemical Biology

Aaron Schat
Human Resources & Management

Colin Seymour
Biology

Christina Sinding
School of Social Work

Shahin Sirouspour
Electrical & Computer Engineering

Greg Slater
Earth, Environment & Society

Patrick Speissegger
Mathematics & Statistics

Jonathon Stone
Biology

Ellen Wahoush
Nursing

Judith West-Mays
Pathology

David Andrew Young
Sociology

Xu-Dong Zhu
Biology

25 YEARS

Julia Abelson
Health Evidence & Impact

Nick Bontis
Strategic Management

John D Brennan
Chemistry & Chemical Biology

Eric Brown
Biochemistry

Narat Charupat
Finance & Business Economics

Steven Edward Hanna
Health Evidence & Impact

Milena Head
Information Systems

Grace Lynn Kehler
English & Cultural Studies

Nicholas Kevlahan
Mathematics & Statistics

Ridha Khedri
Computing & Software

Mark Lawford
Computing & Software

Graeme Luke
Physics & Astronomy

Andrew MacTavish
Communication Studies & Media Arts

Christina Sally Moffat
Anthropology

Robert O'Brien
Political Science

Stuart Phillips
Kinesiology

Eduard Gordon Reinhardt
Earth, Environment & Society

Heather Sheardown
Chemical Engineering

James Smith
Earth, Environment & Society

Joseph Sokalski
School of the Arts

Hongjin Sun
Psychology, Neuroscience
& Behaviour

30 YEARS

Richard C Austin
Medicine

Gary Mitchell Bone
Mechanical Engineering

Jackie Bosch
Rehabilitation Sciences

Ken Cruikshank
History

Shui Feng
Mathematics & Statistics

Mark David Inman
Medicine

Marek Niewczas
Materials Science & Engineering

Gerard Wright
Biochemistry

35 YEARS

Margaret Andrea Baumann
Nursing

David Leonard Clark
English & Cultural Studies

Randall Dumont
Chemistry & Chemical Biology

Bruce D Gaulin
Physics & Astronomy

J Michael Gauvreau
History

Jeremiah Edward Hurley
Economics

Stephen Jones
Economics

Jurek Kolasa
Biology

Peter Travis Kroeker
Religious Studies

Khalid Nainar
Accounting & Financial Management

Reza Nejat
Physics & Astronomy

Zdravko Planinc
Religious Studies

Patricia P Rosebush
Psychiatry

Peter Walmsley
English & Cultural Studies

Douglas L Welch
Physics & Astronomy

Daniel Shun Chung Yang
Biochemistry

Lorraine York
English & Cultural Studies

40 YEARS

Manel Jordana
Medicine

45 YEARS

Radhey Shyam Gupta
Biochemistry

50 YEARS

Miriam Rachel Spinner
Psychiatry

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.