

MUFA Newsletter

April/May 2012 — Volume 38.5 — Catherine Connelly, Editor

Executive Committee — 2012/2013

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IN THIS ISSUE:

1 2012/13 MUFA Executive

2 President's Report

4 MUFA Service Awards

6 Retirement

7 Announcements

8 OCUFA Lobbying Day

9 Salary Statistics

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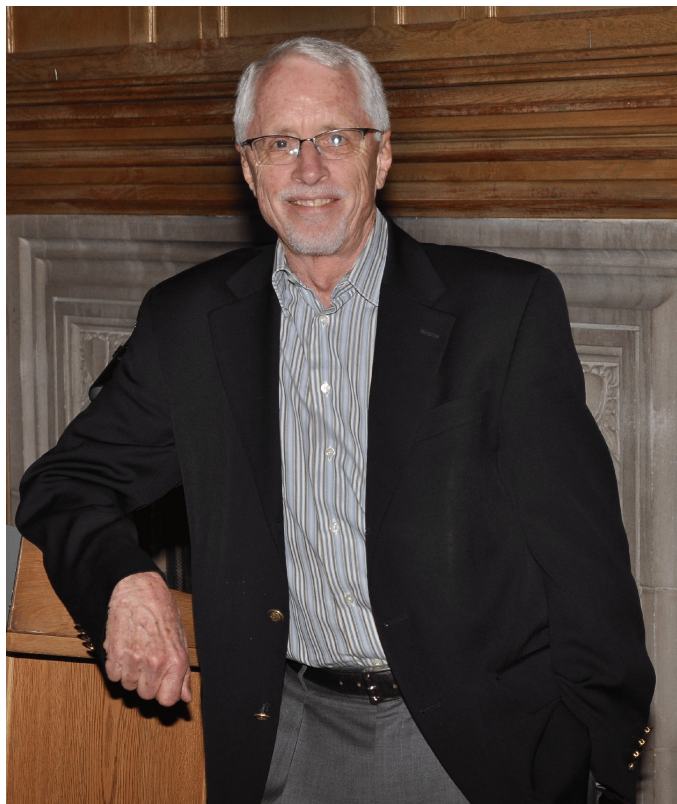
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President's Report

(delivered at the May 2, 2012 Annual General Meeting)



Virginia Aksan in her President's Report a year ago began by noting that 2010/11 was a momentous year. I will begin by noting that 2011/12 was nearly the opposite — quiet and occasionally dull. There are good reasons for this. We are in the second year of our current compensation agreement, an agreement mediated by the Final Offer Selector, Kevin Burkett, who was operating outside the standard mandate of his role. I should note for the record that Burkett agreed that his intervention was not to be seen as setting a precedent, that if future negotiations move into the Final Offer Selection phase then either side can insist simply that a selection be made. The second reason for the relative quiescence at the Joint Committee and at meetings of the MUFA Executive is that the University is in transition between one Provost and the next. There are a number of transitions and uncertainties, to which I will turn in a few moments, that will almost certainly guarantee the next academic year to be a lively one.

Let me give brief updates on a handful of issues that may be of interest to members:

- The **travel policy** and the abolition of *per diem* rates remains a “hot-button” issue for faculty, and one that we continue to pursue with the administration. To be fair, the constraints seem to be those imposed by the provincial government's guidelines for the broader public sector. All parties within the University agree that the use of *per diem* rates is desirable and improves efficiency.
- The final **SPSs** [Supplementary Policy Statements] (formerly numbered 23 and 24, now C-6 and C-5) have been approved by the Joint Committee and will wend their way through Senate and the Board. These policies deal with reduced workloads: for personal reasons (health or family, for example) or as a phase-in to retirement.
- A committee to review the **Teaching Professor** stream will shortly be struck and should have six members, three nominated by the MUFA Exec and three by the SCA. The terms of reference will include a review of: policies and their implementation; the terms and conditions of employment (for example, the specificity of letters of appointment and workload); and the degree of integration of teaching-stream faculty within their home departments, Faculties, and more broadly across the University.
- Martin Dooley has been leading a re-examination of **student course evaluations**: from data collection through to the appropriate release of the results on the summative question to students through MUGSI and for all willing to look at a hardcopy in the library. As Martin found out, the entire Economics Department was identified as having not “opted in” to the public release of data, notwithstanding that he and many of his colleagues had indeed done so back in 1997 when the policy was new. To our knowledge, new faculty have not been invited to “opt in” when they are hired, despite a specific policy requirement to that effect. Beyond that, an increasing number of Faculties have moved to on-line evaluations without giving any thought to the quasi-public dissemination of data on the summative question. Frankly, I am surprised — and have been for years — that the undergraduates have not expressed *more* interest in course evaluations.

- Another issue that concerns us is the tendency for University administrators to “**lawyer up**” when it comes to tribunals that should be making judgements on purely academic matters. It has been brought to our attention on at least two occasions that an administrator has shown up with a lawyer (paid for by the University) when the faculty member (the grievor or appellant) has expressly indicated no interest in engaging one for their side of the case.

TRANSITIONS & UNCERTAINTIES

I would now like to comment on several of the transitions that are unfolding at McMaster, and the associated uncertainties.

- The University is looking for a new **Provost**, but there is some concern that this has stalled and that we may go through an extended period with someone in an Acting capacity. It is difficult to see how we can make much progress on moving *Forward with Integrity* until someone is recruited for a full term.
- The University is also looking for a new Librarian. I believe that in most circles this is seen as a positive transition, although the evolution of modern research libraries is both fast-paced and challenging. We must ensure that whoever is recruited meets a very high standard appropriate to our needs. It is my understanding that the position of **University Librarian** will be converted to a purely academic one, subject to review and approval by Senate as is the case for Deans and others.
- Karen Menard, the **AVP, Institutional Research and Analysis**, is leaving McMaster after four years to join Karen Belaire at the Ontario Institute for Cancer Research. The position that Karen is leaving is a crucial one in terms of government reporting and financial analysis.
- Arguably the most troubling transition at McMaster is occurring in the **Faculty of Business**. It has been substantially restructured but there remain unresolved concerns regarding the tenure and promotion process at the Area level. The Human Rights tribunal continues its year-long work on gathering information and holding hearings that may have consequences for fully a third of the Faculty’s personnel. It seems inevitable that damage will be done to the health and reputations of many of our colleagues (on either side of the disputes), to the reputation of the Faculty’s

programs, and even to the University. It will take a long period for wounds to heal, and surely this imbroglio will make recruiting a new Dean a challenge.

- The Board of Governors recently approved a substantial investment in replacing our outdated and wholly inadequate **information technologies**. I cannot divulge the sum that was approved in Closed Session by the Board, but think big! The project will take many years to fully implement. Think five plus!
- When Bob McNutt was appointed Acting Provost in 2006, he was charged with sorting out the structural defects of our **budget model**. While he made some important adjustments, the current budget model is broken and its internal rationale is lost in the mists of time. Various task forces have developed a new budget model, but implementation is in the indefinite future. We are in a “shadow” phase but the numbers for the new model are not widely available. I can’t help but think of the old radio serial drama, *The Shadow*, remade as a movie in 1994. The tagline, to which I make a minor amendment, is: “Who knows what evil lurks in the hearts of Deans? The Shadow does”
- Beginning next December, the Joint Committee will commence a new round of **compensation negotiations**. This may be complicated by the provincial deficit and the government’s goals for the broader public sector, but there is every reason to believe that the autonomy of universities will be respected, and, in particular, that our Career Progress/Merit scheme will remain intact. Our team on the JC — Martin Dooley, Graeme Luke, and Rafi Kleiman — is absolutely outstanding and will be well-prepared to represent our interests. What’s not to like about an economist and two physicists?

In closing, I have three remarks to make:

- The MUFA Executive and in particular the members on the JC could not function without the superb backroom support of Phyllis DeRosa-Koetting and Kelly McCaughey. There are few offices, if any, within the University where there is such depth of knowledge and informed judgment.

continued on p. 5

MUFA Service Awards

Following MUFA's Annual General Meeting, a special reception was held in honour of the recipient of the MUFA Award for Outstanding Service. The award was presented to John Berlinsky in recognition of his outstanding contributions to the University. The selection committee, chaired by Past President Virginia Aksan, included student Gasenneeyoh Crawford, Librarian Andrew Colgoni, staff member Kim Sardella and faculty member Celia Rothenberg. Dr. Aksan read the following citation on behalf of the selection committee.



The purpose of the MUFA Award for Outstanding Service is to recognize MUFA members who have made an outstanding contribution to the University. The Award Committee, normally composed of representatives from faculty, librarians, staff, students or alumni, bases its decision on a set of criteria that include the enhancement of the reputation of McMaster University; provision of excellent service; demonstrated innovation, breadth and depth of impact, and strength of support in nominations.

On behalf of the 2012 MUFA Service Award Committee, it is a distinct honour to present this award to **John Berlinsky**, whose service to his colleagues and the community at McMaster has been extraordinary, and the range of his interests and achievements wide-ranging, remarkable and collegial.

From the time of his appointment as Director of the Brockhouse Institute for Materials Research in 1986, John's contribution to his academic home, the Department of Physics and Astronomy, which he chaired from 2000-2005, is evident in its world class status. He also served as Director of the innovative Theme School on New Materials and the Impact on Society from 1992-97. His service to the discipline beyond McMaster is equally notable and earned him the reputation as someone who can get things done.

As a University citizen, John's service is unparalleled. Elected to the Senate (1992-95) and the Board of Governors (2008-11), John served on the arduous and time-consuming Senate Committee on Appointments and Board Finance Committee. In 2004, he was elected to serve on the University Planning Committee, there again deepening his expertise on the University's finances as Chair of the Budget Committee. He formed part of the Presidential Advisory Committee on the Impact of the Current Economic Situation (PACISES) and helped ensure the production of a judicious and accessible report (2009) that continues to guide economic policy at the University.

As Vice-President, President and Past-President of MUFA (2008-2011), John worked tirelessly on behalf of MUFA colleagues around issues of working conditions, compensation, pensions and post-retirement benefits. Making the inscrutable understandable is one of John's greatest attributes, as the letters of support accompanying his recommendation attest. They also point to his energy, intellectual curiosity, championing of women in science, and utter dedication to making McMaster a better, stronger place. It is a pleasure to present John Berlinsky with this Award.



Peter Sutherland

Virginia Aksan

John Berlinsky

President's Report *(continued from p. 3)*

- I repeat what Virginia said last year: "I leave you with the call to service: each of us should participate at some level in the public debates, in an effort to protect the distinctive aspects of our University. That does not require us to become public intellectuals as much as engaged citizens of an academic community. MUFA needs you!"
- On a sombre note, many of us knew Henry Mandelbaum when he was Executive Director of OCUFA, from which he retired a year ago. He was charming, witty, and had an impressive command of the juncture between government and universities. Henry is recovering from surgery 10 days ago for removal of a brain tumour. We have a card wishing him a speedy and complete recovery, for those who wish to sign it.

Peter Sutherland



Nominated by the MUFA Executive,

Betty Ann Levy

(Psychology, Nueroscience & Behaviour)

John Berlinsky

(Physics & Atronomy)

have received the **CAUT Dedicated Service Award** in recognition of their exceptional service to the Faculty Association. They deserve the thanks of the MUFA membership for their efforts on your behalf.



John Berlinsky and Betty Ann Levy



Be Prepared for Retirement

Electronic Mail Accounts: *(Re-endorsed by Joint Committee — May 29, 2001)* It is agreed that provision of e-mail computer accounts for retired faculty members is to be treated similarly to the provision of mail boxes or library cards. All retired faculty should have access to an e-mail account on the same terms as active faculty. Like the mail box or library card, the e-mail account is to be used for University or academic business.

Given past experience with illegitimate use of computer accounts by "hackers", it is recognized that for management purposes it might be necessary to require retired faculty to renew the e-mail computer account from time to time, or for CIS to remove accounts that are inactive over a long period of time.

Termination Option: During the fall of 1996, the Joint Committee recommended and the President agreed that those faculty who at the time of retirement elect the Pension Plan's Termination Option, should continue to qualify for the normal retirement benefits.

Major Medical & Dental Benefits:

Continuation of benefits which were in effect prior to retirement (some exceptions apply), for retiree, spouse and eligible children. **Out-of-Province/Out-of-Country-Coverage** is reduced to \$10,000/ lifetime. It is recommended that you obtain extra travel insurance every time you travel out of Ontario or Canada. You will be receiving a booklet from Human Resources which explains the benefits which are administered by Sun Life.

Those retiring after July 1, 2012 will contribute towards their post-retirement benefits on the following terms:

Years of Service	% of yearly cost paid by retiree	% of yearly cost paid by employer
25 or higher	25%	75%
20 or more, but less than 25	50%	50%
10 or more but less than 20	75%	25%

The yearly cost of post-retirement benefits will be calculated by the administration in the Fall of each year, to be effective the following May 1. Calculation information will be shared with the Association through the Joint Committee prior to the setting of the May rate, and any unresolved dispute over information or the calculation will be resolved in accordance with the faculty general grievance procedure. The co-pay amount will be deducted from retirees' pension payments on a monthly basis. If the retiree has elected to take the commuted value of their pension, and is therefore not in receipt of monthly pension payments, then the retiree must provide post-dated cheques in advance for the year. For more information about the co-pay program, see:

<http://www.mcmaster.ca/mufa/MUFAJointAgreementFAQs-revApril21-2011.pdf>

Life Insurance: At retirement you will be provided with a paid up policy of \$5,000. If you wish to convert your insurance to a private insurance plan, you must apply within one month of your retirement date. Please contact Human Resources for more information.

If you take early retirement, you are able to keep your current coverage (Grandfathered Plan) or the basic plan of 175% of salary (maximum salary \$100,000) by paying the full premium which is based on age factors, gender and smoking vs non-smoking. At age 65, however, the policy will be reduced to the Paid Up policy of \$5,000.

Parking *(Approved by Joint Committee — Dec 3, 1991):*

1. Faculty and Staff who have retired but have a post-retirement appointment for which they receive remuneration from the University shall pay for parking (effective July 1, 1992).
2. Faculty and staff who have retired on or before June 30, 1992 shall continue to receive free parking; in the case of those who are under 65 the free parking shall be provided on West Campus. Those who have already reached 65 and are parking on West Campus should receive a Central Campus transponder immediately.

3. Faculty and staff who retire after June 30, 1992 may obtain a transponder which allows (i) free parking on West Campus at all times and (ii) free parking on Central Campus for the period May to August and after 12:30 p.m. on days when classes are held between September and April; alternatively such individuals may purchase, at the Central Campus rate for eight months, a transponder for Central Campus.

Notice: to Retirees with Restricted Retiree Parking Permits

(1) HOURLY PARKING

We are pleased to inform you that the automation of the kiosks has given us an opportunity to set up 1, 2 and 3 hour blocks of parking for retirees holding restricted retiree transponders that become valid at 12:30 p.m. Retirees who wish to park on central campus prior to 12:30 p.m. may purchase parking for the duration of time prior to 12:30 p.m. only. The above issued permits must be displayed with a restricted retiree permit, which takes effect at 12:30 pm.

(2) CENTRAL CAMPUS PARKING

Eight month central campus parking transponders are available for purchase at the Parking Office at the regular fee.

Retiree transponders are for the sole use of the retiree and are not transferrable to family members.

Please contact the Parking & Transit Services office, CUC 102, at 24921 or e-mail: parking@mcmaster.ca. For up-to-date information and rates, visit their web site at <http://parking.mcmaster.ca>.

Recreational Facilities (*Approved by Joint Committee — June 21, 1999*): Anyone who retired prior to 1999 will continue to receive free membership at the Ivor Wynne Centre. Those who retired in 1999 may apply for membership at one-half price. All retirees after 1999 are eligible for membership in the Ivor Wynne Centre at a rate that will be prescribed annually and approved by the Board of Governors.

CAUT Services: Individuals who were eligible for membership in CAUT through MUFA before retirement are eligible for membership as CAUT retirees. Individual retired members may join CAUT as Retired Associate Members for an annual fee of \$30. For this fee they receive a subscription to the CAUT *Bulletin*, and may join a number of group plans offered for life

insurance, personal accident insurance, family life insurance, professional property insurance, group home insurance, travel insurance, and other financial services. Retired members can also hold office and serve on CAUT committees. The application form may be downloaded by going to:

http://www.caut.ca/uploads/Retired_Pamphlet_v2012_en.pdf

Passages

Elizabeth Latimer

Family Medicine, April 28, 2012

Cesar Rouben

French, March 9, 2012

George Round

Mechanical Engineering, January 21, 2012

Nyal E. Wilson

Civil Engineering, March 17, 2012

Sabbatical Home Exchange or Rental



Would you like to spend three months in a beautiful waterfront home on Thetis Island on the west coast? It's the perfect spot to unwind and work on a creative project. If so, I would love to trade houses for the months of September, October and November. I have been invited to be the writer-in-residence for the English & Cultural Studies Department this fall. My wife Ann Eriksson and I are both writers, regular house exchangers, and careful and appreciative tenants. If you are interested, please contact me (Gary Geddes) at 250-246-8176 or gedworks@islandnet.com and check out the website:

<http://www.homeforexchange.com/Canada/British-Columbia/53220-Canoe-Pass-Writers-Retreat.html>

We are also willing to consider a short-term rental.

Welcome New Members

Baptiste Gault
Shinya Nagasaki
Silvie Tanu Halim
Tom Wanyama

Materials Science
Engineering Physics
B-Tech Programme
B-Tech Programme

OCUFA Lobbying Day at Queen's Park (April 4, 2012)

Betty Ann Levy

Despite my fear that lobbying was beyond my abilities, it turned out to be interesting and fun. I thank Martin Dooley for the opportunity to attend this day in his place.

The OCUFA [Ontario Confederation of University Faculty Associations] lobbying group met at 8:30 am to receive instructions on the lobbying exercise. Meeting with MPPs was organized so Faculty representatives were always accompanied by a member of the OCUFA executive or staff. McMaster was assigned only 3 meetings. Ted McMeekin, the Westdale MPP and only Hamilton Liberal was in the House, but was unable to spare time for a meeting. This was disappointing.

The day began with an hour observing the Question Period from the Public Gallery. The session was a mad house with members yelling and pounding on desks so it was impossible to hear most of the speakers. The House Leader tried many times to restore order but failed. The emotional tone stemmed from a prior meeting regarding the government's handling of the ORNGE issue. There was some discussion of the Budget. The lesson: don't look to the House as a model of democratic and civilized debate!

McMaster was assigned only 3 meetings with MPPs. The first was with Andrea Horwath (Hamilton Center). I was accompanied by the OCUFA President and a staff member. Andrea was assisted by Michael Polanyi. The discussion followed KEY Questions that were supplied by OCUFA. We discussed why continued underfunding of operating grants and research funding cuts were unwarranted and needed to be addressed by 2020. OCUFA offered suggestions that included an increase of \$1.1 billion to operating grants by 2020-21. They also suggested moving money from corporate research and development tax credits to university research. We then discussed tuition costs and student assistance, the need to improve the faculty/student ratios in order to maintain educational quality (mentorship), the need to have

better communication with stake holders so that plans for on-line education, 3 year degrees, etc. built on knowledge of past successes and failures. OCUFA also ask that bargaining remain at the local level. Andrea was informed, concise and receptive. A good meeting.

My second meeting was with Paul Miller (Hamilton East-Stoney Creek). The same issues were addressed but the level of discourse was different and more pragmatic. Mr. Miller is less familiar with university issues and relates at the level of experiences through his children. He was receptive and supportive of post-secondary education but is concerned about accessibility for the low income students and whether well-paying jobs are/will be available to graduates. This is a man who would be interested in and appreciative of invitations from McMaster. I was accompanied by the OCUFA President for this meeting.

The third meeting was with Monique Taylor (Hamilton Mountain), again an NDP member. She is a new MPP and was accompanied by an Assistant who asked intelligent questions. The same issues were addressed; the MPP was cautiously receptive. She seemed to be less familiar with McMaster's problems and notably brightened when I suggested she would be welcomed on campus. I suggest some MUFA awareness invitations would be useful. We would benefit from efforts to make sure that our local Parliamentary representatives are familiar with faculty members' concerns about educational issues.

The meetings with MPPs were followed by a reception (great food & drinks offered) but our MPPs were not present; the House went back in session and they had other commitments. As I left the Legislature Ted McMeekin was standing in the doorway. I took the liberty of introducing myself as the McMaster representative, expressed regret that we had not met and thanked him for his support of McMaster.

In sum, an interesting day.

McMASTER FACULTY SALARY STATISTICS 2011/12

	BUSINESS	ENGINEERING	HUMANITIES	SCIENCE	SOCIAL SCIENCES	OTHER	ARTS, SCIENCE ENGINEERING TOTAL	HEALTH SCIENCES NON-CLINICAL	UNIVERSITY TOTAL
Full Professor									
No. in Rank	25	67	35	107	46		280	80	360
Avg Age	58.8	54.8	60.1	54.6	58.2		56.3	58.0	56.7
Avg Yrs in Univ.	22.7	16.2	24.0	19.3	21.5		19.8	22.0	20.3
Avg Salary	172,842	163,130	158,988	156,747	159,760		160,487	167,703	162,090
10 th Percentile	158,072	144,409	138,525	135,876	144,592		138,713	140,888	139,040
Median	170,616	158,229	155,561	151,561	156,544		156,963	159,905	157,778
90 th Percentile	196,019	189,710	180,498	188,922	182,200		187,819	216,537	190,797
Associate Professor									
No. in Rank	22	58	50	69	42		241	53	294
Avg Age	46.8	44.0	50.7	44.8	46.9		46.4	52.2	47.4
Avg Yrs in Univ.	11.5	9.1	14.7	10.5	10.4		11.1	13.1	11.5
Avg Salary	152,243	135,528	120,944	126,344	124,242		129,432	139,689	131,281
10 th Percentile	140,214	120,729	96,472	112,578	101,709		108,676	112,495	109,172
Median	152,547	135,249	119,112	125,328	120,604		128,303	136,899	130,189
90 th Percentile	165,541	150,518	147,935	139,664	148,400		151,914	168,174	152,729
Assistant Professor									
No. in Rank	16	24	46	37	35		158	71	229
Avg Age	45.7	39.2	40.8	40.5	42.7		41.4	46.2	42.9
Avg Yrs in Univ.	7.4	2.6	3.5	4.0	4.4		4.1	6.2	4.7
Avg Salary	135,372	98,785	78,921	95,059	88,577		93,573	103,790	96,741
10 th Percentile	105,000	83,376	64,000	79,757	72,700		70,000	75,431	70,145
Median	135,887	91,209	75,386	93,239	88,107		89,030	101,239	91,155
90 th Percentile	154,486	122,654	92,113	112,121	114,128		125,194	132,791	128,362
Lecturer									
No. in Rank	3	2	4	5	4	1	19	-	19
Avg Age	-	-	-	33.8	-	-	41.4	-	41.4
Avg Yrs in Univ.	-	-	-	2.8	-	-	2.6	-	2.6
Avg Salary	-	-	-	65,668	-	-	74,608	-	74,608
10 th Percentile	-	-	-	51,729	-	-	52,500	-	52,500
Median	-	-	-	66,859	-	-	67,718	-	67,718
90 th Percentile	-	-	-	-	-	-	95,494	-	95,494
TOTAL FACULTY									
No. in Rank	66	151	135	218	127	1	698	204	902
Avg Age	50.7	48.0	49.7	48.6	49.9	-	49.1	52.4	49.8
Avg Yrs in Univ.	14.2	11.1	12.9	13.5	12.6	-	12.8	14.2	13.1
Avg Salary	153,126	141,403	114,688	134,565	125,886	-	132,280	138,181	133,615
10 th Percentile	125,194	99,386	68,697	92,092	78,902	-	83,649	87,850	85,073
Median	155,960	143,101	116,596	135,343	126,417	-	136,634	138,215	137,304
90 th Percentile	181,063	173,958	159,710	169,119	165,945	-	170,616	177,608	171,279

NOTE 1: No statistics are reported for groups of less than 5 persons; the 90th percentile is not reported for any groups with less than 20 persons. **NOTE 2:** Excludes CAWAR and Special appointments; **NOTE 3:** Other includes Indigenous Studies; **NOTE 4:** As reported to Statistics Canada, October 2011.