



MUFA Newsletter

Jointly-Sponsored Pension Plans

As many of you may recall, we communicated with our members last year about a proposed university sector jointly-sponsored pension plan (JSPP), which was being discussed by the Council of Ontario Universities (COU) and Ontario Confederation of University Faculty Associations (OCUFA). A JSPP is a pension plan in which the employer or employers and employees share decisions and financial risks (usually 50-50). A university sector JSPP is multi-employer JSPP in which several universities join a single pension plan and establish it as a JSPP.

From the beginning, COU and OCUFA have agreed to a [set of principles](#) to guide the development of the University Pensions Project (UPP) JSPP.

In the [December 2014/January 2015 MUFA Newsletter](#), Michel Grignon (Economics and member of the MUFA Executive) explained the nature of the JSPP proposal and these discussions. Since then, COU and OCUFA have met again to further elaborate the framework that will guide the formal design and building of the new JSPP. The result of these discussions is a more detailed [draft document](#) that outlines the principles that COU and OCUFA have agreed to guide the design of the new UPP JSPP.

In this document, the UPP JSPP, which will outline its own guidelines for applications to join, the proposal includes the following provisions for a University which seeks to join the new JSPP:

30. In order for an Employer to participate in the New Plan, the Employer:
- (a) must meet all legislative and local collective bargaining requirements with respect to its unions, faculty associations, and any other groups with bargaining rights;
 - (b) must have entered into an asset transfer agreement with the Sponsors;
 - (c) the requirements of the [Pension Benefits Act-] PBA for a conversion and asset transfer must be satisfied. (Section V. 30. p. 8)

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The intent of this statement, which both COU and OCUFA have endorsed, is to ensure that Universities cannot apply to join the proposed UPP JSPP without negotiating and getting the approval of all organized groups on campus, such as MUFA.

That draft document also includes an outline of the pension contribution rates and benefits currently envisioned for the proposed JSPP (p. 11-12) as well as some of the outstanding issues yet to be resolved (p. 13-14). The chart on [page 3](#), which is based on that included in the draft UPP design framework, includes the current JSPP proposal with the current pension benefits of MUFA members.

OCUFA maintains a [website](#) with additional information about the University Pension Plan (UPP) JSPP process and proposal, including various [project presentations and documents](#). The Ministry of Finance has also published [regulations that will govern transitions](#) from an employer-sponsored to a jointly-sponsored pension plan.

After consulting MUFA's representatives on the McMaster University Pension Trust Committee, the MUFA Executive Committee is of the opinion that the proposed JSPP is not an appealing option for our members.

Workplace Stress Survey

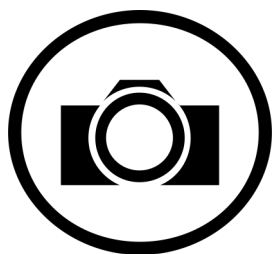
OCUFA, CAUT and Occupational Health Clinics for Ontario Workers (OHCOW) are conducting a workplace stress survey. This survey of the psychosocial factors in your workplace is being undertaken jointly by OCUFA and CAUT, in partnership with the Occupational Health Clinics for Ontario Workers (OHCOW). MUFA will be provided only with aggregate summaries of our members' responses (frequencies of responses, not individual-level data).

The survey covers a range of issues to provide customized reports for Faculty Associations, and which can be used to develop nuanced proposals to:

- enhance the safety and well-being of members;
- improve faculty complement and workload;
- improve the conditions of contract faculty.

The greater the response rate, the greater the force and credibility of the reports to be prepared by OCUFA, CAUT, and OHCOW. All reports or publications derived from the survey responses will be presented in format which ensures that the identity of any individual respondent is not revealed and is kept confidential.

The online survey may be found at:
https://www.surveymonkey.com/r/OCUFA_Stress_Survey



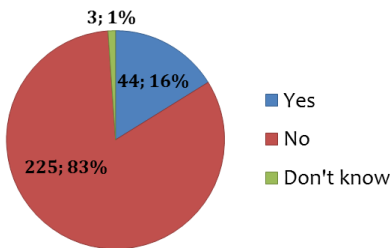
MUFA is looking for pictures to use on our new website (www.macfaculty.ca) that represent McMaster and faculty. If you have any pictures you would like to share, please email them to mufa@mcmaster.ca.

Plan Provisions	Most recent University Pensions Project JSPP Design Framework (6/2015)		Current McMaster plan provisions for MUFA members
	18% contribution rate	20% contribution rate	McMaster (currently approximately 16-18% contribution depending on salary)
Averaging period for earnings and YMPE	60 months	60 months	The average of the 48 highest months of regular annual salary while a Plan participant
Benefit rate per Year of Service on FAE up to AYMPE	1.50%	1.65%	1.4% of Best Average Salary up to the Average Year's Maximum Pensionable Earnings ("Average YMPE") times Pensionable Service plus,
Benefit rate per Year of Service on FAE in excess of AYMPE	2.00%	2.00%	2.0% of Best Average Salary in excess of the Average YMPE times Pensionable Service
Bridge Benefit per Year of Service	0.50% of FAE up to AYMPE	0.35% of FAE up to AYMPE	A Faculty Member who retires with an unreduced pension under the Special Retirement Date provisions will receive a bridge benefit equal to \$19.00 per month per year of Pensionable Service accrued to June 30, 1996 to a maximum of 20 years of service. The bridge benefit is payable from the later of the pension commencement date and Member's attainment of age 60 and ceases on attainment of age 65 or death, if earlier.
Maximum Pension	Indexed Income Tax Act maximum pension (applied before early retirement reductions)	Indexed Income Tax Act maximum pension (applied before early retirement reductions)	Same
Guaranteed normal form of payment—without spouse	Life guaranteed 10 years	60% survivor benefit	Life guaranteed 7 years (with some other options)
Guaranteed normal form of payment—with spouse	Life guaranteed 10 years		50% joint + survivor option, guaranteed at 100% for 7 years. After death, spouse gets 50% pension (with other options)
Eligibility for unreduced early retirement	Age 60 + 80 points (age + continuous service)	85 points (age + continuous service)	84-90 depending on dates of retirement (the rules of 85 or 90)
Reduced early retirement	5% per year from unreduced early retirement rate	Without 85 points, 5% penalty per year from age 65	Reduced by 0.5% for each month (equivalent 6% per year) per year from age 65
Indexation in the deferral period	None	None	
Indexation after pension commencement – rate of indexation	75% of increase in CPI	75% of increase in CPI	Lesser of CPI or percentage that average rate of return exceeds 4.5%
Indexation after pension commencement – maximum increase	Maximum increase in CPI of 5%	None	
Disability benefits	Continued accrual, employee contributions not required	Continued accrual, employee contributions not required	
Interest rate on member contributions	CANSIM rates per PBA	CANSIM rates per PBA	i. A transfer of an amount equal to twice the Member's required contributions plus Net Interest on the Fund to a locked-in retirement savings arrangement or other pension plan as permitted. ii. A transfer of the commuted value of the Member's deferred pension to a locked-in retirement arrangement or other pension plan as permitted. A deferred pension, payable at the Member's normal retirement date, equal to the pension earned up to the date of termination. Hired post 2013, option i. excluded.

MUFA Flash Survey Results

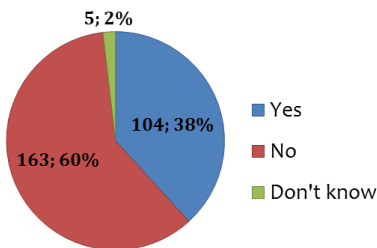
Thank you to the 272 members who took the time (an average of 2½ minutes!) to answer our short member survey. That’s a response rate of 29.2%. In the next newsletter, we’ll have a digest of the open-ended comments. For now, we’d like to report our initial results from the other questions. A large majority of members have not contacted MUFA recently (83%), and we hope this means that our members are satisfied with their workplace and haven’t needed our help with information or advice.

Have you contacted MUFA?



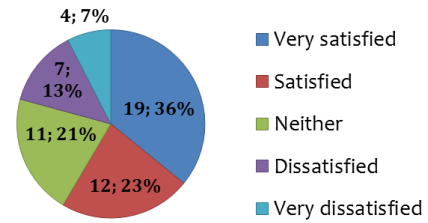
Though only about 16% of respondents had contacted MUFA, about twice as many respondents (38%) visited the website. Please let us know if there is information that you think should be posted that is hard to find or not available.

Have you visited the MUFA website?



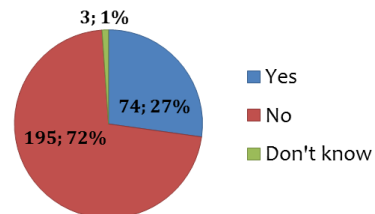
Of those that have contacted the MUFA office or an Executive Committee member, most report being satisfied (59%) with the accuracy of the information received. I would encourage those who were dissatisfied with the accuracy of the information received to let me know (dionm@mcmaster.ca) how we didn’t meet your expectations.

How satisfied were you with the information you received?

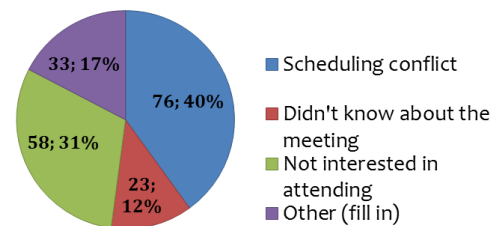


Finally, we are interested in encouraging more of you to attend our two annual meetings (in December and April) and to be engaged with the Faculty Association in general. To this end, we asked questions about past meeting attendance and reasons for not attending. A majority of the survey respondents reported not attending a recent meeting (72%), and the most common reason for not attending was a scheduling conflict (40%). A majority of the write-in explanations for not attending referenced having too many other demands and not enough time.

Have you attended a MUFA meeting in last two years?



Reasons for not attending a meeting



We have already scheduled the December 2015 meeting at a new time, and we hope this will make

it more convenient for more of you to attend. **The meeting will be on December 9th at 9:30am in the Council Chambers (Gilmour Hall, Room 111).** I will be presenting a report on our activities, which will likely include updates on the University Pension Plan Jointly Sponsored Pension Plan, the qualitative results of this survey, and other issues that have been discussed or came before the Executive Committee this fall. There will also likely be another presentation or panel on University issues. **The final agenda will be circulated via email and posted to our website two weeks before the meeting.**

Thanks again to those of you who took the time to answer this short survey, and please be in touch with MUFA staff (mufa @mcmaster.ca or extension 24682/20297) or [Executive Committee](#) members if you have additional comments or questions.

Michelle Dion
MUFA President



Homewood Health is McMaster University's Employee & Family Assistance Program provider. Their services are available 24/7 and are free to employees and their families. Homewood Health provides counseling, work-life and health coaching, health risk assessments, and much more. For more information or to book your appointment, please call 1-800-663-1142 or 1-888-384-1152 (TTY) or visit: <http://www.homewoodhealth.com/corporate>.



Classroom Renovation Committee

The Classroom Renovation Committee makes recommendations on mid-size projects including repairs/upkeep, to both space and furniture (including potential upgrades/replacements), and writing surfaces and finishes. It meets to review and discuss:

- ◆ Progress of the previous year's renovation work.
- ◆ The results from the Facility Services – Classroom Audit Forms.
- ◆ Committee members' observations in existing classrooms.
- ◆ Current trends in classroom space and furniture, outside McMaster.
- ◆ Proposed work in relation to the conclusions of the Classroom Design Subcommittee.
- ◆ Furniture styles and space finishes; potential standardization.
- ◆ Other relevant items as required.

The Committee meets monthly from September through to the following January, inclusive. By January 31st, the Committee will come to consensus and finally produce a prioritized list of proposed renovation work to existing McMaster registrar-controlled and non-registrar controlled classrooms. This list is to be distributed to Design and Construction, and Maintenance Services, for planning / design, and for work to then begin.

Faculty members interested in submitting suggestions to the committee should forward them to the Chair, Robert Craik at craikr@mcmaster.ca.

Pippa Lock Named as a Recipient of the 2014/2015 OCUFA Teaching Award

The Ontario Confederation of University Faculty Associations (OCUFA) has named **Pippa Lock** as one of the province's most outstanding university teachers.

Lock, an assistant professor in the Department of Chemistry & Chemical Biology, received the 2014-2015 OCUFA Teaching Award on October 24 at a ceremony in Toronto.

The four other recipients of a 2014-2015 OCUFA Teaching Award are:

- Greg Evans, Department of Chemical Engineering, University of Toronto
- Vincent Hui, Department of Architectural Science, Ryerson University
- Timothy S. O'Connell, Department of Recreation and Leisure Studies, Brock University
- Trent Tucker, College of Business and Economics, University of Guelph

Founded in 1964, OCUFA represents 17,000 professors and academic librarians in 28 faculty associations 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.

New Go Transit Route!

Go Transit recently added a new route from Hamilton (downtown Go Center) to Pearson Airport. It's an hourly (semi-hourly during rush hours) service. The cost is \$12 one-way.

First bus: from Hamilton to YYZ 3:20am - 4:45am or YYZ to Hamilton 4:35am - 5:45am Last Bus: from Hamilton to YYZ 1:20am - 2:45am or YYZ to Hamilton 2:35am - 3:45am

Detailed information can be found at:

<http://www.go transit.com/public/en/travelling/airport.aspx>

Welcome New Members

Scott Paquette

Information Systems

Hesam Shahriari

Finance and Business Economics

MUFA Sponsored Listserv

MUFA manages a moderated listserv for members to discuss issues of interest to the University committee. To join or manage your subscription, please visit:

<https://mailman.mcmaster.ca/mailman/listinfo/mufagabmac-l>

Years of Service

Congratulations to the following MUFA members celebrating milestone years of service as of November 1, 2015

10 Years of Service

Catherine Anderson

Linguistics and Languages

Megan Armstrong

History

James Benn

Religious Studies

Michelle Butt

Nursing

Mirna Carranza

School of Social Work

Philip DeCicca

Economics

Michael Egan

History

Marie Elliot

Biology

Qiyin Fang

Engineering Physics

Deda Gillespie

Psychology, Neuroscience and
Behaviour

Daniel Goldreich

Psychology, Neuroscience and
Behaviour

David Goutor

School of Labour Studies

Elzbieta Grodek

French

Godefroy Guindon

Clinical Epidemiology and
Biostatistics

Hannah Holmes

Economics

Ahmed Shafiqul Huque

Political Science

Michelle Kho

Rehabilitation Science

Gail Krantzberg

Civil Engineering

Christopher Longo

Health Policy and Management

David Lozinski

Mathematics and Statistics

Meghan McConnell

Clinical Epidemiology and
Biostatistics

Michael Mercier

Geography and Earth Sciences

Prashant Mhaskar

Chemical Engineering

Yurij Mozharivskyj

Chemistry and Chemical Biology

Gianni Parise

Kinesiology

Jeffrey Racine

Economics

Ghani Razaqpur

Civil Engineering

Philip Savage

Communication Studies and
Multimedia

Ponnambalam Selvaganapathy

Mechanical Engineering

Angela Sheng

School of the Arts

Patricia Strachan

Nursing

Stephen Tullis

Mechanical Engineering

Geraldine Voros

Health, Aging and Society

Lana Wylie

Political Science

Michael Wilson

Clinical Epidemiology and
Biostatistics

Hatem Zurob

Materials Science and
Engineering

15 Years of Service

Muhammad Arain

Geography and Earth Sciences

Vishwanath Baba

Human Resources and
Management

Lucian Balan

School of Technology

Karen Balcom

History

Sigal Balshine

Psychology, Neuroscience and
Behaviour

Pamela Baxter

Nursing

Hans Boden

Mathematics and Statistics

Iris Bruce

Linguistics and Languages

Chan Ching

Mechanical Engineering

John Colarusso

Linguistics and Languages

Liliana Coman

Rehabilitation Science

Walter Craig

Mathematics and Statistics

Katherine Cuff

Economics

Brian Detlor

Information Systems

Douglas Down

Computing and Software

Robert Hamilton

Communication Studies and
Multimedia

Deirdre Haskell

Mathematics and Statistics

Khaled Hassanein

Information Systems

Michelle Howard

Family Medicine

Krista Howarth

Kinesiology

Maureen Hupfer

Health Policy and Management

Maureen MacDonald

Kinesiology

Mandeep Malik

Marketing

Teresa McCurdy

Nursing

Colleen McKey

Nursing

Alison McQueen

History

Dmitry Pelinovsky

Mathematics and Statistics

Shahram Shirani

Electrical and Computer
Engineering

Spencer Smith

Computing and Software

Stephen Streeter

History

Christopher Swartz

Chemical Engineering

Damu Tang

Medicine

Bernardo Trigatti

Biochemistry and Biomedical
Sciences

Ignacio Vargas-Baca

Chemistry and Chemical Biology

James Wadsley

Physics and Astronomy

Jianping Xu

Biology

20 Years of Service

Denise Bryant-Lukosius

Nursing

Timothy Davidson

Electrical and Computer
Engineering

Susan Dudley

Biology

Claude Eilers

Classics

John Fox

Sociology

Martin Horn

History

Alok Johri

Economics

Miroslav Lovric

Mathematics and Statistics

Ann Malott

Family Medicine

Fiona McNeill

Medical Physics and Applied
Radiation Sciences

Robert Milliken

Psychology, Neuroscience and
Behaviour

Victor Satzewich

Sociology

An-chang Shi

Physics and Astronomy

Michael Waddington

Geography and Earth Sciences

Yonghong Wan

Pathology and Molecular
Medicine

25 Years of Service

Suzanne Crosta

French

Susan Denburg

Psychiatry and Behavioural
Neurosciences

Michele Drummond-Young

Nursing

Vicki Galea

Rehabilitation Science

Lauren Griffith

Clinical Epidemiology and
Biostatistics

Nancy Heddle

Medicine

Roger Jacobs

Biology

Keith Kinder

School of the Arts

Nancy Pollock

Rehabilitation Science

James Quinn

Biology

Carl Richards

Pathology and Molecular
Medicine

Sheila Sammon

School of Social Work

Herbert Schellhorn

Biology

Eileen Schuller

Religious Studies

Patricia Solomon

Rehabilitation Science

Richard Stubbs

Political Science

Roman Viveros-Aguilera

Mathematics and Statistics

Elizabeth Weretilnyk

Biology

Peter Whyte

Pathology and Molecular
Medicine

Willi Wiesner

Human Resources and
Management

30 Years of Service

Narayanaswamy Balakrishnan

Mathematics and Statistics

Michael Brook

Chemistry and Chemical Biology

Trevor Chamberlain

Finance and Business Economics

Vera Chouinard

Geography and Earth Sciences

Turlough Finan

Biology

Jandirk Huizinga

Medicine

Adrian Kitai

Engineering Physics

John Medcof

Human Resources and
Management

James Reilly

Electrical and Computer
Engineering

Mateusz Sklad

Mechanical Engineering

Isik Zeytinoglu

Human Resources and
Management

35 Years of Service

Kathryn Bennett

Clinical Epidemiology and
Biostatistics

Eric Sawyer

Mathematics and Statistics

Henry Szechtman

Psychiatry and Behavioural
Neurosciences

40 Years of Service

Richard Day

Psychology, Neuroscience and
Behaviour

Ian Hambleton

Mathematics and Statistics

Rama Singh

Biology

Office of the Associate Vice-President, Faculty presents: Faculty Leadership & Development 2015-2016

1. Chairs/Directors

Privacy & IT Security

November 13, 2015 @ 1:30-3pm – GH 111

Speakers:

Michelle Bennett, Hearings Officer & Freedom of Information & Protection of Privacy (FIPPA) Coordinator, University Secretariat

Paul Muir, Systems Integration Specialist, Technology Security and Risk, UTS

Discrimination, Harassment & Sexual Harassment: Prevention and Response - NEW POLICY

November 27, 2015 @ 9-11:30am – MUSC 308/309

Speakers:

Jane Aronson, Professor & former Director, School of Social Work

Sarah Dickson, Associate Professor & Associate Chair, Department of Civil Engineering

Robin Edwards, Advisor, Professionalism, Faculty of Health Sciences

Pilar Michaud, Senior Human Rights Officer, Human Rights & Equity Services

Maggie Pooran, Associate Director, Employee Labour Relations, Human Resources

McMaster Budget (Spring date to be confirmed)

Speakers:

Linda Coslovi, Executive Director, Finance & Planning (Academic)

Lou Mitton, Budget Director, Financial Services

Iain Clarkson, Budget Project Manager, Financial Services

CP/M (date/speakers to be confirmed)

January 2016 – GH 111

Gender Equity

February 29, 2016 @ 1:30-3:30pm – GH 111

Speakers:

Members of the Yates Report Implementation Committee

Research Integrity

March 14, 2016 @ 1:30-3:30pm – GH 111

Speaker:

Doug Welch, Acting Associate Vice-President & Dean of Graduate Studies

Tenure/Permanence/Promotion

April 25, 2016 @ 9:30-11:30am – GH 111

Speakers:

Ken Cruikshank, Dean, Faculty of Humanities

Michelle Bennett, Hearings Officer & Freedom of Information & Protection of Privacy (FIPPA) Coordinator, University Secretariat

2. Tenure/Permanence/Promotion - Tenure-track, Special and Teaching-track Faculty

Faculty Tenure/Permanence/Promotion

November 16, 2015 @ 9am-12noon – GH 111

and December 2, 2015 @ 1-4pm – GH 111

Speakers:

Ana Campos, Professor, Biology & Past MUFA Tenure & Permanence Representative

Catherine Swanson, Educational Consultant, MIIETL

3. New Faculty (all workshops - University Club, West Room @ 3-5 pm)

Student Affairs: Supporting Students

November 20, 2015

Speakers:

Sean Van Koughnett, Associate Vice-President, Students & Learning & Dean of Students

Others to be confirmed

Forward With Integrity – Next Five Years

December 4, 2015

Speaker:

Patrick Deane, President & Vice-Chancellor

Building a Culture of Collaborations

January 22, 2016

Speakers:

Michelle Dion, Associate Professor, Political Science & MUFA President

Others to be confirmed

Graduate Students Mentorship & Research Integrity

February 5, 2016

Speaker:

Doug Welch, Acting Associate Vice-President & Dean of Graduate Studies

Understanding the Granting/Funding Landscape

March 18, 2016

Speakers:

Gianni Parise, Associate Professor, Kinesiology & Associate Dean of Research & External Relations, Faculty of Science

Others to be confirmed

Advancement: Building Relationships

April 8, 2016

Speaker:

Lorna Somers, Director, University Advancement

For more information regarding any of the above workshops please contact: Jill Axisa, Director, Faculty Leadership & Development, Office of the Associate Vice-President, Faculty, T: 905.525.9140 X24619, Email: axisaji@mcmaster.ca

OCUFA sets contract faculty, pensions, funding, and governance as priorities at 147th Board meeting

From October 24-25, 2015, OCUFA's Board of Directors met for its first meeting of the 2015-16 academic year. The focus was on setting priorities for the upcoming year and developing strategies for addressing the challenges facing professors and academic librarians in the months ahead.

A key objective of the fall Board meeting is to identify the issues that will be the focus of OCUFA's advocacy and member support work. Recent high-profile cases of excessive administrator salaries and attempts to undermine academic decision making have highlighted the growing problem of governance at universities in Ontario and across Canada. There is a real and growing need to restore collegial governance on our campuses and to empower academic senates to act as a genuine balance to the power of administrations and Boards of Governors. It is also clear that there is a greater need for administrators to be more open, transparent, and accountable to students, staff, and faculty.

Closely tied to the governance issue is university funding. For years, we have seen the steady erosion of per-student public funding from the Government of Ontario. This has harmed the ability of institutions to offer a high-quality and affordable education to students. At the same time, decision making about how to spend the funding that is received – from all sources – is being increasingly dominated by university administrations through new budgeting processes, program prioritization, and similar initiatives. The problem therefore has two connected parts: there is not enough public investment in our universities, and the funding that is received is being allocated within universities according to opaque, top-down processes.

Given this context, OCUFA has identified two related goals in this area for 2015-16: To engage as an active participant in the provincial government's review of the funding model to ensure that faculty

goals and concerns are raised and heard; and to develop strategies and resources for member associations to support collegial governance and make boards more representative and attentive to the needs of the university and community.

To launch this work, the Board meeting hosted a panel discussion featuring two faculty associations that have had great success at governance initiatives on their campus. Larry Savage, from Brock University, spoke about how the Brock University Faculty Association (BUFA) successfully pushed back against their administration's controversial program prioritization process and asserted Senate control of academic decision making. Kristin Hoffman, President of the University of Western Ontario Faculty Association (UWOFA), described her association's work to hold their administration and Board of Governors to account over Western President Amit Chakma's huge salary payout.

Like last year, pensions will also be a major area of activity for the organization. OCUFA is currently providing resources and leadership to the University Pensions Project. This initiative brings together interested faculty, staff, and administrators to explore the creation of multi-employer joint sponsored pension plan (JSPP). The past year saw the completion of the research phase of this project. We are now in the design phase, where stakeholders will determine what this new plan might look like. Whatever the outcome of this work, the decision to join a new plan will be made by each campus through collective bargaining and a formal consent process after the final build phase is completed. For faculty associations not interested in a JSPP option, OCUFA will continue to work to develop solutions that promote the security of Ontario's existing university pension plans.

A focus on contract faculty and faculty complement will also be carried forward into the new academic year. This will allow OCUFA to continue its work to raise awareness about the rise of precarious academic work at Ontario's universities and to improve the working conditions of contract faculty across the province. OCUFA is committed to ensuring that

every academic job is a good job, with fair pay, job security, benefits, and the resources needed to deliver a high quality learning experience to students. Over the next year, OCUFA will be working with its Committee on Contract Faculty and Faculty Complement to achieve these goals. The We Teach Ontario campaign (weteachontario.ca) will also continue to put the issue of precarious academic work onto the public agenda.

The OCUFA Board of Directors also took time to honor some exceptional faculty members across Ontario. During a ceremony on October 24th, OCUFA presented its 42nd annual Teaching and Academic Librarianship Awards to an exceptional group of recipients. The Teaching Award winners are Dr. Greg Evans, University of Toronto; Prof. Vincent Hui, Ryerson University; Dr. Pippa Lock, McMaster University; Dr. Timothy S. O'Connell, Brock University; and Dr. Trent Tucker, University of Guelph. The Academic Librarianship Award was presented to Dr. Harriet Sonne de Torrens, from the University of Toronto Mississauga.

For more information on OCUFA's work, please visit ocufa.on.ca.

Passages

David Blewett

English

October 25, 2015

Cathy Charles

Clinical Epidemiology and Biostatistics

November 9, 2015

This Newsletter is published monthly between September and May by the Faculty Association at McMaster University. The Association's Executive for 2015/2016 is composed of the following members:

President	Michelle Dion
Vice-President	Martin Horn
Past-President	Rafael Kleiman
Academic Affairs	Elkafi Hassini
Human Rights	Nancy Carter
Membership	Briana Palmer
OCUFA Director	Martin Horn
Pension	Michel Grignon
Public Relations	Russell Bishop
Remuneration	Laura Parker
Special Enquiries & Grievances	Nicholas Kevlahan
Tenure/Permanence	Qiyin Fang
Treasurer	Lilian Chan

Executive Director	Mara Giannotti
Executive Assistant	Jessica Weyman
Returning Officer	Matheus Grasselli

Opinions expressed in this Newsletter are those of the authors and do not represent the views of the Association or of its Executive unless so specified. Anyone wishing to contribute to the MUFA Newsletter is invited to send submissions to the Faculty Association Office (HH-103A, email: mufa@mcmaster.ca, ext. 24682/20297). Deadlines are the 15th of each month. All submissions will be published at the discretion of the Editor.

Current and past issues of the MUFA Newsletter are posted on the MUFA website (www.macfaculty.ca).

**McMaster University
Faculty Association**

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

(905) 525-9140
ext. 24682/20297

Email:
mufa@mcmaster.ca

MUFA on the WEB
<http://www.macfaculty.ca>



MUFA General Meeting

Wednesday, December 9th, 2015
9:30a.m.

Council Chambers
(Gilmour Hall, Room 111)

