

# MUFA Newsletter

April/May 2010 — Volume 36.5 — John Berlinsky, Editor

## Executive Committee — 2010/2011

Here are the members of the Executive Committee of the McMaster University Faculty Club for 2010/2011. Their terms of office began on May 5, 2010.

President	Vice-President	Past-President
<b>Virginia Aksan</b> History CNH 602, Ext 23541 vaksan@mcmaster.ca	<b>Peter Sutherland</b> Arts & Sciences C 105B, Ext 24656 pgs@mcmaster.ca	<b>John Berlinsky</b> Physics & Astronomy ABB 321, Ext 23178 berlinsk@mcmaster.ca

## Members at Large

### **Nancy Bouchier**

History, CNH 603, Ext 24136, bouchier@mcmaster.ca

### **Michelle Dion**

Political Science, KTH 533, Ext. 24029, dionm@mcmaster.ca

### **Martin Dooley**

Economics, KTH 410, Ext 23810, dooley@mcmaster.ca

### **Graeme Luke**

Physics & Astronomy, ABB 260, Ext. 27639, luke@physics.mcmaster.ca

### **Khalid Nainar**

Accounting & Financial Mgt Services DSB 316, Ext 23990 nainar@mcmaster.ca

### **Marek Niewczas**

Materials Science & Engineering, ABB 449, Ext 23498 niewczas@mcmaster.ca

### **Gladys Peachey**

Nursing, HSC 2J21D, Ext 22661, peacheg@mcmaster.ca

### **Herb Schellhorn**

Biology, LS 433, Ext 27316, schell@mcmaster.ca

### **Mike Veall**

Economics, KTH 435, Ext. 23829, veall@mcmaster.ca

### **John Weaver**

History, CNH 630, Ext. 24135, jweaver@mcmaster.ca

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## McMaster University Faculty Association

Hamilton Hall, Room 103A  
Hamilton, Ontario L8S 4K1

905-525-9140, EXT. 24682

FAX: 905-522-8320  
mufa@mcmaster.ca

**MUFA on the WEB**  
<http://www.mcmaster.ca/mufa>

# President's Report

(delivered at the April 28, 2010 Annual General Meeting)

As the 2009/10 academic year draws to a close, we wait expectantly for the Presidential handover which will turn the page and begin a new chapter in McMaster's history. It's been an eventful year.

It's been a year when, in spite of an economic slowdown which verged on depression in much of the developed world, Ontario held steady and post-secondary education remained a high priority of the McGuinty government. The recession affected McMaster mainly through underwater endowment funds, since the Province has met its financial commitments to the University and pension shortfalls have been neatly deferred to 2011, by which time we expect them to be manageable.

During this year the University Administration, spurred on by the Board, engaged in a ritualistic dance with its employee groups around salaries, benefits and pensions. As usual, administrative staff — the TMG — got the short end of the stick, since they have no collective voice. Unfortunately, since they do not bargain with their employer, they have also been caught up in the Provincial salary freeze. The CAW did better with a modest increase, and, with the help of an arbitrator, they managed to avoid the closure of the pension plan for new CAW employees.

In the meantime MUFA turned down a request from the President to increase pension contributions. Since our current bargained contract extends to June 30, 2011, we are unaffected by the Provincial freeze, and we will receive a scheduled increase on July 1 of this year. All is not rosy, however, since the Province is expecting new contracts to provide zero increase in total compensation for the next two years, although it is our understanding that career progress, CP/M, will be permitted.

Earlier this year, the University released the PACICES Report which was based on a year-long, in-depth study of the University's finances and financial prospects. Although the PACICES exercise was triggered by the economic crisis, which is a cyclical event, its significance is in identifying structural weaknesses in the University's financial base. Much of what it says may seem familiar.



McMaster's financial strength has dissipated due to chronic underfunding of its operations and inadequately funded capital expansion. The income derived from increased enrollment does not cover the incremental cost per student. The University continues to struggle with the rising cost of compensation, accumulating liabilities for non-pension post-retirement benefits, and the problem of managing future pension costs.

The significance for faculty is that the University almost certainly requires a

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rethinking of both its mission and its resources. The questions are: What does Society expect from its universities? What is McMaster's distinctive role? And how can that be achieved with the resources that we can attract?

For example, if post-secondary education has become a commodity, how do we provide it? Can we maintain a vibrant, successful research environment which is self-supporting? How can we or should we knit together mass education, elite undergraduate programs, strong graduate programs, and research which competes at an international level?

Unless we answer these questions with creative, effective solutions, we will inevitably be driven to some default solution which is likely to be disappointing.

As we turn the page to the next chapter, we welcome our new President, Patrick Deane, who is both a scholar and a seasoned administrator. We also welcome the new Vice-President (Administration), Roger Couldrey, whose priorities seem properly focused on ensuring the success of the academic enterprise. Next year's MUFA Executive is well-seasoned and should serve us well in the upcoming remuneration negotiations. More importantly, they have the experience and ability to forge strong collegial bonds with the new Administration.

A number of noteworthy matters have occupied us this year. At the last General Meeting I spoke of the importance of addressing the issue of job security for Librarians through the Joint Committee. Since then, actions by the Library Administration triggered a certification vote and the Librarians, with the exception of 6 senior Librarians, are now members of the McMaster University Academic Librarians Association (MUALA). Although we wish our Librarian colleagues well with their new association, we regret the fact that the University Administration was not able to deal effectively with the issues that led to certification.

For several years MUFA has been acutely

aware of the depth of divisions and acrimony within the School of Business. We also documented the widespread opposition of Business faculty to the renewal of the current Dean of Business. In spite of all this, we were shocked by the extent and seriousness of the problems reported by the Human Rights and Equity Officer in the Preliminary Audit on Allegations of Discrimination and Harassment at the School of Business, which led to the invocation of the University's Anti-Discrimination and Group Conflict policies. We support the balanced approach of the report and its recommendations. However the handling of this matter by the Administration has raised serious concerns about the accountability of the President to Senate and about the responsibility of the Dean of Business for problems within his Faculty.

As we enter a bargaining year, issues of pensions, post-retirement benefits and total compensation will be front and centre. These are complex issues, some of which will be dealt with in a report from MUFA's Budget Advisory Committee to be issued next month. Canada's pension system is presently under intense scrutiny and the right ways forward are hotly debated. My own view is that, although clearly defined and adequately funded pension benefits are of the utmost importance to us all, the security of single-employer-sponsored plans like McMaster's is illusory and plans of a billion dollars are too small to be efficient. I believe that the future lies in larger, better governed and better managed plans, sponsored jointly by multiple employers and employee groups.

On the broader issue of compensation, PACICES and the Board seem to have accepted the principle that it is total compensation that matters and not specific benefits or pay rates. After failing to agree on a joint initiative with MUFA, the Administration is committed to conducting, on its own, a study of total compensation at McMaster and comparator universities and to sharing the

*Continued on p. 12*

# MUFA Service Awards

Following MUFA's Annual General Meeting, a special reception was held in honour of the recipients of the MUFA Award for Outstanding Service. The award was presented to Bernadette Lynn and Mike Veall in recognition of their outstanding contributions to the University. The selection committee, chaired by Past President Richard Stubbs, included student Jean Thompson, librarian Olga Perkovic, staff member Dylan Bailey and faculty member Lilian Chan. Dr. Stubbs read the following citations on behalf of the selection committee.



**BERNADETTE LYNN's** McMaster roots go very deep. She has both a PhD and an MBA from McMaster; she worked in the Administration in Institutional Analysis and as a faculty member in the Business School; and she served as Chair of the Accounting Area as well as Associate Dean in Business. She was an outstanding teacher receiving awards at the Faculty level as well as the MSU Teaching Award.

She has been an indefatigable servant of MUFA. Starting in 1982, she has held the positions of Treasurer, Chair of the Remuneration Committee, head of the

negotiating team for both faculty and librarians, and member of the Pension Committee. From 1999 to 2002 she was Vice-President, President, and Past President of MUFA. During this time she helped to negotiate the policy giving MUFA members the right to refuse to

cross a picket line with the only penalty being the forfeiture of pay if scheduled obligations were not met. This innovative policy allowed members to follow their conscience when other McMaster groups went on strike or were locked out. At the same time, Bernadette has served the McMaster community as a member of the Board of Governors, Senate and countless other University bodies.

Outside the University Bernadette has done a great deal to enhance McMaster's reputation. She has been a member of committees at the Hamilton Health Sciences, Mohawk College, Sheridan College and the Canadian Association of University Teachers.

Her contribution to

research in Accounting and to the Accounting community at large resulted in the IFAC<sup>1</sup> International Accounting Award for 2000 and in



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<sup>1</sup>International Federation of Accountants

her being made a Fellow of the Society of Management Accountants of Canada in 2005.

The wonderful letters of support that accompanied Bernadette's nomination for this award best sum up her accomplishments. She is described as "tenacious and sage", "tireless and brave" and as someone who "truly understands the meaning of the word 'collegial' in the McMaster context". On behalf of MUFA, the Committee is pleased to present Bernadette Lynn with the MUFA Award for Outstanding Service.



In selecting **MIKE VEALL** for the MUFA Award for Outstanding Service, the Committee agreed with the letter of nomination that stated: "Mike is not only an outstanding and dedicated teacher and scholar but also a highly collegial university citizen". Mike has an enviable teaching record having received some of the highest student evaluations in the Department of Economics and having been awarded the President's Award for Excellence in Graduate Supervision. He has a distinguished research record which is exemplified by his receiving the Doug Purvis Prize and the John Vanderkamp Prize in the same year. These are the two most significant prizes awarded by the Canadian Economics Association and honour contributions to Canadian public policy. This year Mike is the President-Elect of the Canadian Economics Association.



Richard Stubbs with the Award Winners



John Berlinsky with Bernadette and Mike

However, Mike has not simply enhanced McMaster's reputation through his academic achievements, he has also served the wider professional community of economists as Associate Editor of three major journals, as a member of an SSHRC Adjudication Committee and as Director of the Canadian Econometrics Study Group.

On top of all this, Mike has been a major contributor to McMaster in many different ways. He has been Chair of Economics and served on the Faculty of Social Sciences Tenure and Promotion Committee. His membership on University committees is too numerous to list here but what is obvious is that his thoughtfulness and care have always been highly valued by his fellow committee members. Mike has also made a major contribution to MUFA through his work as Chair of the Benefits Committee and as a member of the Remuneration Committee. Particularly valued was his tenure as Chair of the Remuneration Committee from 2003 to 2006 during which he negotiated two contracts.

The Committee agreed that Mike's exemplary commitment to McMaster, his work for the economics profession in Canada and his outstanding academic record make him an ideal recipient of the MUFA Award for Outstanding Service.

## Long-Term Disability (LTD) for Faculty & Librarians

Long-term disability (LTD) at McMaster is a mandatory employee-funded insurance plan that protects against long-term loss of income due to accident or illness. Employees contribute to the fund until the age of 65. While many members realize LTD premiums are a significant cost on their pay slip, most are unaware of the nature of the benefit(s) provided by the plan because this information is not generally made publicly available. The University manages the fund on our behalf, and negotiates with the insurers (Sun Life) about the annual rates, based on five-year usage.

The three participating employee groups: faculty, TMG and CAW workers have very different claims experience. In September 2007, the MUFA Executive became aware that our employee-funded LTD plan is primarily used by McMaster staff (CAW), even though a *common* mill rate is used for all employee groups. We currently pay 1.34% (a [description of the plan](#) can be found in the MUFA *Handbook*). Usage of LTD over the past three years is illustrated by employee groups on Table 1. Sun Life reports that “stress”-related illnesses account for 55% of the cases, which highlights the importance of workplace

**Table 1. LTD Claims Volume**

Employee Group	Approximate # in Group	October 2007	October 2008	October 2009
CAW	2200	81	72	71
TMG	500	10	14	10
MUFA	950	5	3	2
Affiliates	100	2	3	2
<b>Total</b>		<b>98</b>	<b>92</b>	<b>85</b>

conditions for the CAW in its discussions with the University Administration.

Premiums paid by faculty and MUFA librarians, then, are higher than they ought to be based solely on group experience rates provided by Sun Life in 2008 and by comparison with faculty rates at other universities that were surveyed during the same period (see Table 2). We had several meetings with McMaster’s Human Resources to explore alternatives, but the one solution proposed by HR, to move to a group specific rate, is a source of serious concern to many on the Executive, because it would mean substantial

increases in premiums for other employee groups.

Some years ago, a surplus in the plan meant the setting aside of a trust fund of close to \$1,000,000, which has repeatedly been called upon by Human Resources, with the agreement of the three employee groups, to cover proposed increases and deficits in the funds administered by Sun Life. Drawing down that fund has meant that LTD plan members have not been aware of the substantial increases that continue to be sought by Sun Life.

This year, Human Resources reports that Sun Life has requested a 14.4% increase at July 1, 2010

**Table 2. Faculty and Staff LTD rates**

Rates at the University of Western Ontario and Windsor are typical for other universities and are included as a comparators.

Employee Group	Time period	Employer or Employee paid?	Rate/\$100
<b>Faculty</b>			
McMaster	Current	Employee	1.34
McMaster	Group Specific <sup>1</sup>	Employee	0.39
McMaster	Renewal Combined <sup>2</sup>	Employee	1.38
Windsor	Current	Employee	0.63
Western	Current	Employer	0.52
<b>Staff</b>			
McMaster	Current	Employee	1.34
McMaster	Group Specific	Employee	1.97
McMaster	Combined	Employee	1.38
Western	Current	Employer	2.47

<sup>1</sup> Group Specific refers to rates given by Human Resources (Jan 2008)

<sup>2</sup> Renewal-Combined refers to rates estimated in discussion in March 2008.

which amounts to the per employee mill rate rising to approximately 1.54% of salaries rather than the current 1.34%. The choice then is to impose the new mill rate on our members, or to draw down a sum of +/- \$300,000 from the monies held in trust. That means individual faculty members would not see a change in the mill rate on July 1.

Your MUFA Executive has discussed the question of LTD insurance coverage at length. MUFA understands the Administration's position that having adequate LTD coverage for all employees is important. There are many arguments why group-specific LTD insurance would financially benefit our members, but the bottom line is that it would rationalize the rates based upon faculty usage. There may be other options within the group to consider, but such approaches will require extensive negotiations with HR and the Administration concerning the plan.

Group-specific LTD rates would shift the considerable cost of LTD to the TMG and CAW employee groups on campus. Members of the MUFA Executive voiced a number of concerns including the fact that faculty may benefit disproportionately from other aspects of our compensation package and the need to maintain good relations with other employee groups during fiscally challenging times. The key concern, though, is MUFA's long history of arguing for equity and comparability across the diverse population of this University. Group-specific LTD plans transfer the real cost of LTD to those less able to underwrite it.

We believe, however, that we should apprise members of the situation with respect to LTD and invite members to comment. Your comments can be addressed to MUFA at [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca). The MUFA Executive will discuss how to proceed based on member response.

# Project Status Report

(as of May 19, 2010)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Funding Source(s)	Status
<b>Project &amp; Budget Approved</b>				
McMaster Front Entrance Improvements - Phase 2	Pending	\$4,900,000	Internal Capital	Preliminary design work complete. First stage of landscaping to be implemented following the completion of the Engineering Technology Bldg.
MUMC Biosafety Lab 3 (FHS)	Pending	\$2,500,000		Biosafety commissioning agent has been retained to review drawings.
MUMC Farncombe Family Digestive Health Research Inst.	Summer 2010	\$5,500,000 (rev Nov/09) — \$3,500,000	CFI \$1.5M Private Donor \$3M FHS \$1M	Received occupancy of renovated lab space. The atrium is nearing completion. Project 95% complete.
Ron Joyce Centre (Formerly Burlington Campus Centre for Advanced Management Studies [CAMS])	August 1, 2010	\$26,824,000	Private Donor \$10M City of Burlington \$5M Halton Region \$5M Internal Funds \$6.8M	Interior mechanical and electrical 75% complete. Interior partitions 85% complete. Drywall and elevator installation 75% complete.
Nuclear Reactor/NRB Renovations	March 2011	\$22,000,000	Federal & Provincial Governments	Site service work has commenced. Foundation work to begin shortly. A majority of tender packages have been closed and being awarded.
IWC Centre for Spinal Cord Injury Education, Research & Rehab and Centre for Cancer Education, Research & Rehab	March 2011	\$20,000,000	Federal & Provincial Governments	Site work has commenced. Excavation and foundation work out for tender. Remaining tender packages are being finalized.
GH Data Centre Upgrades	August 2010	\$2,400,000	2008 Campus Renewal Prog \$700K UTS Tech Fund \$1.7M	Construction proceeding as scheduled. Awaiting delivery of first shipment of computer equipment.
Commons Marketplace, Seryery & Dining Rm Upgrades	August 2010	\$2,750,000	Hospitality Services	Tenders have closed. Demolition work has commenced.
Mills Library McMaster Environment for Digital Scholarship (MEDS)	August 2010	\$1,300,000	Sherman Foundation (funding over 10 years). Provost to pay interest on loan from Central Bank	Construction approximately 75% complete. Interior finishes to commence shortly. Custom furniture and acoustic panel decisions for Forum to be finalized shortly.
IAHS Renovations	October 2010	\$2,260,000	Grad Expansion Capital Funds	Package is being prepared for selection of a Construction Manager.

McMaster Innovation Park: Centre for Primary Care	Summer 2012	\$40,000,000	Dept Fam Med Practice Plan \$3M Private Support \$10M FHS Realloc Pool \$1M MD 3 Expansion \$5.1M MD 2 Expansion \$2.1M Nurse Prac Prog \$600K MOHLTC Grant \$12M MIP Land \$1M Intenally Financed Debt \$5M	Schematic design phase nearing completion. Budget estimates are being updated by cost consultant
<b>Other</b>				
City of Hamilton Combined Sewer Overflow (CSO) Tank	Spring 2010	City of Hamilton Project	City of Hamilton	Construction approximately 97% complete. Parking Services aware of situation.
McMaster Innovation Park CanMet Building	Fall 2010	MIP Board approval to proceed with sourcing of financing & finalization of lease	Non-recourse funding taken out by MIP	Interior work on-going. Exterior cladding work and glazing continuing. Structural steel roof complete.
<b>For Future Consideration</b>				
Wilson Building for Studies in Humanities and Social Sciences (Liberal Arts Building) [inclusive of deferred maintenance for CNH/KTH/TSH]		\$95,000,000 (rev May/10 — \$50,000,000 to \$60,000,000		Revised submission to MTCU January 2010. Long Term Capital Planning Submission to MTCU (Aug 2008). Functional Plan complete.
McMaster Innovation Park Life Sciences Building		\$45,000,000		MIP developing concept design
Above Ground Parking Structure				On hold pending campus wide parking review
PanAm Games New Pool		est. \$35,000,000		Cannon Design Ltd. Retained to review existing as-built drawings and specifications; perform physical assessment of existing facility; determine with the University program requirements; develop conceptual design solution implementing desired spaces and areas; and prepare preliminary project cost estimate.
Sports Arena				Offsite Location
Tennis Courts				

# 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 supplied by Sun Life.

**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 69, 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](mailto: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. For more information, contact the MUFA Office ([mufa@mcmaster.ca](mailto:mufa@mcmaster.ca); Ext. 24682) or CAUT at <http://www.caut.ca/uploads/RetiredAssociate.pdf>

## Welcome New Members

**Megan Brickley** Anthropology  
**Tim Gilberger** Pathology & Molecular Med  
**Teresa McCurdy** Nursing

**Professor Moti Lal Tiku**, Professor Emeritus in the Department of Mathematics and Statistics, passed away on Thursday, March 25, 2010 in Ankara, Turkey where he was a Distinguished Visiting Professor at Middle East Technical University.

Born in a village close to Srinagar, India in 1936, Professor Tiku received his BSc degree from Jammu and Kashmir University in 1955. Subsequently, he received an MA in Mathematics from Panjab University, India in 1957 and an MSc in Statistics from Patna University, India in 1960. After spending a year as a research fellow to collaborate with J. Roy at the Indian Statistical Institute, Calcutta India, he joined Aberdeen University, Scotland in 1962. His highest degrees PhD and DSc were awarded by Aberdeen University, Scotland in 1964 and 1984 respectively. He became a Fellow of the Royal Society of Edinburgh in 1987.

Professor Tiku migrated to Canada in 1968 to join the University of Guelph as an Associate Professor, after being a Lecturer for four years at the Reading University, England. He moved to McMaster University in 1969 as an Associate Professor. In 1974 he became a Professor and in 1998 a Professor Emeritus.

During these years at McMaster, he was the Director and Professor of Statistics Division at National Institute of Hygiene and Public Health, Calcutta, India, Visiting Professor at University of Waterloo, Canada, University of Poona, India, I.I.T. Delhi, India, I.I.T., Bombay, India, National University of Singapore, Singapore, University of Transkei, South Africa and Adjunct Professor at Wilfrid Laurier University, Canada. Since 1999, he was a Distinguished Visiting Professor at Middle East Technical University, Ankara, Turkey.

Professor Tiku has an extensive publication record which includes several books.

### Other Passages

**George Paul** Classics, February 15, 2010

**Naresh K. Sinha** Electrical & Computer Eng.,  
March 20, 2010

**David Damas** Anthropology, April 14, 2010

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**President's Report** *(continued from p. 3)* results with MUFA. At the same time, with the help of an outside actuary, MUFA will undertake a study of the cost of non-pension post-retirement benefits, since the Administration's estimates of these liabilities seem out of line with those at other universities. Hopefully all of this will come together by December in time for the next remuneration negotiations.

I would like to close with some comments on university service. Many of us, although not all, see great value in the collegial system of governance that we have at McMaster. The two main governing bodies, Senate and the Board, both have significant faculty representation as does the University Planning Committee. Service on these bodies is, in principle, the most direct method by which faculty can influence the way that McMaster runs.

In addition, the Faculty Association, interacts with the Administration through the Joint Committee which discusses problems and develops policy on all matters having to do with working conditions for faculty as well as negotiating compensation. Serving on the Executive of MUFA is an effective way of participating in and supporting our collegial system as is serving on the numerous committees of MUFA which help develop policy and support faculty interests in various ways. A particularly valuable service is provided by MUFA members who deal with Special Enquiries and Grievances and Tenure issues, this year Peter Sutherland and Martin Dooley, to whom we all owe special thanks.

As President this year, I have benefitted enormously from the advice and hard work of the Executive and particularly from colleagues on the Joint Committee, Richard Stubbs, Peter Sutherland and Virginia Aksan. I wish Virginia the best of luck as President of MUFA,

particularly in her interaction with the new President of McMaster. I'm also delighted that Peter Sutherland has agreed to follow Virginia in the Presidential line.

The Faculty Association is an important and successful institution at McMaster in no small part due to the hard work and effectiveness of its permanent staff, Phyllis DeRosa Koetting and Kelly McCaughy. They run a high quality operation from which we all benefit enormously, and they make working with MUFA a satisfying experience.

I want to thank them and all of you who have contributed to the success of our Association. Thank you.

*John Berlinsky*

## GSA on the Move

After over 10 years of speculation, the Graduate Student Association is finally moving forward with the relocation of the GSA offices and the Phoenix Bar and Grill. Architectural plans are currently in development for the new proposed located in the Refectory (above Bridges Café). Moving to a heritage site on campus presents an amazing opportunity to create new social and event space on campus. However, it also increases the cost of the project. The GSA is currently in negotiations with the University to develop a business plan for the project that is financially viable for a student organization. The project will continue to develop throughout the summer, with the goal of completing construction for September 2011. The GSA welcomes any questions, comments or concerns from MUFA members, as we know that the Phoenix is a valued part of the McMaster community. Please contact Jessica Merolli, GSA President, at [gsapres@mcmaster.ca](mailto:gsapres@mcmaster.ca).

## McMASTER FACULTY SALARY STATISTICS 2009/10\*

	BUSINESS	ENGINEERING	HUMANITIES	SCIENCE	SOCIAL SCIENCES	OTHER	ARTS, SCIENCE ENGINEERING TOTAL	HEALTH SCIENCES NON-CLINICAL	UNIVERSITY TOTAL
<b>Full Professor</b>									
No. in Rank	24	63	35	107	42		271	72	343
Avg Age	57.9	53.8	58.0	54.2	57.1		55.4	57.9	55.9
Avg Yrs in Univ.	21.3	15.4	22.0	18.8	21.8		19.1	21.5	19.6
Avg Salary	161,663	149,748	144,951	145,727	148,932		148,470	154,863	149,812
10 <sup>th</sup> Percentile	147,200	131,440	126,388	124,430	131,373		126,706	130,790	127,145
Median	157,915	148,546	141,605	144,331	143,993		145,825	147,352	145,872
90 <sup>th</sup> Percentile	182,001	170,942	163,302	174,170	172,272		174,170	202,000	176,100
<b>Associate Professor</b>									
No. in Rank	22	54	51	66	41	1	235	50	285
Avg Age	44.3	43.4	49.9	44.2	46.9	-	45.7	52.2	46.9
Avg Yrs in Univ.	9.5	8.1	14.7	9.9	10.2	-	10.6	12.9	11.0
Avg Salary	139,922	125,837	111,155	116,241	115,082	-	119,347	131,276	121,440
10 <sup>th</sup> Percentile	127,037	113,822	89,273	102,024	94,944	-	99,428	94,968	98,398
Median	142,380	125,772	107,149	114,325	114,682	-	118,583	128,492	120,562
90 <sup>th</sup> Percentile	152,408	139,840	137,790	129,225	138,394	-	141,576	164,660	142,654
<b>Assistant Professor</b>									
No. in Rank	14	26	39	39	35		153	79	232
Avg Age	45.4	39.3	39.2	39.8	42.6		40.7	44.5	42.0
Avg Yrs in Univ.	6.2	3.1	2.8	3.8	3.7		3.6	5.7	4.3
Avg Salary	133,477	100,689	70,131	92,745	81,267		89,432	94,857	91,279
10 <sup>th</sup> Percentile	120,000	78,500	58,934	75,000	67,000		63,377	71,064	67,000
Median	132,517	102,232	68,287	92,365	81,000		86,332	96,450	87,976
90 <sup>th</sup> Percentile	-	113,220	82,387	111,263	98,692		114,388	120,672	119,232
<b>Lecturer</b>									
No. in Rank	6	-	7	7	6	2	28	3	31
Avg Age	47.2	-	37.9	35.7	49.2	-	41.6	-	41.0
Avg Yrs in Univ.	6.7	-	0.7	1.9	4.2	-	3.4	-	3.3
Avg Salary	117,128	-	53,917	63,558	71,542	-	74,007	-	73,930
10 <sup>th</sup> Percentile	107,707	-	50,000	51,274	54,986	-	50,000	-	50,000
Median	115,458	-	50,000	64,483	71,966	-	65,812	-	65,891
90 <sup>th</sup> Percentile	-	-	-	-	-	-	117,154	-	113,762
<b>TOTAL FACULTY</b>									
No. in Rank	66	143	132	219	124	3	687	204	891
Avg Age	49.7	47.2	48.2	48.0	49.3	-	48.2	51.0	48.9
Avg Yrs in Univ.	12.8	10.4	12.4	12.9	12.0	-	12.1	13.0	12.3
Avg Salary	144,388	131,799	104,960	124,779	114,896	-	122,325	124,643	122,856
10 <sup>th</sup> Percentile	120,000	103,903	60,000	88,602	72,942	-	75,798	71,678	75,156
Median	145,054	131,440	104,710	123,648	114,891	-	125,850	123,961	125,268
90 <sup>th</sup> Percentile	166,006	162,782	146,503	160,897	152,779	-	157,872	169,025	158,457

\*Excludes CAWAR and Special appointments. No statistics are reported for groups of less than 5 persons; the 90<sup>th</sup> percentile is not reported for any groups with less than 20 persons. Other includes Indigenous Studies. As reported to Statistics Canada October 2009. Kinesiology moved from Social Sciences to Science effective January 2009.

SOURCE: HR Database; Prepared by the Office of Institutional Research & Analysis