

Newsletter

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Editor: Peter Graefe

McMaster University Faculty Association October/November 2016



A Fall Term Update

Now that the term is well advanced, I thought that an update on some of the developments that MUFA has been engaged with might be welcome to members. It has been a busy fall. Three areas of activity stand out. They are:

1. Policy revision. With the release of the Judicial Review ruling on the DeGroot School of Business case in late September, the formal judicial process was settled. Compensation negotiations enjoined by the ruling between the parties to Judicial Review are underway. From MUFA's perspective, the ruling has afforded an opportunity to revise a number of policies, including the Yellow Document on Tenure and Promotion and the Faculty General Grievance policy. We have communicated to the President and the Provost that we intend to make proposals for changes. Both the President and the Provost have indicated their support for this initiative. We expect drafting committees to begin work in the new year.

A second set of policies are presently under consideration within the university community. Perhaps the most high-profile of these is a Sexual Violence Policy mandated by the government in Bill 132. This must be in place by 1 January 2017. We are in the process of finalizing our comments to the draft that has been circulated. While the Sexual Violence Policy is the most pressing, it is not the only policy that has attracted the attention of the Executive. A Copyright policy, an Information Security Policy, and a Research Misconduct policy have garnered our attention. The Executive expects the work of policy revision to be on-going through the months to come.

2. This is a contract negotiation year. The MUFA Executive, led by Rafael Kleiman, the Remuneration Chair, has been undertaking the groundwork for our negotiating brief. The Remuneration Committee, which is responsible for advising the Executive on the composition of the brief, is meeting regularly. The remuneration survey of our members has now been completed. The information that we receive from the survey responses will inform the brief that will be exchanged with the administration on 15 December 2016.

SAVE THE DATES!

MUFA General Meeting

Wednesday, January 11, 2017

9:30 a.m.

Council Chambers,
Gilmour Hall, Room 111

MUFA Annual General Meeting

Tuesday, April 25, 2017

3:00 p.m.

Great Hall,
University Club

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3. The Executive has been monitoring various external developments pertinent to the University and to faculty. Among these are the on-going talks for a Jointly Sponsored Pension Plan (JSPP) sometimes known as the University Pension Project. This is an initiative designed to relieve the problem occasioned by the solvency funding regulations imposed on the university sector. Beyond the JSPP talks it appears that the government will move to ease solvency pressures through changes in the relevant regulations in the new year. Two other important developments for McMaster are underway: the provincial funding formula review and the Strategic Mandate Agreement renegotiations. We have been in regular consultation with the administration and with OCUFA on these issues to keep abreast of developments and to voice our concerns.

Finally, we have not ignored the Budget Model. The changes announced to the model by the Provost in spring 2016 have been implemented in the fall budget process. Our Budget Advisory Committee, chaired by Khalid Nainar of DSB, will be analysing the effects of these alterations as they unfold.

Martin Horn
MUFA President

Passages

Harish Jain

Human Resources and Management Area
 November 2, 2016

Gerard Vallee

Religious Studies
 October 15, 2016

Office of the AVP, Faculty Upcoming Workshops

All workshops to be held at:
 Council Room (GH 111)

Tenure/Teaching-Track and Special Faculty

Tenure and Permanence

Tuesday, November 29, 2016

1 pm to 4pm

and

Monday, December 12, 2016

9am to 12 noon

Register at: [T/P](#)

Chairs/Directors

Graduate Recruitment Strategies

Tuesday, November 29, 2016

9:30am to 11:30am

Register at: [Graduate Recruitment](#)

T/P/P

Wednesday, April 5, 2017

1:30pm to 3:30pm

Register at: [T/P/P](#)

Other 2016/17 topics being explored (dates/times – TBD)

- McMaster Model for Global Engagement
- CP/M
- Privacy and IT Security
- Academic and Research Integrity
- Discrimination, Harassment and Sexual Harassment: Prevention and Response (DHS) & Sexual Violence (SV) Policies

If you have any questions, please contact :

Jill Axisa

Director, Faculty Leadership and Development

axisaji@mcmaster.ca

ext. 24619

OCUFA holds first Board of Directors meeting of the 2016-17 academic year

On October 29 in Toronto, OCUFA held its first Board meeting of the 2016-17 academic year. Attended by OCUFA Directors and Faculty Association Presidents, the meeting was an opportunity to confirm the organization's priorities for the upcoming year, hear from the Minister of Advanced Education and Skills Development, and expand the mandate of OCUFA's Status of Women Committee.

The Board renewed its focus on contract faculty and faculty complement, university funding, collegial governance, and pension renewal for the upcoming year. OCUFA will continue to support member associations as they respond to the shift towards precarious, contract academic work at universities across the province. OCUFA will continue to engage with the provincial government as it moves forward with its review and update of the university funding model and will support OCUFA members as the transition to the new funding model begins. OCUFA will identify strategies to address the erosion of faculty capacity to shape the direction of their institutions through processes of collegial governance. And finally, work continues toward the creation of a multi-employer jointly sponsored pension plan (JSPP) for interested faculty associations, while OCUFA will also support those institutions not interested in a JSPP option.

Board meeting participants had the opportunity to hear directly from Minister of Advanced Education and Skills Development, Hon. Deb Matthews, about the issues and goals she intends to focus on. In her remarks to the OCUFA Board, the Minister highlighted the need to manage the impacts of declining enrolment and ensuring that every qualified student has access to a high quality postsecondary educational experience. Drawing on the report of the Highly Skilled Workforce Panel, the Minister underscored the importance of ensuring that

students are well prepared for the workforce when they graduate and offered insight into progress on changes to OSAP that would lower financial barriers to student participation in postsecondary education.

The Board voted unanimously in support of a motion to revise the mandate of the Status of Women Committee to expand the scope of the committee's focus to include, in addition to issues of concern to women academics, equity issues more broadly. The new Status of Women and Equity Committee will be structured using the same model as OCUFA's other standing committees and will include representatives from each OCUFA member association.

Summer Work Program Job Openings

The Summer Work Program helps campus employers by subsidizing wages to students for full-time or part-time jobs between **May 1, 2017** and **August 31, 2017**. To access this funding, please create your job opening on Mosaic from **JANUARY 15, 2017 to FEBRUARY 15, 2017**. Applications received after this deadline will be placed on a wait list.

Things to know...

- Employers must pay at least the Ontario minimum wage which is \$11.40/hour
- The Summer Work Program will subsidize \$4.00/hour up to a maximum of 640 hours or 40 hours/week
- Students will begin to see job postings and contact employers starting **MARCH 1, 2017**

More Information

- Instructions on how to complete a job opening in Mosaic is available at <http://sfas.mcmaster.ca/work-programs/summer-work/>
- Information for students is online at <http://sfas.mcmaster.ca/work-programs/fall-winter-work/>
- Important dates are published on the SFAS website at <http://sfas.mcmaster.ca/important-dates/mcmaster-work-programs-dates/>

Know Your Policies



Research Leaves

The University's system of Research Leaves is designed to contribute to the professional resources and effectiveness of faculty members, and to the value of their subsequent service to the University community.

After six years of full-time service at McMaster University, a full-time faculty member who has received tenure/ permanence or CAWAR may apply for a research leave. Please refer to the individual policies for particular information on the various options available to you based on your class of appointment.

Recent changes to have been made to the Research Leave Policies. Below are the updated policies that pertain to both regular full-time tenured/CAWAR and permanent faculty members.

http://www.mcmaster.ca/policy/faculty/Appointments/SPS_C2-Research-Leave-Policy-Permanent-Faculty.pdf

http://www.mcmaster.ca/policy/faculty/Appointments/SPS_C1-Research-Leave-Policy-Tenured-and-CAWAR.pdf

Workload Guidelines

Faculty members should be aware of the various workload guidelines that are in place for each Faculty and the University as a whole. Please take a moment to review the links below so that you become familiar with them.

⇒ [Guidelines for Load Teaching in the Spring/ Summer Session, the Twilight Hour or Evening](#)

⇒ [Statement on Balancing Teaching, Research and Service Contributions for Tenure-Stream Faculty Members](#)

⇒ [DeGroot School of Business](#)

⇒ [Faculty of Engineering](#)

⇒ [Faculty of Health Sciences](#)

⇒ [Faculty of Humanities](#)

⇒ [Faculty of Science](#)

⇒ [Faculty of Social Sciences](#)

The MUFA Executive and staff are available to offer help should questions arise about these policies and other University policies and their Execution.

King's Court Furnished Rentals

Fully furnished rentals available in Dundas and Westdale.

Rental Homes Include:

All Appliances

Weekly Linen/Towel Service

Television, Cable, Wi-fi

Laundry, Parking

Heat/AC, Hydro

Great value for weekly and monthly rentals

For more information, visit www.vrbo.com

Dundas VRBO #717471

Westdale VRBO #916864

www.kingscourrentalhome.com

or contact Bettie Kloet at 905-517-1862

or bkloet@sympatico.ca



Minimum Wage Increasing

Effective October 1, 2016 the minimum wage rate in Ontario is increasing from \$11.25 per hour to \$11.40 per hour. For Students, the minimum wage rate will increase from \$10.55 per hour to \$10.70 per hour. More detailed information on the application of Ontario's minimum wage rates, including the definition of Student employees, can be found on the Ontario Ministry of Labour site at the following link:

<https://www.labour.gov.on.ca/english/es/pubs/guide/minwage.php>

What do these changes mean for Managers?

For any employee hired on or after October 1, 2016, the new minimum wage rates must be used in determining the employee's hourly wage rate. For existing employees who are being paid below the new minimum wage rates at October 1, 2016, Human Resources Services will be performing a mass review and correction of hourly rates to ensure the University complies with the new minimum wage requirements. Affected employees will have their hourly wage rates corrected to the new minimum rates effective October 1, and will see the changes first reflected on applicable earnings in the Faculty/Affiliate pay deposit on October 7 and the Staff pay deposit on October 14.

Note: Departments who employ individuals under the age of 18 have been contacted separately to determine whether the student or general minimum wage rate should apply. All other employees will be increased to the general minimum wage rate effective October 1, 2016.

If you have any questions regarding the above information, please contact your HR Representative. Contact information can be found at the following link:

<http://www.workingatmcmaster.ca/contacts/index.php>

Sociologist Wins Reuben Hill Award

Sociology's Marisa Young is the 2016 winner of the Reuben Hill Award from the National Council on Family Relations (NCFR).

Dr. Young is an assistant professor in the Department of Sociology at McMaster University and an early career fellow at the Work-Family Research Network. Her current research examines the work-family interface and gender differences in paid and unpaid labor, and she also researches the intersection between work, family, and residential neighbourhoods.

The Reuben Hill Award is presented to the authors of the best research article from the prior year, which makes a substantial and significant contribution to family research and theory (with a requirement of theory development).

The recipients will be recognized for their achievements at the **2016 NCFR Annual Conference**, Nov. 2-5 in Minneapolis, Minnesota.

Reuben Hill, the namesake of this award, pioneered the scholarly study of family.

The National Council on Family Relations is the premier professional association for the multidisciplinary understanding of families. NCFR has a membership of more than 3,000 family researchers, practitioners and educators. For more information on the National Council on Family Relations or its scholarly publications, visit the NCFR website at ncfr.org.

Do You Need Courseware For Your January Course?

Thinking of adopting or reusing a coursepack for the January term? The Campus Store assesses each coursepack to ensure it falls within the limitations outlined in the McMaster University Fair Dealing Policy. If content within your pack falls outside of this policy then permission from the appropriate rights holder may need to be sought. Please be advised that this can take up to 6 weeks to secure permission and therefore it is important that the Campus Store receives your selection(s) as soon as possible.

Posting content to the Learning Management System? Did you know that the Campus Store is also here to help you clear content for use online?

If you have any questions regarding the application of the Fair Dealing Policy in coursepacks or LMS posted content please contact Linda Colarusso, Copyright Coordinator, colarus@mcmaster.ca, ext.22621

You can find more information on McMaster University's Fair Dealing Policy and other copyright issues by going to the new McMaster Copyright webpage - <http://copyright.mcmaster.ca/>



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>.

This Newsletter is published monthly between September and May by the Faculty Association at McMaster University. The Association's Executive for 2016/2017 is composed of the following members:

President	Martin Horn
Vice-President	Laura Parker
Past-President	Michelle Dion
Academic Affairs	Briana Palmer
Human Rights	Vickie Galea
Membership	Antoine Deza
Member-at-Large	Gail Gauvreau
OCUFA Director	Laura Parker
Pension	Michel Grignon
Public Relations	Peter Graefe
Remuneration	Rafael Kleiman
Special Enquiries & Grievances	Nicholas Kevlahan
Tenure/Permanence	Michelle Dion (Term I)
Treasurer	Anna Danielova

Executive Director	Mara Giannotti
Executive Assistant	Jessica Weyman
Returning Officer	Catherine Anderson

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 10th 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).



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.

Welcome New Members

Jeremy Hirota
Medicine

Luciana Macedo
Rehabilitation Science

Elysee Nouvet
Clinical Epidemiology and Biostatistics

Pearson Airport 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.gotransit.com/public/en/travelling/airport.aspx>

Years of Service

Congratulations to the following MUFA members celebrating milestone years of service as of November 1, 2016

10 Years of Service

Todd Alway Political Science	Bradley Doble Biochemistry & Biomedical Sciences	Briana Palmer School of the Arts
Gavin Andrews Health, Aging and Society	Thomas Doyle Electrical and Computer Engineering	Spencer Pope Classics
Kjetil Ask Medicine	Saeid Habibi Mechanical Engineering	David Potter School of Engineering Practice
Karen Beattie Medicine	Megumi Harada Mathematics and Statistics	Jiaping Qiu Finance and Business Economics
Luc Bernier Geography and Earth Sciences	Bonny Ibhawoh History	Mark Rowe Religious Studies
Mick Bhatia Biochemistry & Biomedical Sciences	Peter Keir Kinesiology	Diana Sherifali Nursing
Russell Bishop Biochemistry & Biomedical Sciences	Mark Larche Medicine	Elena Verdu-Bercik Medicine
Lori Burrows Biochemistry & Biomedical Sciences	Sung-Sik Lee Physics and Astronomy	Brenda Vrkljan Rehabilitation Sciences
Chandrima Chakraborty English and Cultural Studies	Vladimir Mahalec Chemical Engineering	Joanna Wilson Biology
Shayne Neil Clarke Religious Studies	Andrew Mitchell School of the Arts	Peidong Wu Mechanical Engineering
Erin Clements Mathematics and Statistics	Ishac Nazi Medicine	Wade Wyckoff Library
Brian Coombes Biochemistry & Biomedical Sciences	David Novog Engineering Physics	Shintaro Yamaguchi Economics
Jeffrey Dickhout Medicine	Bridget O'Shaughnessy Economics	Rachel Zhou Social Work
	Amy Palma Nursing	

15 Years of Service

Alex Adronov Chemistry and Chemical Biology	Marshall Beier Political Science	Gianluigi Botton Materials Science and Engineering
Christopher Anand Computing and Software	Patrick Bennett Psychology, Neuroscience and Behaviour	Angelo Canty Mathematics and Statistics
Ali A. Ashkar Pathology and Molecular Medicine		Dan Centea School of Technology

15 Years of Service (continued)

Cameron Churchill

Civil Engineering

Paulin Coulibaly

Geography and Earth Sciences

Kari Dalnoki-Veress

Physics and Astronomy

Mohamed Elbestawi

Mechanical Engineering

Warren Foster

Obstetrics & Gynecology

Cecile Fradin

Physics and Astronomy

Yiping Guo

Civil Engineering

Ruth Hannon

Nursing

Stephen Heathorn

History

Alison Holloway

Obstetrics & Gynecology

Mukesh Jain

Mechanical Engineering

Lovaye Kajiura

Biology

Thia Kirubarajan

Electrical and Computer Engineering

Philip Koshy

Mechanical Engineering

Ryan Leduc

Computing and Software

Patricia Chia-Ying Liaw

Medicine

Philippa Lock

Chemistry and Chemical Biology

Guoying Luo

Finance and Business Economics

Michelle Lynn MacDonald

Biochemistry & Biomedical Sciences

Lynn Martin

Nursing

Karen Mossman

Pathology and Molecular Medicine

Nicola Nicolici

Electrical and Computer Engineering

Devashish Pujari

Marketing

Parminder Raina

Clinical Epidemiology & Biostatistics

Sudipto Sarkar

Finance and Business Economics

Allison Sekuler

Psychology, Neuroscience and Behaviour

Alexandre Sevigny

Communication Studies and Multimedia

David I. Shore

Psychology, Neuroscience and Behaviour

Alison Sills

Physics and Astronomy

Erik Sorensen

Physics and Astronomy

Michael Thompson

Chemical Engineering

Felicia Vulcu

Biochemistry & Biomedical Sciences

Chang Qing Xu

Engineering Physics

20 Years of Service

Lynda Marie Bentley-Poole

Nursing

Karen Bird

Political Science

Melissa Brouwers

Oncology

Art Budros

Sociology

Kenneth Coley

Materials Science and Engineering

Carrie McAiney

Psychiatry & Behavioural

Neurosciences

Neil McLaughlin

Sociology

Jenny Ploeg

Nursing

Petra Rethmann

Anthropology

Martin Stampfli

Pathology

Stephen Veldhuis

Mechanical Engineering

Martin Von Mohrenschildt

Computing and Software

Sarah Wojkowski

Rehabilitation Sciences

Timber Yuen

School of Technology

25 Years of Service

Aubrey Cannon
Anthropology
David Chettle
Physics and Astronomy
Patricia Chow-Fraser
Biology

Margaret Fahnestock
Psychiatry & Behavioural Neurosciences
Elisabeth Airini Gedge
Philosophy
Jeannette Legris
Nursing
Derek Lobb
Obstetrics & Gynecology

Vian Mohialdin
Pathology
Paul Stratford
Rehabilitation Sciences
Shiping Zhu
Chemical Engineering

30 Years of Service

Barry Allen
Philosophy
Daniel Thomas Cassidy
Engineering Physics
Yee-ching Lilian Chan
Accounting and Financial
Management
Alan Peter Dickin
Geography and Earth Sciences
Frantisek Franek
Computing and Software
Amiram Jacob Gafni
Clinical Epidemiology & Biostatistics

Rick Hackett
Human Resources and
Management
Ryszard Janicki
Computing and Software
Catherine Kallin
Physics and Astronomy
Michael J O'donnell
Biology
Mahmut Parlar
Operations Management

Ralph Egon Pudritz
Physics and Astronomy
John Cameron Stout
French
Michael Robert Veall
Economics
Philip Graham White
Kinesiology
Gail Wolkowicz
Mathematics and Statistics
Yufei Yuan
Information Systems

35 Years of Service

Luke Chan
Finance and Business Economics
Sherman Cheung
Finance and Business Economics

Wayne Lewchuk
Labour Studies

Anne Pottier
Library
Kenneth Rosenthal
Pathology and Molecular Medicine

40 Years of Service

Huibregt Debruin
Electrical and Computer Engineering
Nicholas John Griffin
Philosophy

Cyril Hubert Levitt
Sociology
Ram Mishra
Psychiatry & Behavioural Neurosciences

45 Years of Service

James King
English and Cultural Studies

50 Years of Service

Byron Spencer
Economics

Reminder:

MUFA General Meeting

Wednesday, January 11th , 2017

9:30am

Council Chambers (GH111)



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MUFA on the WEB

<http://www.macfaculty.ca>