

McMASTER UNIVERSITY FACULTY ASSOCIATION NEWSLETTER

SEPTEMBER 2024, VOLUME 51.1

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President
Psychology, Neuroscience & Behaviour

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Mathematics and Statistics

Ana Campos
Tenure & Promotion
School of Interdisciplinary Science

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& Grievances Committee
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Rafael Kleiman
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Suzanne Mills
Member-at-Large
Labour Studies

Ali Reza Montazemi
Budget Advisory Committee
Information Systems

Brian Timmons
Member-at-Large
Pediatrics

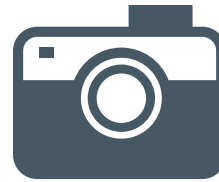
Eugenia Zuroski
Academic Affairs
English and Cultural Studies

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 or mufa@macfaculty.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: Thode Library, Photo by Kevin Patrick Robbins

Benefit Year End Reminder

Please note the benefit year end is June 30th.

Please ensure all claims dated from July 1, 2023 to June 30, 2024 are submitted to Sun Life prior to September 30, 2024.

Childcare Allowance

The gross payment for the childcare allowance was \$2,190.32 and was included in the August 2, 2024 pay deposit.

If you are [eligible](#) for the payment and did not receive it, please contact your HR Advisor.

HR Reminders

If you are returning from any type leave, please ensure that your payroll information is accurate. It is important to check that your pay rate and deductions are correct.

New Faculty Members: Please [review your pay stub](#) and check with your HR Advisor to ensure you are paying the proper deductions.

External Tuition Bursary Deadline

The application window for the External Tuition Bursary for Dependants and Spouses closes September 30.

Please review the [FAQ](#) and [Application instructions](#).

If you have questions, please contact your HR Advisor.

Passages

Jean-Pierre Gabardo
Mathematics and Statistics

June 20, 2024

Welcome New Members

Muhammad Zohair Alam
Finance and Business Economics

Tessa Alexander
Psychiatry and Behavioural Neurosciences

Duncan Cree
Mechanical Engineering

Kiersten Dobson
Social Psychology

Rui Duan
Finance and Business Economics

Cansu Ekmekcioglu Dedeoglu
Information Systems

Ahmed Fakhr
Engineering Technology

Lisa Fiskensbaum
Psychology, Neuroscience and Behaviour

Jarita Greyeyes
Indigenous Studies

Cynthia L Hammond
Nursing

Kathleen Elizabeth Houlihan
Biochemistry and Biomedical Sciences

George Ioannidis
Medicine

Sang Hwa Kim
Marketing

Kai Lesage
Marketing

Kristina Llewellyn
History

Loretta Catherine Loon
Rehabilitation Science

Shane Lynn
History

Rochelle Maurice
Social Work

Giles Morrow
Anthropology

Joseph Rucska
Physics and Astronomy

David Said
Political Science

Nooshin Salari
Operations Management

Shane Saunderson
Information Systems

Seyed Amirhossein Taherizadeh
Strategic Management

Lee Walter van Brussel
Mathematics and Statistics

Charles Welch
Computing and Software

Rachel Weldrick
Health, Aging and Society

Michael Welland
Engineering Physics

Brandon Wooldridge
Humanities

Michael Wu
Marketing

Marie-Lee Yous
Nursing

Yingnan Zhao
Finance and Business Economics

Best Wishes to Retired Faculty Members

We wish to extend best wishes to those who have retired during the academic year.

We look forward to seeing them at the annual luncheon in their honour hosted jointly by the Presidents of the University and the Faculty Association

Stanley Alama
Mathematics and Statistics

André Bedard
Biology

Michael Brook
Chemistry and Chemical Biology

Philippa Carter
Religious Studies

Suzanne Crosta
French

Vanina Dal Bello-Haas
Rehabilitation Science

James Dowling
Kinesiology

Turlough Finan
Biology

J. Michael Gauvreau
History

Christopher Gombay
Nursing

Geoffrey Hall
Psychology, Neuroscience and Behaviour

Stephen Jones
Economics

James King
English and Cultural Studies

Mark Larche
Medicine

Yvonne Lawlor
Nursing

Cyril Hubert Levitt
Sociology

Harriet Louise MacMillan
Psychiatry

Ian McKay
History

Patricia McNiven
Family Medicine

Ram Mishra
Psychiatry and Behavioural Neurosciences

Moncef Nedhi
Civil Engineering

James Quinn
Biology

Colin Seymour
Biology

David Smith
Communication Studies and Media Arts

Terence Todd
Electrical and Computer Engineering

Frances Tuer
Human Resources Management

Matthew Valeriotte
Mathematics and Statistics

Olive Wahoush
Nursing

President's Report

Remuneration negotiations and faculty workload

Welcome to the 2024-2025 academic year, and particularly to new MUFA members! MUFA will be addressing many important issues on behalf of the membership over the year, but for this newsletter I focus on remuneration and working conditions.

As this is a negotiation year, we will be sending out a survey to our members within the next month to seek information about the priorities we should focus on during negotiations.

Our current [remuneration agreement](#) was negotiated under Bill 124, which capped salary increases to 1% per year. In the agreement, MUFA had negotiated for a contingent across-the-board (ATB) increase – in addition to the 1% increase – in the event Bill 124 was repealed. Since then, [Bill 124 was ruled unconstitutional by the Ontario Court of Appeal](#) and the ATB increase has gone into effect. This year, MUFA will be negotiating without the constraints of Bill 124, and the feedback we get from the survey will be important in shaping negotiations.

But working conditions also form part of MUFA's mandate, and the survey will seek information in that domain as well. One issue that is already on MUFA's radar is faculty workload. The Council of Ontario Universities understands that Ontario faculty teach “large numbers of students and courses” and that Ontario has a higher student/faculty ratio than any other province¹. Indeed, Maclean's Magazine reports that McMaster has a student/faculty ratio of 37.9, which is higher than any other Canadian university². High student/faculty ratios affect teaching workloads by increasing course administration, student supervision, and grading, and it can force faculty to make stressful trade-offs in work-life balance, such as family.³ Given a trade-off between teaching and research responsibilities⁴, a high student/faculty ratio can also have a negative impact on research productivity. It may also reduce faculty members' ability to contribute meaningfully to university governance through service.

McMaster's student/faculty ratio (calculated as full-time undergraduate students/full-time teaching faculty) has steadily increased over the last two decades (Figure 1). In a [2022 MUFA survey on working conditions](#), nearly 80% of faculty respondents reported that their teaching workloads had increased since they started working at McMaster, and many respondents cited increasing class sizes as contributing to their workload burden and stress.

¹ <https://cou.ca/reports/faculty-at-work/>

² <https://education.macleans.ca/feature/canadas-best-universities-by-student-faculty-ratio-rankings-2024/>

³ <https://ocufa.on.ca/assets/worklife.pdf>

⁴ <https://heqco.ca/pub/teaching-loads-and-research-outputs-of-ontario-university-faculty-implications-for-productivity-and-differentiation/>

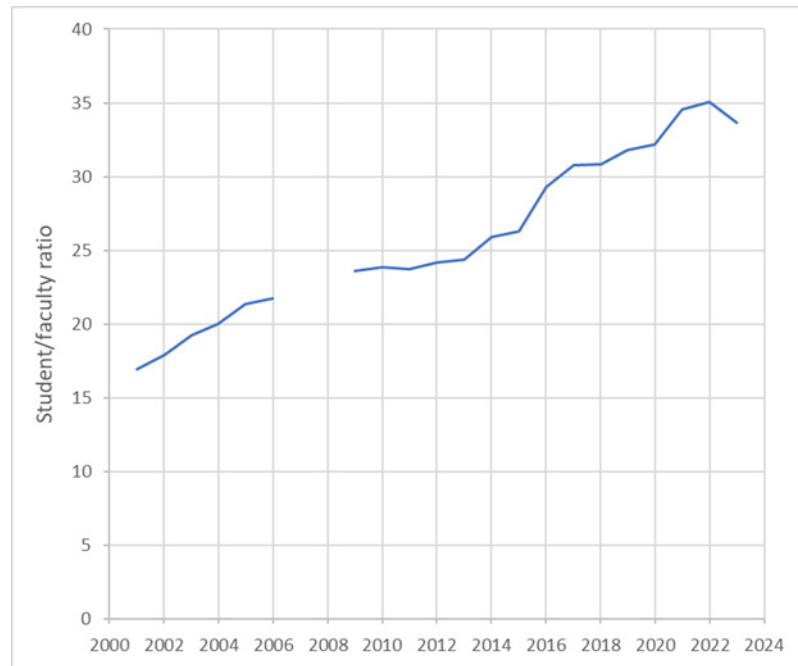


Figure 1. Data on the full-time undergraduate student/full-time faculty ratio for 2001-2006 comes from a MUFA report. Similar data for 2009-2023 come from the IRA Fact Books.

MUFA has long been aware of McMaster’s high student/faculty ratio. In 2001, the administration and MUFA agreed upon a set of principles for negotiating remuneration and working conditions. This “Principles of Negotiation” document is worth reading because it is still used to guide negotiations. It states that the “increased number of students, without a compensating increase in faculty appointments has resulted in a significant increase in student/faculty ratio during the past ten years.” That was in 2001 when the full-time undergraduate student/full-time faculty ratio was about 17 (Figure 1). The document also states, “The University’s operating budget should enable the appointment of new faculty, both to replace those who have retired (or resigned) and to compensate for an increased number of students.” Since 2001, however, full-time undergraduate enrolment has more than doubled, while the faculty complement has largely remained static. As a result, the full-time undergraduate student/full-time faculty ratio is now about 34.⁵

In comparison, the average student/faculty ratio among US universities and colleges is about 14, and universities with lower ratios tend to have stronger reputations for excellence.⁶ Indeed, national and international university ranking systems often include the student/faculty ratio in their evaluation criteria.

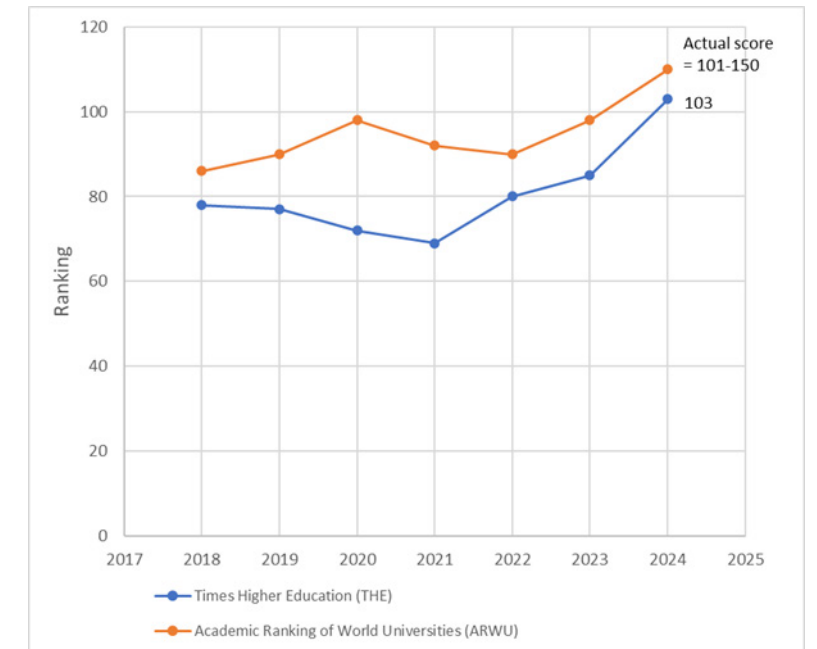
McMaster has rightly prided itself as being among the best universities in Canada and the world. However, for the first time, McMaster has fallen outside of the top 100 universities in both the Times Higher Education and the Academic Ranking of World

⁵ Maclean’s Education Rankings reports a higher student/faculty ratio for McMaster because their metric includes full-time graduate students.

⁶ <https://www.usnews.com/education/best-colleges/the-short-list-college/articles/16-colleges-with-the-lowest-student-faculty-ratios>

Universities international ranking systems (Figure 2). It is difficult to know the precise cause of the worsening in rank, but reducing the high student/faculty ratio could improve McMaster’s ranking, as I now explain.

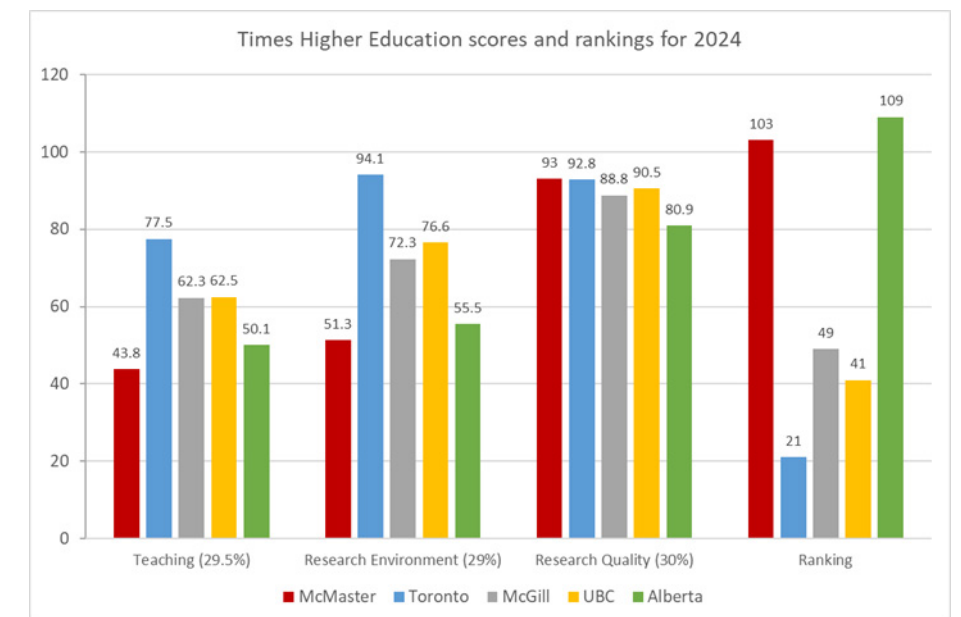
Figure 2. McMaster’s world ranking by the Times Higher Education and the Academic Ranking of World Universities over time.



The Times Higher Education (THE) ranking system provides detailed information about the five areas on which universities are scored and the weightings that each area has in the overall ranking.⁷ In each area, scores can range from 0-100, with 100 being the most favourable score. In Figure 3, I provide THE scores for McMaster

⁷ Teaching (weight = 29.5%), Research Environment (weight = 29%), Research Quality (weight = 30%), Industry (weight = 4%), and International Outlook (weight = 7.5%).

Figure 3. Times Higher Education ranking and scores for the Teaching, Research Environment and Research Quality areas.



and other top Canadian universities for the Teaching, Research Environment, and Research Quality areas, because they have the highest weights.⁸ I also provide the overall world ranking for each of those universities.

In terms of ranking, McMaster is not competing with Toronto, McGill, or UBC. We are competing with the University of Alberta. Among these five universities, McMaster has the highest score in Research Quality, but the others cluster close by. Conversely, McMaster has the lowest scores in Teaching and Research Environment, and those scores are substantially lower than the corresponding scores for Toronto, McGill, or UBC. Because the weightings for Teaching and Research Environment are nearly as high as the weighting for Research Quality, they have a substantial impact on McMaster's ranking.

Teaching and Research Environment represent the areas where McMaster has the greatest room to improve. Importantly, the student/faculty ratio comprises 15% of the Teaching score, and its weight in the overall THE ranking is 4.5%. But McMaster's high student/faculty ratio could also have a negative impact on research productivity, which comprises nearly 19% of the Research Environment score and has a weighting of 5.5% in the overall THE ranking.

In short, McMaster's high student/faculty ratio contributes to high teaching workload for faculty, it probably has a negative effect on research productivity, work-life balance, and collegial governance, and it affects McMaster's national and international rankings.

If the administration and MUFA agreed that the student/faculty ratio was too high back in 2001, and the Principles of Negotiation are still in effect, why has nothing been done about this for several decades? Remuneration negotiations are conducted through Joint Committee, which is a body composed of three senior academic administrators and three members of the MUFA Executive that discusses issues of importance to faculty and the university. The [Terms of Reference for Joint Committee](#) require negotiations over remuneration to be conducted through Joint Committee. However, negotiations over working conditions, such as the student/faculty ratio, are discretionary – both sides must agree to negotiate. Relatedly, the Principles of Negotiation are guidelines – they are not binding on either side. For these reasons, the student/faculty ratio has gone unaddressed at Joint Committee for decades.

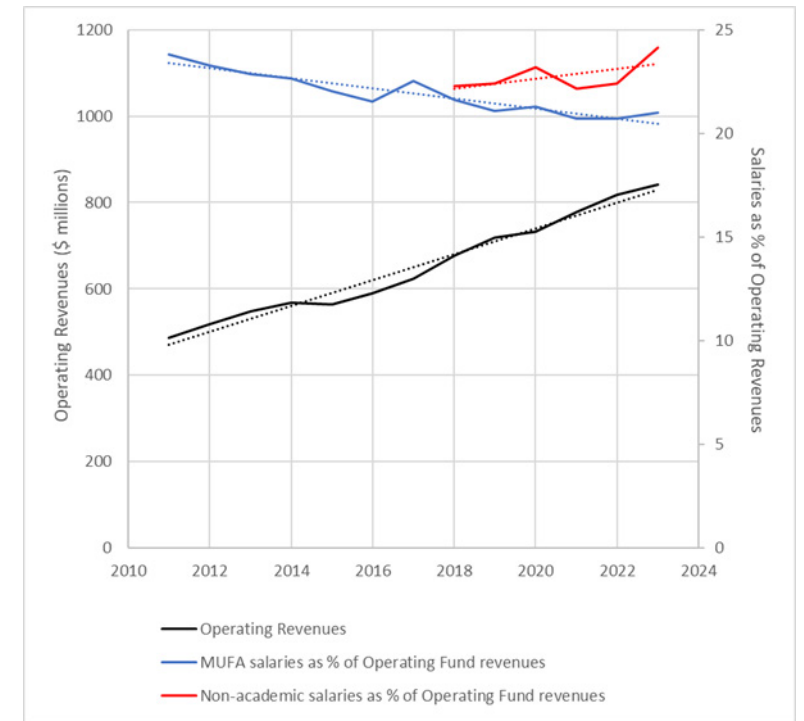
This year provides an opportunity for the current administration to reverse this pattern and show how much it appreciates the hard work that McMaster faculty do. One modest step that the administration could take is to work towards bringing McMaster's student/faculty ratio down to the average for Ontario universities. Using the data from Maclean's, the unweighted average student/faculty ratio for Ontario universities is 30.1. Windsor, Brock, Ottawa, and Toronto have similar student/faculty ratios. Bringing McMaster's student/faculty ratio down to the provincial average could be achieved by hiring approximately 260 new full-time teaching faculty, by

⁸ McMaster scores high in Industry (100) and International Outlook (87), so there is less room to improve. Moreover, these contribute less to the overall ranking because of their lower weightings.

decreasing full-time student enrolment by about 7,800, or by combinations of both.

An important issue for this negotiation year is how difficult McMaster's financial situation is. Ontario universities are having a tough time in general⁹, with many running budget deficits.¹⁰ However, McMaster is not one of these universities.¹¹ Since 2011, McMaster's Operating Revenues have increased by 73% (\$340.6 million), largely due to tuition fees coming from increased enrolment (Figure 4). The proportion of Operating Revenues spent on MUFA salaries has declined over this time, from 23.8% to 21.0%. In contrast, the proportion of Operating Revenues spent on non-academic salaries has increased from 22.3% in 2018 to 24.2% in 2023.¹² The pattern does not indicate that McMaster is in a poor overall financial situation, but it does suggest that academic expenditures have not been prioritized.

Figure 4. Operating Revenues, and the proportion of Operating Revenues spent on MUFA salaries and non-academic salaries. The data used in this graph come from the [Annual Financial Reports](#), the [Consolidated Budgets](#), and MUFA's website.



We look forward to having productive discussions with you, our members, and on your behalf with the administration, about these and other issues over the academic year.

Paul Andrews, MUFA President

⁹ <https://higherstrategy.com/college-finances-2021-22/>
¹⁰ https://www.thestar.com/politics/provincial/almost-half-of-ontario-universities-are-running-deficits-putting-student-services-at-risk-council-says/article_639ebedc-af31-11ee-bdce-47e37d4e1808.html
¹¹ https://www.thespec.com/news/hamilton-region/surplus-budget-shows-mcmaster-university-is-weathering-the-storm-as-nearly-half-of-ontarios-universities/article_6860117c-13c5-5933-9731-b554aa5f1ebf.html
¹² 2018 is the first year for which data on non-academic salaries is available in the Consolidated Budgets.

MUFA Standing Committees

Academic Affairs

Eugenia Zuroski, English and Cultural Studies

Budget Advisory Committee

Trevor Chamberlain, Finance and Business Economics
 Ali Montazemi*, Information Systems
 Khalid Nainar, Accounting and Financial Management

Human Rights & Equity

Kim Jones, Chemical Engineering

Joint Committee

Paul Andrews, Psychology, Neuroscience, and Behaviour
 Bhagwati Gupta, Biology
 Megumi Harada, Mathematics and Statistics

Membership

Melinda Gough, English and Cultural Studies

Nominating Committee

Paul Andrews*, Psychology, Neuroscience, and Behaviour
 Bhagwati Gupta, Biology
 Nicholas Kevlahan, Mathematics & Statistics
 David Ogborn, Communication Studies and Media Arts
 Saara Greene, Social Work
 Meena Andiappan, Human Resources and Management

OCUFA Director

Bhagwati Gupta, Biology

Pension

Claude Eilers*, Classics

Public Relations

Nicholas Kevlahan, Mathematics and Statistics

Remuneration Committee

Paul Andrews, Psychology, Neuroscience and Behaviour
 Bhagwati Gupta, Biology
 Megumi Harada*, Mathematics & Statistics
 Suzanne Mills, Labour Studies
 Rafael Kleiman, Engineering Physics
 Russell Bishop, Biochemistry and Biomedical Sciences
 Khalid Nainar, Accounting and Financial Management
 Mat Savelli, Health, Aging and Society

Special Enquiries & Grievances Committee

Michelle Dion*, Political Science
 Bhagwati Gupta, Biology
 Qiyin Fang**, Engineering Physics
 Suzanne Mills, Labour Studies

Tenure/Permanence

Ana Campos, School of Interdisciplinary Science

Treasurer

Aadil Merali Juma, Accounting and Financial Management

Returning Officer

Sara Bannerman

*Chair

**Vice-Chair

MUFA Representatives on University Committees & Boards

Copyright Working Group

VACANT

Honour M Selection Committee

Lynn Martin, Nursing

McMaster Children's Centre

Ramla Qureshi, Civil Engineering

Pension Trust Committee

Claude Eilers, Greek and Roman Studies
 Adam Lavecchia, Economics
 Kevin Veenstra, Accounting & Financial Management

President's Advisory Committee on Building an Inclusive Community

VACANT

President's Advisory Committee on Relations with Community

Charles de Lannoy, Chemical Engineering

Rudy Heinzl Award for Excellence Committee

Trevor Chamberlain, Finance and Business Economics

University Planning Committee

David Ogborn, Communication Studies and Media Arts

Sexual Violence Prevention and Response Task Force (SVPR)

Bruce Milliken, Psychology, Neuroscience and Behaviour

Enrolment Management Team

Suleiman Igdoura, Biology

Joint Health & Safety Committee

VACANT

MUFA Faculty Council

In order to maintain close contact with faculty members at the department level, the MUFA Executive established the Faculty Association Council made up of representatives from every academic department. These representatives serve as liaisons between the Association's Executive Committee and the members of the Association

For more information, please see the [MUFA Faculty Council Terms of Reference](#).

ACCOUNTING & FINANCIAL MANAGEMENT, Kevin Veenstra
 ANESTHESIA, Li Wang
 ANTHROPOLOGY, Kee Yong
 SCHOOL OF THE ARTS, Vacant
 BIOCHEMISTRY & BIOMEDICAL SCIENCE, Lindsay Kalan
 BIOLOGY, Robin Cameron
 CHEMICAL ENGINEERING, Vacant
 CHEMISTRY & CHEMICAL BIOLOGY, Alex Adronov
 CIVIL ENGINEERING, Samir Chidiac
 COMMUNICATION STUDIES & MEDIA ARTS, David Ogborn
 COMPUTING & SOFTWARE, Vacant
 EARTH, ENVIRONMENT & SOCIETY, Rob Wilton
 ECONOMICS, Paul Contoyannis
 ELECTRICAL & COMPUTER ENGINEERING, Moshe Schwartz
 ENGINEERING PHYSICS, Qiyin Fang
 ENGINEERING TECHNOLOGY, SCHOOL OF, Robert Fleisig
 ENGLISH & CULTURAL STUDIES, Vacant
 FAMILY MEDICINE, Meredith Vanstone
 FINANCE & BUSINESS ECONOMICS, Trevor Chamberlain
 FRENCH, Joelle Papillon
 GREEK AND ROMAN STUDIES, Spencer Pope
 HEALTH, AGING & SOCIETY, Meridith Griffin
 HEALTH POLICY & MANAGEMENT, Glen Randall
 HEALTH RESEARCH METHODS, EVIDENCE & IMPACT, Jean-Eric Tarride
 HISTORY, Karen Balcom
 HUMAN RESOURCES & MANAGEMENT, Benson Honig
 INFORMATION SYSTEMS, Vacant
 INTERDISCIPLINARY SCIENCE, Janet Pritchard

KINESIOLOGY, Peter Keir
 LABOUR STUDIES, Vacant
 LIBRARY, Wade Wyckoff
 LINGUISTICS & LANGUAGES, Nikolai Penner
 MARKETING, Vacant
 MATERIALS SCIENCE, Andre Phillion
 MATHEMATICS & STATISTICS, Paul McNicholas
 MECHANICAL ENGINEERING, Gary Bone
 MEDICINE, Vacant
 NURSING, Vacant
 OBSTETRICS & GYNECOLOGY, Vacant
 OPERATIONS MANAGEMENT, Vacant
 PATHOLOGY & MOLECULAR MEDICINE, Vacant
 PEDIATRICS, Vacant
 PHILOSOPHY, Nancy Doubleday
 PHYSICS & ASTRONOMY, Alan Chen
 POLITICAL SCIENCE, Andrea Lawlor
 PSYCHIATRY & BEHAVIOURAL NEUROSCIENCE, Vacant
 PSYCHOLOGY, NEUROSCIENCE & BEHAVIOUR, David Shore
 REHABILITATION SCIENCES, Rebecca Gewurtz
 RELIGIOUS STUDIES, Shayne Clarke
 SOCIAL WORK, Tara LaRose
 SOCIOLOGY, Vacant
 STRATEGIC MANAGEMENT, Vacant
 SURGERY, Damu Tang

Student Accessibility Services (SAS) Updates

At McMaster, fulfilling the university's duty to accommodate students with disabilities is a shared responsibility and a highly collaborative process, as stated in the policy for [Academic Accommodation of Students with Disabilities](#).

SAS coordinates academic accommodations and test booking processes in strong collaboration with Faculty Offices, instructors, students and academic units. **We have redesigned and streamlined processes this year in response to faculty, staff and student feedback.**

Important information for instructors and faculty:

- **Submit test information as early as possible in the term.** This will ensure a smooth booking process for students and allow our Testing Centre to begin resource planning. Please note the following deadlines:
- Test information (dates and duration): Submit no later than **10 calendar days** before the test.
- Test copies: Submit no later than **five calendar days** before the test.
- **View and implement student accommodations.** Use the [accommodation definitions](#) page as an implementation guide. If you're unsure how a specific accommodation should be implemented in your course, contact the associated SAS program coordinator, whose contact information will be listed on the student's accommodation letter.
- **If needed, add additional users (TAs, additional instructors) to access accommodations and submit information.** Contact your departmental administrator if you don't have the required access on Mosaic.

Introducing: MySAS Portal

The new MySAS Portal was designed in response to the review of the academic accommodations process conducted in 2023. Our goal is to improve the process and ensure we're

positioned to meet the rising and increasingly complex demand for academic accommodations. Visit the [instructor section of the SAS website](#) for instructions on how to navigate MySAS Portal to complete instructor responsibilities.

New SAS Virtual Office Hours

We have allocated office hours to support instructors in implementing academic accommodations. We invite instructors to drop in to receive live support and ask questions related to MySAS Portal and accommodations processes.

September 9 to October 11:

- Mondays, 3:00 p.m. to 4:00 p.m.
- Wednesdays, 1:00 p.m. to 2:00 p.m.
- Thursdays, 9:00 a.m. to 10:00 a.m.

Updates on virtual office hours for the rest of the term will be posted on the SAS website.

Need additional support? Individualized training sessions are available on request. Email mysashlp@mcmaster.ca to learn more.

On behalf of Student Accessibility Services (SAS), we thank you for your continued support and commitment, to helping us create an inclusive and accessible learning environment for students with disabilities. We appreciate your partnership.

Editorial Policy

The 'Member Forum' section of the newsletter is meant to provide an opportunity for MUFA members to express a range of perspectives on relevant issues facing faculty members and to provide a platform for meaningful discourse and engagement within the faculty community.

Content: Submissions should be about topics relevant to members' work within the University.

Respectful discourse: It is acceptable to critique decisions, policies, and actions within the University that impact MUFA members' work, but personal attacks or disrespectful language towards individuals or groups is not acceptable.

Clarity and Coherence: Contributors are encouraged to express their opinions clearly and coherently.

Articles should be well-organized and easy to understand for the readership.

Fact-Checking: Fact-checking and accuracy are important in opinion pieces. Contributors are responsible for the veracity of their claims and should not deliberately misrepresent information.

Length Guidelines: Submissions should be between 500 and 1000 words. Members who are interested in submitting longer pieces should contact the Newsletter Editor.

Submission Process: Submissions should be in Microsoft Word format and sent to mufa@mcmaster.ca.

To allow for review, deadlines are two weeks before the newsletter publication date:

- September 1 for September 15 publication
- November 1 for November 15 publication
- January 2 for January 15 publication
- March 1 for March 15 publication
- May 1 for May 15 publication

Editorial Oversight: The MUFA Executive has the right to edit or reject submissions that do not meet the editorial standards or guidelines of the newsletter. However, the Newsletter Editor and Executive will strive to preserve the integrity of the author's voice and opinions whenever possible. Contributions will not be edited for grammar, spelling, or clarity.

*Approved by the MUFA Executive
June 6, 2024*

The MUFA Member Forum Editorial Policy can also be found on the [MUFA website](#).

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. **Sessions are in-person only with no remote option or recording available.**

Thursday, September 26 Welcome & Reception

An opportunity for our new faculty to meet with some of our leaders, learn more about their areas/responsibilities, and have a chance to ask questions.

Register at: [Welcome](#)

Thursday, October 31 Teaching & Learning

Meet our Teaching & Learning Leaders and learn more about our policies, programs and initiatives at McMaster.

Register at: [Teaching-Learning](#)

Thursday, November 21 Research Grants & Funding Landscape

This session will provide an overview of McMaster's Strategic Plan for Research and focus on the opportunities afforded to researchers in the current grants and funding climate: a scan of the federal and provincial funding programs, tri-agency framework, and emerging areas; and industry and university research collaborations.

Register at: [Grants-Funding](#)

Thursday, December 5 Graduate Supervision

Each supervisor/graduate student relationship is unique and creating an environment for student success can be rewarding and, at times, complicated. This workshop will provide an overview of the importance of graduate supervision and provide advice and guidance to help develop and enrich these connections.

Register at: [Graduate Supervision](#)

Thursday, January 23 Generative AI and Academic & Research Integrity

The McMaster Guidelines on the Use of Generative AI in Teaching and Learning - August, 2024 offer a starting point for educators to understand and respond to generative AI in teaching and learning, including how to approach academic integrity with respect to generative AI. The Academic Integrity Policy and Research Integrity Policy, outline expectations and procedures for addressing academic and research integrity offences.

Register at: [AI](#)

Thursday, February 13 Societal Impact through Experiential Learning, Community Engagement and Research

Discover how research, education, and community collaboration intersect to address pressing societal challenges.

Join Sukhvinder Obhi and other university leaders as they discuss McMaster's commitment to research, community engagement and experiential learning. Learn how to leverage academic resources to create meaningful societal impact..

Register at: [Societal Impact](#)

Thursday, March 20 Local & Global Collaborations

Explore how internationalization efforts intersect with collaborative initiatives, emphasizing interdisciplinary approaches for positive global impact. Learn how to embrace collaboration across disciplines and borders, leveraging internationalization efforts.

Register at: [Collaborations](#)

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