

**Groupings for Merit for 2024**

Data as at May 17, 2024

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 intended 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	Dept ID	Department Name	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	2
			10063	Ath&Rec Central Admin	3
			10064	Ath&Rec Facilities	1
10067	Ath&Rec Varsity	9			
10074	Ath&Rec Recreation & HL	3			
10075	Ath&Rec Sportsmedicine	1			
<b>AVP Students And Learning Total</b>					<b>43</b>
Business	Director of Administration, L'haya Russell	10076	DSB Central Administration	8	
		10077	DSB Marketing & Communications	2	
		10082	DSB Student Experience	4	
		10083	RJC Student Experience	3	
		10084	DeGroote School of Business IT	4	
		10095	DSB Executive Programs	5	
		10621	DSB Advancement	4	
		<b>Business Total</b>			
Engineering	Director of Administration, Nancy Balfoort	10109	Engineering Central Administra	8	
		10110	Associate Dean Academic	1	
		10111	Associate Dean Research	2	
		10112	Outreach	9	
		10114	Engineering Career Services	4	
		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	ENG McMaster Mfg Res Instit	2	
		10515	ENG - EIP	1	
		10516	ENG MARC	1	
		10547	ENG-IBEHS Biomed Eng&Hlth Sci	2	
		10554	ENG Associate Dean Graduate	1	
<b>Engineering Total</b>					<b>50</b>
Humanities	Director of Administration, Marcy Murchie	10291	Humanities Central Admin	1	
		10292	HUM Dean's Office	4	
		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	2	
		10494	HUM Production Services	1	
		10626	HUM Wilson College	1	
<b>Humanities Total</b>					<b>17</b>
Provost Office	AVP Academic Planning and Finance, Melissa Pool	10004	Office of the Provost	4	
		10005	IRA	19	
		10006	Equity and Inclusion Office	11	
		10007	Museum of Art	2	
		10008	UnivLibrary Central Administrn	6	
		10009	Library Services & Facilities	2	
		10011	Learning Technologies	1	
		10012	Lib. Digital Scholarship Svc	3	
		10019	Deputy Provost	5	
		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	
		10056	Registrar Systems	1	
		10057	Student Financial Aid & Schol.	2	
		10059	Registrar Services	2	
		10060	Student Admissions	2	
		10061	Student Recruitment	2	
		10475	International Affairs	3	
		10570	Community Engagement	2	
10611	Office of VP Teaching&Learning	5			
10622	Inspire Off Flexible Learning	1			
<b>Provost Office Total</b>					<b>93</b>
Science	Director of Administration, Kathleen Blackwood	10318	Science Central Admin	10	
		10319	SCI Act Assoc Dean Undergrad	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	3			

Academic	Science	Director of Administration, Kathleen Blackwood	10325	Chemistry & Chemical Biology	2						
			10326	Earth, Environment & Society	4						
			10327	Physics and Astronomy	1						
			10330	Kinesiology	3						
			10334	School Interdisciplinary Sci	2						
			10341	ENG BioInterfaces Institute	1						
			10576	CALM Institute	1						
			10605	SCI-MassSpec Core	1						
			10606	SCI NMR Core	1						
			10613	SCI RCI MAIN	1						
			<b>Science Total</b>				<b>39</b>				
			Administration	Social Science	Director of Administration, Juliette Prouse	10346	Social Science Central Adminis	10			
						10347	Economics	2			
						10348	Political Science	1			
						10349	SOCSCI 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									
10362	SOCSCI Careers & EE	1									
10363	SOCSCI Indigenous Studies	2									
10491	SOCSCI Spark	1									
10499	Office of the Dean	4									
10614	SOCSCI Digital Society Lab	1									
<b>Social Science Total</b>				<b>32</b>							
Administration	AVP Administration and CFO	Chief Financial Officer, Omer Ahmed	10381	Office of the CFO - AVP Admini	2						
			10382	FA Strategic Procurement	2						
			10383	Accounts Payable	3						
			10384	FA Treasury	2						
			10385	FA Accting&Financial Reporting	4						
			10386	Budgeting Services	6						
			10436	Financial Affairs Business Off	1						
			10510	FA - Accounts Receivable	1						
			10511	Financial Systems Support	3						
			10566	FA-Business Development	1						
			<b>AVP Administration and CFO Total</b>				<b>25</b>				
			Administration	AVP Facilities Office	AVP and Chief Facilities Officer, Ehab Kamarah	10393	AVP Facilities	1			
						10394	Facilities Central Admin	6			
						10397	Logistics	1			
						10398	Custodial Services	5			
10399	Maintenance Services	7									
10400	Design and Construction	9									
10401	Grounds	1									
10402	Facilities Utilities	3									
<b>AVP Facilities Office Total</b>						<b>33</b>					
Administration	AVP Real Estate, Partnerships and Ancillary	AVP Real Estate, Partnerships and Ancillary, Debbie Martin				10417	Campus Stores Central Administ	5			
						10426	MPS Central Administration	1			
						10427	MPS Production	1			
						10429	MPS Design	1			
						10431	Hospitality Central Administra	6			
						10432	Hospitality Operations	21			
			10434	Hospitality Catering	13						
			10437	Parking	1						
			10632	RealEst Partners Ancill Admin	3						
			<b>AVP Real Estate, Partnerships and Ancillary Total</b>				<b>52</b>				
			Administration	Housing And Conference Services	Director, Housing and Conference Services, Kevin Beatty	10438	Conference Services Central Ad	3			
						10440	Housing Residences Central Adm	13			
						10441	Housing Residences Residence L	10			
						10442	Housing Res Residence Facilit	3			
						10445	HCS Residence Educ/Assessment	1			
10630	HCS Continuous Improvement	3									
<b>Housing And Conference Services Total</b>						<b>33</b>					
Administration	Human Resource Services	AVP and CHRO, Wanda McKenna				10387	Office of the CHRO - AVP Human	7			
						10388	HR Strategic Partnership&Iniat	8			
						10389	Labour & Employee Relations	8			
						10390	Employee Wellness	5			
						10391	Environment & Occupational Hea	5			
						10392	HR Payroll & Data Management	21			
						10507	HR Client Advisory Services	14			
						10508	HR Technology & Data Analytics	8			
			10609	HR Total Rewards	9						
			10610	HR Strategic Partners	22						
			<b>Human Resource Services Total</b>				<b>107</b>				
			Administration	Security Services	AVP and CHRO, Wanda McKenna	10380	Security Services	9			
						<b>Security Services Total</b>				<b>9</b>	
						Administration	UTS	AVP & CTO, Gayleen Gray	10408	UTS AVP & CTO Office	10
									10410	UTS Security	2
10411	UTS Enterprise Network	1									
10412	UTS Enterprise Systems	5									
10413	UTS Applications & Data System	3									
10414	UTS Client Services	1									
10416	UTS IT Governance	16									
10476	RES High Performance Computing	3									
10591	UTS Collaboration&Productivity	1									
<b>UTS Total</b>									<b>42</b>		
Administration	VP Admin Office	Vice-President (Operations and Finance), Saher Fazilat							10375	VP Operations and Finance	5
									10377	Office of the CIA - Internal A	5
									10378	Chief Risk Office	3
			10552	Office of Legal Services	4						
			<b>VP Admin Office Total</b>						<b>17</b>		
			Advancement	University Advancement	Vice-President (University Advancement), Lili Litwin	10448	UA Office of the VP, Univ Adv	4			
						10450	UA Alumni Engagement	10			
						10451	UA Advancement Services & Ops	11			
						10452	UA Strategic Initiatives	1			
						10453	UA Stewardship	4			
						10454	UA Health Sciences Advancement	4			
						10455	UA PanUni Adv(Faculties-Units)	11			

Advancement	University Advancement	Vice-President (University Advancement), Lili Litwin	10456	UA Advancement Dev't Programs	5			
			10577	UA Advancement Communications	3			
<b>University Advancement Total</b>					<b>53</b>			
Health Sciences	Education Services	Executive Director Education Services, Diana Peci	10182	Educ Anatomy	1			
			10183	Educ Bhsc	1			
			10185	Educ Central	6			
			10187	FHS CPD	1			
			10188	Educ Csbl	3			
			10191	Educ Fmpe	1			
			10193	Educ MacCare	1			
			10194	FHS Educ Md	4			
			10195	Educ Nrc	1			
			10196	FHS Educ Pa	1			
			10199	Educ Postgrad	3			
			10200	Educ Wrc	2			
			10201	FHS Educ HSGS	1			
			10202	Educ Midwifery	1			
			10509	Educ ROMP	1			
			<b>Education Services Total</b>					<b>28</b>
				FHS AVP and CAO	Assistant VP and Chief Administration Officer, Laura Harrington	10152	Office of the CAO	7
						10153	FHS Development	4
						10154	Safety	3
						10156	Public Relations	5
						10157	FHS Academic Administration	11
			10158	FHS COA/AVP Clinical Services	1			
			10159	FHS Finance	6			
			10160	FHS Research Finance	3			
			10166	National Pain Centre	1			
			10167	CSU - Faculty	7			
			10280	M G Degroote Inst for Pain	1			
			10282	M G Degroote Inst Infectious D	2			
			10595	FHS-Global Pandemics&BioThreat	1			
<b>FHS AVP and CAO Total</b>					<b>52</b>			
	FHS Clinical and Basic Science Departments and Schools	Assistant VP and Chief Administration Officer, Laura Harrington	10164	FHS MGD Initiative	4			
			10169	Anaesthesia	2			
			10170	Biochemistry	3			
			10171	FHS Health Evidence and Impact	19			
			10173	Family Med	13			
			10174	Obs & Gyn	3			
			10175	Oncology	6			
			10176	Pathology	2			
			10177	Pediatrics	10			
			10178	Psychiatry	4			
			10180	Surgery	8			
			10203	FHS International	1			
			10204	Medicine	26			
			10206	Nursing	6			
			10208	Rehab Sciences	4			
<b>FHS Clinical and Basic Science Departments and Schools Total</b>					<b>111</b>			
	HS HR and Management	Associate Director Human Resources, Krupa Laloo	10155	HS HR and Management	24			
<b>HS HR and Management Total</b>					<b>24</b>			
	Vice-Dean Research, FHS	Director Health Research Services, Tracy Arabski	10285	Health Research Services	6			
			10286	FHS Central Animal Facility	3			
<b>Vice-Dean Research, FHS Total</b>					<b>9</b>			
	Executive Vice-Dean Academic, FHS	Executive Vice-Dean Academic, FHS, Dina Brooks	10287	HSC Library Central Administra	2			
<b>Executive Vice-Dean Academic, FHS Total</b>					<b>2</b>			
President	Communications, Marketing and Public Affairs	Chief Executive, Internal and External Engagement, Andrea Farquhar	10457	CMPA Communications - Content	11			
			10458	CMPA Public Affairs	6			
			10548	University Marketing&Branding	12			
			10620	CMPA - AVP,CMPA	5			
	<b>Communications, Marketing and Public Affairs Total</b>					<b>34</b>		
		President's Office	Senior Advisor to the President, Rob Walters	10002	President's Office	5		
	<b>President's Office Total</b>					<b>5</b>		
		Secretariat and Ombuds	Senior Advisor to the President, Rob Walters	10001	Office of the Univ Secretariat	8		
				10584	Ombuds II	2		
	<b>Secretariat and Ombuds Total</b>					<b>10</b>		
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			
			10477	Health Physics	7			
			10478	Nuclear Reactor	17			
			10503	VP Research Central Admin	15			
			10569	RES - CCEM	2			
			10583	RES Veterinary Srvc&Compliance	3			
<b>VP Research Office Total</b>					<b>64</b>			