Data as at May 16, 2023

Merit Pools are administered at the Vice-President level. In practice, departments allocate merit within their own units and sometimes find it's a challenge to do so where the numbers of TMG are small. The proposed groupings are intending to create larger groups to help facilitate the administration of merit increases. The budget of each grouping will continue to roll up and balance at the Vice-President level.

VP	Merit Grouping	Calibration Lead	DeptID	Department	Count of Employees
Academic	AVP Students And Learning	AVP Students and Learning and Dean of Students, Sean Van Koughnett	10041	Associate VP Student Affairs	7
			10042	Student Success Centre	3
			10043	Leadership & Innovation	2
			10044	Career Planning & Employment	3
			10046	Student Transition&Development	3
			10048	Student Wellness Education	5
			10050	Indigenous Student Services	1
			10052	Student Accessibility Services	1
			10063	Ath&Rec Central Admin	16
			10065	Ath&Rec Advancement	1
			10075	Ath&Rec Sportsmedicine	1
	AVP Students And Learning Total				43
	Business	Director of Administration, L'naya Russell	10076	DSB Central Administration	11
			10077	DSB Advancement	1
			10082	DSB Student Experience	4
			10083	RJC Student Experience	3
			10084	DeGroote School of Business IT	3
			10095	DSB Executive Programs	4
			10621	DSB Development	4
	Business Total				30
	Engineering	Director of Administration, Nancy Balfoort	10109	Engineering Central Administra	7
			10110	Associate Dean Academic	1
			10111	Associate Dean Research	2
			10112	Outreach	5
			10113	Alumni	1
			10114	Engineering Career Services	6
			10115	ENG Experiential Learning Off	1
			10116	Materials Science and Engineer	2
			10117	Chemical Engineering	3
			10118	Civil Engineering	1
			10119	Electrical and Computer Engine	2
			10120	Mechanical Engineering	4
			10121	Engineering Physics	1
			10122	Computing and Software	2
			10123	ENG SEPT Graduate	1
			10125	ENG SEPT BTECH	2
			10132	McMaster Manufacturing Researc	2
			10515	ENG 5 Year	1
			10516	ENG MARC	1
			10547	ENG-IBEHS Biomed Eng&Hlth Sci	2
			10554	ENG Associate Dean Graduate	1
	Engineering Total				48
	Humanities	Director of Administration (Acting), George Bijelic	10291	Humanities Central Admin	4
			10292	HUM Dean's Office	5
			10293	HUM Associate Dean Academic	1
			10295	HUM English & Cultural Studies	1
			10297	HUM Comm Studies Media Arts	1
			10299	HUM School of the Arts	1
			10301	HUM History Department	1
			10302	HUM Philosophy Department	1
			10303	HUM Linguistics and Languages	1
			10307	HUM Media and Computing	1
			10483	HUM MELD Program	1
	Humanities Total				18

Academic	**Provost Office**	AVP Students and Learning and Dean of Students, Sean Van Koughnett	**10004**	Office of the Provost	4
			10005	IRA	19
			10006	Equity and Inclusion Office	9
			10007	Museum of Art	2
			10008	UnivLibrary Central Administn	5
			10009	Library Services & Facilities	2
			10011	Learning Technologies	1
			10012	Lib. Digital Scholarship Svc	2
			10019	Deputy Provost	3
			10020	Office of Academic Integrity	1
			10023	MacPherson Institute	5
			10025	CCE Central Administration	4
			10034	Grad Studies Central Admin	3
			10053	Registrar Central Administrati	5
			10054	Scheduling & Exams	1
			10055	Records	1
			10057	Student Financial Aid & Schol.	2
			10059	Registrar Services	1
			10060	Admissions	3
			10061	Student Recruitment	1
			10475	International Affairs	3
			10570	Community Engagement	1
			10611	Office of VP Teaching&Learning	4
	Provost Office Total				**82**
	Science	Director of Administration, Kathleen Blackwood	**10318**	Science Central Admin	11
			10319	Science Assoc Dean Academic	2
			10320	Science Assoc Dean Research	2
			10321	Science Career and Cooperative	1
			10322	Psychology, Neuroscience and B	2
			10323	Biology	2
			10324	Mathematics and Statistics	2
			10325	Chemistry & Chemical Biology	1
			10326	Earth, Environment & Society	4
			10327	Physics and Astronomy	2
			10330	Kinesiology	3
			10334	Science Interdisciplinary Prog	2
			10341	SCI Biointerfaces Institute	1
			10576	CALM Institute	1
			10605	SCI-MassSpec Core	1
			10606	SCI NMR Core	1
			10607	SCI X-Ray Core	1
	Science Total				**39**
	Social Science	Director of Administration, Juliette Prouse	**10346**	Social Science Central Adminis	10
			10347	Economics	2
			10348	Political Science	1
			10349	Sociology	1
			10350	School of Social Work	2
			10351	Anthropology	2
			10352	Religious Studies	1
			10353	Labour Studies	1
			10356	Health, Aging and Society	2
			10360	SOCSCI Master of Public Policy	1
			10363	Indigenous Studies	1
			10491	SOCSCI Spark	1
			10499	Office of the Dean	4
			10614	SOCSCI Digital Society Lab	1
	Social Science Total				**30**
Administration	**AVP Administration and CFO**	Chief Financial Officer (Interim), Lilian Scime	**10381**	Office of the CFO - AVP Admini	3
			10382	FA Strategic Procurement	2
			10383	Accounts Payable	3
			10384	FA Treasury	2
			10385	FA Accting&Financial Reporting	4
			10386	Budgeting Services	7
			10436	Financial Affairs Business Off	1
			10510	FA – Accounts Receivable	1
			10511	Financial Systems Support	3
			10566	FA-Business Development	1
	AVP Administration and CFO Total				**27**
	AVP Facilities Office	AVP and Chief Facilities Officer, Debbie Martin	**10394**	Facililites Central Administra	8
			10397	Logistics	1
			10398	Custodial Services	5
			10399	Maintenance Services	6
			10400	Design and Construction	8
			10401	Grounds	1
			10402	Facilities Utilities	3
			10437	Parking	5
	AVP Facilities Office Total				**37**

Administration	Housing And Conference Services	Director, Housing and Conference Services, Kevin Beatty	**10438**	Conference Services Central Ad	1
			10440	Housing Residences Central Adm	18
			10442	Housing Residences Residence F	3
			10445	HCS Residence Educ/Assessment	1
			10630	HCS Continuous Improvement	3
	Housing And Conference Services Total				**26**
	Human Resource Services	AVP and CHRO, Wanda McKenna	**10387**	Office of the CHRO - AVP Human	5
			10388	HR Strategic Partnership&Iniat	6
			10389	Labour & Employee Relations	8
			10390	Employee Wellness	6
			10391	Environment & Occupational Hea	6
			10392	HR Payroll & Data Management	21
			10507	HR Client Advisory Services	13
			10508	HR Technology & Data Analytics	7
			10609	HR Total Rewards	9
			10610	HR Business Partners	10
	Human Resource Services Total				**91**
	UTS	AVP & CTO, Gayleen Gray	**10408**	UTS AVP & CTO Office	9
			10410	UTS Security	2
			10411	UTS Enterprise Network	1
			10412	UTS Enterprise Systems	6
			10413	UTS Applications & Data System	3
			10414	UTS Client Services	1
			10416	UTS IT Governance	13
			10591	UTS Collaboration&Productivity	1
	UTS Total				**36**
	VP Admin Office	Vice-President (Operations and Finance), Saher Fazilat	**10375**	Office of the VP Administratio	3
			10377	Office of the CIA - Internal A	3
			10378	Chief Risk Office	3
			10490	Administrative Priorities	1
			10552	Office of Legal Services	6
	VP Admin Office Total				**16**
	AVP Real Estate, Partnerships and Ancilary	AVP Real Estate, Partnerships and Ancilary, Debbie Martin	**10417**	Campus Stores Central Administ	6
			10426	MPS Central Administration	1
			10427	MPS Production	1
			10429	MPS Design	1
			10431	Hospitality Central Administra	4
			10432	Hospitality Operations	21
			10434	Hospitality Catering	10
	AVP Real Estate, Partnerships and Ancilary Total				**44**
	Security Services	AVP and CHRO, Wanda McKenna	**10380**	Security Services	7
	Security Services Total				**7**
Advancement	University Advancement	Vice-President (University Advancement), Lili Litwin	**10448**	UA VP Office, Univ Advancement	1
			10450	UA Alumni Engagement	11
			10451	UA Advancement Services & Ops	11
			10453	UA Stewardship	3
			10454	UA Development (Princ. Giving)	2
			10455	UA Development	12
	University Advancement Total				**40**

Health Sciences	**Education Services**	Executive Director Education Services, Diana Nuredini	**10182**	Educ Anatomy	1
			10183	Educ Bhsc	1
			10185	Educ Central	8
			10187	FHS Educ CPD	1
			10188	Educ Csbl	3
			10191	Educ Fmpe	1
			10193	Educ Maccare	1
			10194	FHS Educ Md	3
			10195	Educ Nrc	1
			10196	Educ Pa	1
			10199	Educ Postgrad	3
			10200	Educ Wrc	1
			10201	Educ HSGS	1
			10202	Educ Midwifery	1
			10509	Educ ROMP	1
	Education Services Total				**28**
	FHS AVP and CAO	Assistant VP and Chief Administration Officer, Laura Harrington	**10152**	Office of the CAO	6
			10153	FHS Development	5
			10154	Safety	2
			10156	Public Relations	3
			10157	FHS Academic Administration	10
			10158	FHS COA/AVP Clinical Services	1
			10159	FHS Finance	6
			10160	FHS Research Finance	4
			10166	National Pain Centre	1
			10167	CSU - Faculty	6
			10280	M G Degroote Inst for Pain	1
			10282	M G Degroote Inst Infectious D	2
			10287	HSC Library Central Administra	2
			10595	Global Pandemics & Bio Threat	3
	FHS AVP and CAO Total				**52**
	FHS Clinical and Basic Science Departments and Sc	Assistant VP and Chief Administration Officer, Laura Harrington	**10164**	FHS MGD Initiative	3
			10169	Anaesthesia	2
			10170	Biochemistry	3
			10171	Health Evidence and Impact	16
			10173	Family Med	12
			10174	Obs & Gyn	3
			10175	Oncology	5
			10176	Pathology	2
			10177	Pediatrics	6
			10178	Psychiatry	4
			10179	Rad/Nuclear Med	1
			10180	Surgery	10
			10203	International	1
			10204	Medicine	28
			10206	Nursing	6
			10208	Rehab Sciences	5
	FHS Clinical and Basic Science Departments and Schools Total				**107**
	HS HR and Management	Director Human Resources	**10155**	HS HR and Management	23
	HS HR and Management Total				**23**
	Vice-Dean Research, FHS	Director Heath Research Services, Tracy Arabski	**10285**	Health Research Services	6
			10286	FHS Central Animal Facility	3
	Vice-Dean Research, FHS Total				**9**
President	**Communications, Marketing and Public Affairs**	AVP Public and Government Relations, Andrea Farquhar	**10457**	CMPA Communications - Content	16
			10458	CMPA Public Affairs	6
			10537	CMPA Marketing	1
			10548	University Marketing &Branding	11
			10577	Advancement Communications	4
			10620	CMPA - AVP,CMPA	1
	Communications, Marketing and Public Affairs Total				**39**
	President's Office	Chief of Staff & Sr Advisor to the President, Rob Walters	**10002**	President's Office	6
	President's Office Total				**6**
	Secretariat and Ombuds	Chief of Staff & Sr Advisor to the President, Rob Walters	**10001**	Office of the Univ Secretariat	10
			10584	Ombuds II	2
	Secretariat and Ombuds Total				**12**
Research	**VP Research Office**	Assistant Vice-President, Research Administration, Kathy Charters	**10462**	Research Data Centre Network	5
			10471	MILO	6
			10472	ROADS	5
			10473	ORS Research Ethics	1
			10474	McMaster Research Finance	3
			10476	RES High Performance Computing	3
			10477	Health Physics	6
			10478	Nuclear Reactor	14
			10503	VP Research Central Admin	11
			10569	RES - CCEM	2
			10583	RES Veterinary Srvc&Compliance	3
	VP Research Office Total				**59**
Grand Total					**949**