

Future Workplace Strategies Committee Membership

Created August 1, 2023, Updated March 2024

(Please contact eadeputyprovost@mcmaster.ca for updates/changes)

Executive Sponsors:	
Dr. Susan Tighe, Provost and Vice President (Academic) Saher Fazilat, Vice President Operations and Finance	
Planning Committee Members:	
Co-Chairs	<ul style="list-style-type: none"> • Matheus Grasselli, Deputy Provost • Wanda McKenna, AVP and CHRO
Facilitators	<ul style="list-style-type: none"> • Franca Berti-Bogojevic, Director, HR Strategic Partnerships & Initiatives • Denise Cusson, OD&D Consultant • Carolina Manriquez, Executive Assistant, Deputy Provost Office
Members	<ul style="list-style-type: none"> • Kevin Beatty, Director, Housing & Conference Services • Monique Beech, Executive Director, Strategic Communications • Dina Brooks, Executive Vice-Dean & AVP Academic FHS • Kathy Charters, AVP, Research Administration • Colin George, Chief Risk Officer • Lalita Goray, Executive Director, Design & Construction • Gayleen Gray, AVP & CTO • Laura Harrington AVP FHS • Steve Hranilovic, Dean, Graduate Studies • Vivian Lewis, University Librarian • Ryan Liddell, Director, Finance and Administration • Clare Mitchell, COO FHS • Sukhvinder Obhi, AVP, Research (Society and Impact) • Melissa Pool, AVP, Academic, Finance and Planning • Anna Purina, Chief Auditor • Dave Tucker, AVP Nuclear and Chief Nuclear Officer • Sean Van Koughnett, AVP and Dean of Students • Barrington Walker, Vice Provost, Equity and Inclusion • Rob Walters, Chief of Staff and Special Advisor to the President
Areas of Focus:	<ul style="list-style-type: none"> • <i>Confirm overall Vision and Strategic Priorities for the next 18 months</i> • <i>Liaise with Executive Sponsors and Experts team to align priorities with future direction</i> • <i>Review progress from respective Project Design teams quarterly</i> • <i>Manage required decisions to advance recommendations and priority projects</i>

Project Design Team Membership:

Based on WEEC working groups and PVP membership recommendations to review progress on pre-existing recommendations, discuss arising issues and develop/manage implementation plans for identified priorities over the next 18 months.

Co-chairs will be asked to present findings and updates on planned initiatives back to the FWS Planning Committee once per quarter; ideally at least one Co-chair will be a member of the FWS Planning Committee.

Project Design Team: Talent Planning	
Co-chairs	<ul style="list-style-type: none"> • Clare Mitchell, Chief Operating Officer, FHS
Facilitators	<ul style="list-style-type: none"> • Franca Berti-Bogojevic, Director, HR Strategic Partnerships & Initiatives • Edyta Mroczkowski, Director, Compensation, Pension and Benefits • Susan Sinclair, Program Manager, Talent Acquisition & Onboarding Strategies
Members	<ul style="list-style-type: none"> • Catherine Anderson, Director, Gender & Social Justice Program • Don Breedon, Director, FHS HR • Tracy Carr, Director Family Medicine • Kate Coleman, HR Manager, DSB • Angelo DiLettera, Strategic Procurement • Barb Eftekhari, Manager, Faculty Relations • Amira El Masri, Director, Office of International Affairs • Baninder Grewal, Sr. HR Strategic Partner, UA • Sophia Holness, Senior Manager, Information Technology and BIRS Co-chair • Krupa Laloo, Assoc Director FHS HR • Deb Oliver, HR Project Analyst, HR Strategic Implementation Team • Kathy Petrunti, Manager, HR Operations • Juliette Prouse, Director, Finance and Administration, Faculty of Social Sciences • Sarah Robinson, Acting University Registrar • Elizabeth Way, Senior Associate Registrar, Aid & Awards • Gay Yuyitung, Executive Director, MILO
Areas of Focus	<ul style="list-style-type: none"> • <i>Review trends and develop talent strategic priorities</i> • <i>Identify supporting policies, processes and resources</i> • <i>Identify where to enhance available technologies including use of AI</i> <p>Specific project items include:</p> <ul style="list-style-type: none"> • <i>Refresh of Staff Hiring Guidelines with DEIA & Belonging perspective</i> • <i>Input and implementation of new Employee Value Proposition/ Employment Brand</i> • <i>Conduct analysis of critical talent gaps; assess potential for new internal Talent Marketplace/ temporary pools</i> • <i>Input to design of new job family frameworks</i> • <i>Development and implementation of stay/exit survey processes</i>

Project Design Team: Learning and Innovation	
Co-Chairs	<ul style="list-style-type: none"> • Lorraine Carter, Director, McMaster Continuing Education • Vivian Lewis, University Librarian
Facilitators	<ul style="list-style-type: none"> • Melanie Garaffa, Associate Director, Talent, Equity & Development • Lisa Hunt, HR Strategic Partner, Housing & Conference Services and A&R • Helen Fisher, Program Manager, Organizational Learning & Development Strategies
Members	<ul style="list-style-type: none"> • George Bijelic, Director Finance and Administration, Faculty of Humanities • Nancy Buschert, Program Manager, McMaster Continuing Education • Cara-Jane Dempsey, Faculty Leadership & Development Coordinator • Lori Goff, Director, MacPherson Institute • Renata Hall, Manager, Inclusion and Anti-Racism Education • Dave Mammoliti, Director, Executive Education, DeGroote School of Business • Gisela Oliveira, Director, Student Success Centre • Paula Brown-Hackett, Director, Campus Infrastructure Systems • Joanie Cooke, Manager, Business Operations, UTS • Don Breedon, Director, FHS HR • Diana Nuredini, Director Education Services • Brad Coughlan, Sr. HR Strategic Partner • Christa Morrison, Business Systems Specialist
Areas of Focus	<ul style="list-style-type: none"> • <i>Develop strategic learning priorities including internal mobility and gig opportunities</i> • <i>Confirm required enabling technologies including use of AI</i> • <i>Identify integrated training and development opportunities for leaders and employees</i> <p>Specific project items include:</p> <ul style="list-style-type: none"> • <i>New Internal Talent Mobility program design</i> • <i>New succession planning framework</i> • <i>Conduct organizational skills assessment; identify gaps for organizational level programming and skills required for future success</i> • <i>Refresh of organizational leadership capabilities/ integrated leadership programming (including launch of new Organizational Leadership programming)</i> • <i>Refresh of orientation programs</i> • <i>New Mentoring opportunities</i> • <i>New student to staff transitional programming</i>

Project Design Team: Employee Experience	
Co-Chairs	<ul style="list-style-type: none"> • Monique Beech, Executive Director, Strategic Communications • Rachel Huang, Associate Registrar, Special Initiatives & Administration
Facilitators	<ul style="list-style-type: none"> • Dane DeMan, Associate Director, University Health & Safety • Kyle Armstrong, Program Manager, Workplace Health & Well-being • Maggie Pooran, Executive Director, Health, Safety Well-being & Labour Relations
Members	<ul style="list-style-type: none"> • Lynn Armstrong, Administrator, McMaster Okanagan • Ayo Osinowo, Employment Equity Consultant • Jennifer Boyko, Senior Manager, Scientific Operations, CLSA • Don Breedon, Director, FHS HR • Christie Doolittle, ADM, ISS • Enas El Gouhary, Director, Faculty Wellness • Tina Fetner, Chair, Department of Sociology, Faculty of Social Sciences • Joanne Gittens, Director, IRA • Christian Gundlack, Business Analyst • Len Hostin, Senior Manager, Internal Audit • Salina Jaffer, Assistant Director, Research Finance and Administration • Sarah Kai-Antanaitis, Administrative Coordinator, Unit 1 Chair • Lenore Lukasik-Foss, Director, Sexual Violence Prevention and Response / Anti-Oppression Programs • Marzena Kielar, Senior Manager, IT Data Systems & Integration Services • Jennifer McCleary, Director, Student Experience, DeGroote School of Business • Allison Mullin, Manager, Communications, Operations and Finance • Carol Podedworny, Director, McMaster Museum of Art • Maggie Pooran, Executive Director, Health, Safety Well-being & Labour Relations • Suzanne Prashad, Sr. HRSP, Facilities Services
Areas of Focus	<ul style="list-style-type: none"> • <i>Develop/enhance workplace policies and processes</i> • <i>Design regular employee survey process</i> • <i>Evolve workplace wellness strategies</i> • <i>Enhance opportunities for cross organizational collaboration</i> <p>Specific project items include:</p> <ul style="list-style-type: none"> • <i>Review and implement workplace wellness programming with emphasis on psychological health & safety and belonging</i> • <i>Assess and implement new organizational level employee survey(s) (i.e. culture, engagement, psychological health & safety)</i>

Project Design Team: Work Environment	
Co-Chairs	<ul style="list-style-type: none"> • Kathy Charters, AVP, Research Administration • Lalita Goray, Executive Director, Design & Construction
Facilitators	<ul style="list-style-type: none"> • Eric Bourque, ELR Consultant
VP, Academic, Office of the Provost	<ul style="list-style-type: none"> • Andrea Aitchison, Associate Director, ELR • Amanda Baldwin, Associate Director, Office of the VP Operations and Finance • Don Breedon, Director, FHS HR • Marie Elliot, Chair, Department of Biology, Faculty of Science • Susan Galloway, Executive Director, FHS Finance • Carmalita Larkin, Senior IT Manager, Collaboration and Productivity Services • Ryan Liddell, Director, Finance and Administration • Craig MacDonald, Technical Director, Strategic Development • Sue McCracken, Associate Dean, Academic, DeGroot School of Business • Shari McHugh, Director, Finance, Facility Services • Steven Moore, University Treasurer, Financial Affairs • Chris Nicol, Sr. HR Strategic Partner, University Library • Bev Pindar-Donnick, Director Psychiatry • L'naya Russell, Director, Finance and Administration, DSB • Patricia Suleiman, Director, Human Rights and Accessibility, EIO • Ine Wauben, Managing Director CLSA • Hatem Zurob, Chair, Department of Materials Science and Engineering, Faculty of Engineering
<i>Areas of Focus</i>	<ul style="list-style-type: none"> • <i>Formalize flex work policy and supporting resources</i> • <i>Develop infrastructure for future growth/sustainability including space planning, parking and other infrastructure strategies</i> • <i>Technology strategies and global work approaches including AI</i> <p><i>Specific project items include:</i></p> <ul style="list-style-type: none"> • <i>Review existing Flex Work guidelines and recommend changes/formalization; ensure supporting policies are in place (i.e. financial considerations in hybrid models)</i> • <i>Review integrated and sustainable solutions and approaches to space planning, technology, parking and other required infrastructure</i>