

MFA Newsletter

2016/2017 Executive Committee

Here are the members of the Executive Committee of the McMaster University Faculty Association for 2016/2017. Their terms of office began on May 2, 2016.

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Inside this Issue:

2016/2017 Executive Committee.....	1
President's Report.....	2
Important Benefit and Pension Updates.....	4
MUFA Service Awards.....	6
CAUT Dedicated Service Award.....	8
Teaching Excellence Award.....	9
Welcome New Member.....	9
Homes for Sale.....	9
OCUFA Board Meeting.....	10
Spring/Summer Course Materials Adoptions.....	11
Be Prepared for Retirement.....	12
Dundas Music Therapy Initiative.....	13
Passages.....	13
Salary Statistics.....	14



President's Report

(delivered at the April 25th, 2016 Annual General Meeting)



It is both with some relief and satisfaction that I am offering here my final report as MUFA President. Over the last year, MUFA staff and our colleagues who serve MUFA on its Executive Committee and as representatives on various University committees have worked to help individual members as well as promote the interests shared by MUFA and the University community.

This year, MUFA put significant effort into promoting discussion and reflection on McMaster's budget model. It was clear last fall from our informal member survey that the budget model was the source of considerable consternation for some. For others, it became a sort of bogeyman, responsible for anything from course cancellations to department closures. In response, MUFA organized an opportunity for members to learn more about the budget model at its December meeting and reinstated MUFA's Budget Advisory Committee, which I hope will become an annual or semi-annual committee going forward. This [Committee's report is now available](#). I want to thank the members of the BAC for their time and work on the report, which I hope you will agree provides a thorough discussion of McMaster's budgeting processes along with several recommendations. Of particular importance, from my perspective, is

the future governance of not only the budgeting process but also of the model itself. It is crucial that the budget model is a tool to achieve the University's objectives, not something that defines those objectives. That [some of our members have written an open letter to the Provost and President](#) articulating additional concerns about the budget model speaks to the importance of this issue for faculty members. I am cautiously optimistic that the University's budgeting process is moving in a better direction.

While McMaster's overall budget situation is relatively healthy, a number of policies are currently under review at the provincial level that could have important downstream effects for the University. First, in December the provincial government issued the [report on its consultation on the province's funding formula for the university sector](#). The report emphasizes the student experience, stability in funding, and differentiation. It is not yet clear how the report's insights will be translated into a new funding formula, which may require additional rethinking of McMaster's budget model. Second, the province has already announced some changes to financial aid that will improve the ability of families to manage the costs of a university education, but additional changes are expected when the current tuition framework expires next year. The last revisions restricted tuition increases, and student groups have been pushing for further caps on tuition increases in the future. Such changes make university education more accessible for some who might otherwise find it out of reach, which is important. However, changes in the tuition framework may also require a revisit to the McMaster budget model. Third, the province has formed a [working group to revisit pension plan solvency requirements](#) (see also [a short bulletin from Eckler](#) with additional background). The recent rebound in many markets has improved pension reserves, but relatively low interest rates hurt projections for future growth. This creates uncertainty around the future cost of pension solvency payments. The Finance Ministry plans to issue a draft report in May and final regulatory changes (if adopted) in January 2017. This development has stalled discussions and meetings around the [University Pensions Project \(UPP\) jointly-sponsored pension plan \(JSPPP\)](#). It is my personal belief that radical changes to

our own pension plan would be ill-advised before we know the outcome of this solvency regulatory review.

Turning now to internal developments of the last year, I want to draw your attention to several policy changes that have been implemented or that are coming that will affect our members. Last July, a [new anti-discrimination and anti-harassment policy](#) was adopted, and when enacted, it was agreed that the policy would be reviewed after two years. Some University practices are currently under [Judicial Review](#), and the outcome of that process should inform future policy revisions. The Office of Human Rights and Equity Services has issued its first [annual report](#), and monitoring the timeliness and satisfactory resolution of issues and concerns will be important when reviewing future reports from this office. The University is also required by provincial law to put in place a new sexual assault policy and is working to develop this new policy for implementation before January 1, 2017.

These policies are important for ensuring that McMaster is a safe and discrimination free space for students, staff, faculty and visitors. However, more important perhaps than the policy on paper is the implementation in practice, which requires sufficient training and support for all members of the community. In particular, according to the anti-discrimination/anti-harassment policy, “persons in authority” have very specific obligations and responsibilities, especially when a member of our community approaches a person in authority with concerns related to harassing or discriminatory behavior. MUFA members are all persons in authority in our classrooms, labs, and other similar research and teaching spaces, and as such have specific responsibilities outlined in the policy. MUFA has requested that additional training be made available and that such training be specifically designed to address the situations most common for faculty members.

The University is also in the process of a [comprehensive review of its information technology infrastructure and services](#). Many of our members have already contributed to the review by participating in stakeholder interviews. There was a campus-wide survey for collecting input as well. However, I want to draw members’ attention to a couple of very specific IT-related concerns that MUFA has raised beyond those likely to occur to most members. MUFA is concerned that faculty have little to no input into decisions about services like email and webspaces, which are fundamental for modern teaching and scholarship. MUFA has also asked the admin-

istration to review its email policies in light of the transfer of most email administration from University Technology Services to the Computer Services Unit of the Faculty of Health Science. Existing policies ([UTS email policy](#) and [CSU email policy](#)) provide limited guarantees for the privacy of faculty members’ email.

Over the last year, various ad hoc committees, task forces, or working groups have been led by faculty or administrators to consider various policy issues. We expect soon that there will be reports or policy recommendations from some of these, which include intellectual property policy for teaching materials, research integrity, best practices for evaluations of teaching, and implementation of recommendations for promoting greater gender equity. When these become available, MUFA welcomes your feedback on the recommendations. Likewise, the Provost recently posted [a report from the Task Force on the Future Direction of the Faculties of Science, Humanities and Social Sciences](#). There was a lively discussion of the report’s recommendations at both a Town Hall and Senate meeting. Members with strong opinions on any of the report’s recommendations should feel free to get in touch with MUFA staff or any member of our Executive Committee to express those views. The bigger message is that additional changes or improvements to various policies may be coming, and all members should be in touch with MUFA staff or the Executive Committee with their concerns.

Last but not least, I want to remind everyone that we are entering the final year of our current remuneration contract. MUFA will be negotiating the broad outline of members’ future salary and benefits for the next handful of years. This will also be your opportunity to provide feedback on those issues to both the Remuneration Committee and the Executive Committee. I encourage you to do so.

Finally, I want to thank the MUFA staff and members of the Executive Committee who have all been great to work with this year. I am grateful, as all of us should be, that such smart, conscientious people are willing to give their energy to our organization. I am particularly grateful to Martin Horn (History), our new President, and Laura Parker (Physics & Astronomy), our Vice-President (and President-elect), for their willingness to guide the organization in the coming years.

Michelle Dion
MUFA President

IMPORTANT BENEFIT AND PENSION UPDATES

Change in Provider for Emergency Out-of-Country Benefit effective July 1, 2016

The provider for Emergency Out-of-Country Coverage for active employees is changing effective July 1, 2016.

Currently, the Emergency Out-of-Country coverage for those actively employed is provided through Medavie Blue Cross. Effective July 1, 2016, the new provider will be Sun Life.

This change is coming about as a result of an RFP marketing exercise to source providers for McMaster University's benefits programs. An implementation process to transfer the Emergency Out-of-Country benefit for eligible active Faculty from Medavie Blue Cross to Sun Life is underway. In early June, faculty who are eligible for this benefit will be provided with the details of the Emergency Out-of-Country plan including the policy number and the phone number to call for assistance in an emergency. Details will also be made available at <http://www.workingatmcmaster.ca/>.

If you are planning to travel outside of Ontario in later June or early July, be sure to contact your Human Resources Representative if you have any questions. Claims resulting from medical emergencies that that happen on or before June 30, 2016 will be managed by Medavie Blue Cross for the duration of the claim until completion. Any claims for emergencies that happen on or after July 1, 2016 will be managed by Sun Life.

Sun Life Mobile

Did you know that Sun Life provides easy and convenient access to plan information using **my Sun Life Mobile**?

With the mobile feature, you can submit claims, review your claims history, check your medical, vision and drug coverage, and more. You can have access to your drug card, right from your mobile device, so you don't need to carry the paper version. Beginning in July, you'll also be able to access to your Emergency Out-of-Country card from your mobile device.

For more information about **my sun Life Mobile**, view a demo of how it works, and download the free **my Sun Life (Canada)** app, visit www.sunlife.ca/mobile.

2016 Group Life Review

McMaster University provides Basic Group Life insurance for all eligible MUFA members with the additional opportunity to purchase Optional Life or Accidental Death and Dismemberment (AD&D).

Every year, the Group Life premiums are reviewed with the Insurer, and premiums are adjusted based on plan experience. Under the Basic Life insurance plan design, the University pays the cost of the Basic Life insurance premiums, and absorbs any increase or decrease in premiums. This year's renewal of the McMaster Group Life Insurance plans has resulted in a modest increase in premiums effective in May 2016. The premium rate paid by the University will increase from \$0.092 to \$0.107 per \$1000 of life insurance coverage.

The grand-parented group life plan applies to employees hired prior to January 1, 1993 and who opted to remain in that plan. The premium costs under the grand-parented plan are shared between the member and the University. One time salary coverage is paid by the University. Two or three times salary coverage and Survivor Income Benefit is paid by the member. For those members enrolled in the grandparented Group Life plans or the Survivor Income Benefit rate will increase \$0.149 to \$0.171 per \$1000 of insurance coverage for the 2-times or 3-times Salary Coverage and from \$0.496 to \$0.568 per \$1000 of insurance coverage respectively.

There will be no change to Optional Life or AD&D premium rates for 2016. Optional premiums are employee paid.

In Mosaic, you can view a list of the benefits you are in under the **My Profile** tab. Look for the *Benefits Summary* link on the left side of the screen. In the *Benefits Summary*, you'll be able to confirm whether you participate in the current or grandparented Group Life Plan (see illustration at bottom of page 5).

Pension Portability After Age 65 or Other Normal Retirement Date

Recent amendments to the *Pension Benefits Act* (Ontario) ("**PBA**") created some uncertainty surrounding whether members of a pension plan who had attained their normal retirement date ("**NRD**") under the plan could be provided with portability options on termination of employment or membership in the pension plan, including those situations where a member terminated active membership in the plan due to retirement.

Among the amendments to the PBA was the introduction of definitions for the terms "**former member**" and "**retired member**".

Based on a recent decision of the Ontario pension regulator (i.e., the Diversity Decision), the definition of a "retired member" under the PBA should be interpreted, that individuals will not be provided with a portability option on termination of employment or membership in the plan.

As a result, effective May 1, 2016 the University will cease to provide commuted values and/or portability options to those members who have attained age 65, which is the NRD under the Contributory Pension Plan for Salaried Employees of McMaster University Including McMaster Divinity College 2000 ("**Salaried Plan**")

and, all other members who meet the definition of a retired member for purposes of the PBA.

By way of practical examples, implementing this change means the following where an individual terminates either employment with the University or membership in the Salaried Plan:

- Where the individual is under age 55, that individual would be provided with a commuted value and the option to transfer his/her commuted value entitlement out of the plan.
- Where an individual has attained age 55, but is not yet 65 years of age, and has not submitted an intent to retire either by virtue of reaching her Special Retirement Date or under the general early retirement provision of the Salaried Plan (Section 4.03 - Early Retirement Date) that individual would be provided with a commuted value and the option to transfer her commuted value entitlement out of the plan.
- Where an individual has attained age 65, the NRD under the Salaried Plan, regardless of whether she has submitted an intent to retire, that individual would not be provided with a commuted value or the option to transfer her commuted value entitlement out of the plan.

Should you have any questions regarding your benefits or pension provisions, please contact Human Resources Services.

The screenshot shows the McMaster University Mosaic system interface. At the top, there are navigation tabs: Favorites, Main Menu, My Tabs, and My Profile. Below this is the McMaster University logo and the word "Mosaic". A secondary navigation bar includes Home, Documentation, My Profile (selected), My Work, Student Center, and Support. The main content area is titled "My Profile Home" and "My Profile". On the left, there is a "My Profile Quicklinks" section with several items: McMaster Careers (Internal Career Postings), Travel and Expenses (View Expense Reports, Delete Expense Reports, Delegate Entry Authority, Create Expense Report), Personal Information Summary (Review a summary of your personal information), My Wallet (Access the wallet), and Benefits Summary (Review a summary of current, past or future benefit enrollments). The "Benefits Summary" link is circled in red. On the right, there is an "About My Profile" section with a description: "My Profile collects tasks and information related to you personally at McMaster. In this tab you can manage your travel and expense claims or delegate claim entry to an assistant."

MUFA Service Awards

Following the Annual General Meeting, a special reception was held in honour of the recipients of the **MUFA Award for Outstanding Service**. The awards were presented to Jane Aronson, Rick Monture, and Sheila Sammon in recognition of their outstanding contributions to the University. The selection committee, chaired by the Past President Rafael Kleiman, included Martin Dooley (Economics), Brandon Johnston (TMG), Olga Perkovic (Library), Alex Wilson (Undergraduate Student) and Emily Heikoop (Unifor). Dr. Kleiman read the following citations on behalf of the selection committee.



(from left) Rafael Kleiman, Sheila Sammon, Jane Aronson, Rick Monture

Jane Aronson joined the School of Social Work in 1989. Jane's dedication and service to the University and the Hamilton community have been significant and sustained since that time. Her service has at its core a concern with equity and the promotion of inclusive programs, policies and spaces for the University and local community.

Her formal positions within the University have included serving as the Director of the School of Social Work, in the Senate, on the Senate Executive, Senate Committee on Appointments, Board of Governors, Graduate Council, Arts Research Board, Faculty Grievance Review Panel, and various Selection Committees.

She also served as an advisor for Women's Studies, as a member of the MUFA Status of Women Committee, on the Safer Space Committee, the McMaster Committee Against Homophobia and Heterosexism, and on the Gender Equity Implementation Committee. Most recently, Jane co-Chaired the Anti-Discrimination/Sexual Harassment Policies and Procedures Review Panel and

is currently Chairing the Sexual Assault Policy Committee and Sexual Violence Response Protocol Committee. Jane has also been a member of the President's Advisory Committee on Building an Inclusive Community (PACBIC) for over ten years, serving as its Chair for the last five years. This work has truly transformed the University and institutionalized those positive changes.

Jane was pivotal in the creation of the McMaster Community Poverty Initiative, has served as a member of the Hamilton Community Diversity Committee and since 2010 as a member of its Board. Through such external service Jane has been "an excellent ambassador for the University within the City of Hamilton", according to President Patrick Deane.

Her accomplishments in this service undoubtedly come from her approach to the work and others involved. As noted by one of her colleagues, "Jane brings deep knowledge of the area, humour, warmth and a remarkable set of skills that allow her to keep committee members motivated, to ask challenging questions and to produce results in a timely manner."

Rick Monture joined the Department of English & Cultural Studies and the Indigenous Studies Program in 2010. However, his affiliation with the McMaster community significantly predates that, with his undergraduate and graduate work conducted at McMaster University.

Rick was instrumental in making the case for the creation of the Indigenous Studies Program at McMaster in 1992, as well as the development of partnership agreements between McMaster University and the Six Nations Polytechnic in 1993. He is currently the Academic Director of the Indigenous Studies Program and was recently successful in securing MTCU approval for McMaster's Honours BA in Indigenous Studies.

His ongoing work to develop the Indigenous Studies Program has created safe Indigenous spaces, fostered a sense of Indigenous pride and agency at the University and enhanced McMaster's reputation as a place of Indigenous knowledge and as an innovative centre for Indigenous scholarship and education. Rick

has helped to increase diversity on campus in many ways, including the successful recruitment of new tenure-track Indigenous faculty members, which in turn has significantly increased enrollment of Indigenous graduate students. He has also served on the President's Advisory Committee on Building an Inclusive Community (PACBIC) since 2008 and the President's Committee on Indigenous Issues since 1993.

Rick has built bridges between communities and institutions and is noted for his 'inter-institutional diplomacy'. His colleagues remarked on his 'ability to establish and maintain effective and harmonious working relationships'. They also described his "tireless diplomacy, and capacity for creating and maintaining peaceful working relationships" and "his creative, diplomatic and wise work". 'Tireless' is a common thread regarding Rick, since he is pulled in so many directions through the many intertwined communities he serves.



Sheila Sammon joined the School of Social Work in 1985. Sheila's exceptional teaching has been twice recognized by receiving the President's Award for Excellence in Teaching, the OCUFA Teaching Award and most recently the MSU Lifetime Achievement Award. OCUFA's Awards Committee was impressed with Sheila's commitment to student engagement through field practice, class exercise, and by pushing the boundaries of teaching and learning. Throughout her teaching career, she has focused on integrating theory and practice with an emphasis on field placements.

Integrated with her teaching and research, a constant theme in her contributions has been engagement of the academy with the entirety of the University community and fostering engagement of the University with the City of Hamilton. She is one of the founding co-chairs of the McMaster Community Poverty Initiative and a member of the original steering committee for the McMaster Discovery Project. She was a member of the Community Engagement Task Force, one of the four working groups created to realize the vision

within the President's *Forward with Integrity* document. One of the key recommendations of the Task Force was the formation of the Network for Community Campus Partnerships, Chaired by Sheila, whose purpose is to provide a shared framework for McMaster to support its goals related to community engagement. Sheila was a natural appointment as the inaugural Director of Community Engagement in 2014. Sheila has championed the greater recognition of community-engaged research activities by our faculty members and the broad impact of that work.

As described by one of her colleagues, "she has developed a rich and innovative web of relationships across campus and in the community and, in setting the broad direction of the University's activities, always poses crucial, principled questions about the purposes, benefits and ethical conduct of community engagement." Another indicated that there is "no single person who has over the course of decades served as a more conscientious ambassador of the University to the many communities within which it is embedded".

CAUT Dedicated Service Award

The MUFA Executive is pleased to announce that our nominees

Trevor Chamberlain

(Finance and Business Economics)

Sherman Cheung

(Finance and Business Economics)

Graeme Luke

(Physics and Astronomy)

Marc-André Letendre

(Economics)

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.



Sherman Cheung



Marc-André Letendre



Graeme Luke



16 Marimat Court, Dundas
\$678,888

This spacious 4 bedroom home located in Dundas, is situated on a quiet court in a mature neighbourhood. The open main floor plan boasts hardwood throughout. The large eat-in kitchen is appointed with high end appliances, ceaser stone counters and is open to the cozy family room. The Living/dining room with a gas fireplace offers an open and airy feel. Upstairs you will be pleasantly surprised by the spacious sun filled bedrooms this home offers. The master bedroom will surely please with its large Palladian window, spacious layout and 5 piece spa like ensuite, a must have retreat for any parent. 16 Marimat is close to Schools, shopping, Transit, McMaster and the Highway 403. For more information, visit <http://www.myvisuallistings.com/uvt/204107>

17 Cayley Court, Dundas
\$1,175,000

Spectacular custom built family home nestled on the escarpment with a once in a lifetime Muskoka like backyard. This home ticks all the boxes! Open concept main floor with cathedral ceilings and windows overlooking the beautifully landscaped rear yard with in-ground pool. The main floor of this charming house also features a formal living room with fireplace and dining room as well as 3 season sunroom. A master suite with ensuite and walk-in closets complete this floor. Upstairs are 3 generous sized bedrooms and a 4 piece bath. Fully finished basement offers more living space and could be used as an in-law suite with direct access to the 2 car garage. The list of features include: upgraded salt water pool, landscaping, outdoor hot tub, hardwood floors. The home sits at the end of a quiet court backing onto the escarpment. 10 minutes from Mac or Aldershot GO Station. Exterior cont'd: maintenance free James Hardy concrete siding. For more information, visit <https://www.realtor.ca/Residential/SingleFamily/16827264/17-CAYLEY-Court-DUNDAS-Ontario-L9H6W5>

Welcome New Member!

Douglas John Stebila
Computing and Software

Chad Harvey Wins Teaching Excellence Award

A popular faculty member in Science has been recognized as one of Ontario's top teachers.

Chad Harvey, an assistant professor in Biology and the Integrated Science Program, won a Teaching Excellence Award this April from the Ontario University Student Alliance.

The award recognizes educators who excel at unlocking the potential of Ontario's young people.

"Chad Harvey is an exceptionally deserving instructor for this award," OUSA wrote on its blog. "By becoming both a mentor and friend to students, he goes above and beyond the role of an instructor. His lecturers are engaging, interactive, and interdisciplinary, and draw on analogies to teach content and strengthen understanding.

"He is a beloved figure within the McMaster Integrated Science Program for his eccentricity, passion, and dedication to easing the first year transition.

The Ontario Undergraduate Student Alliance represents the interests of more than 140,000 students at seven student associations across Ontario.

OCUFA holds final Board of Directors meeting of the 2015-2016 Academic Year

On May 7, 2016 in Toronto, OCUFA held its third and final Board meeting of the year. It was an opportunity to review progress made on the organization's key priorities – faculty pensions, contract faculty and faculty complement, and university governance. It was also an opportunity to recognize those who have made important contributions to OCUFA, and to award the 2016 Mandelbaum Fellowships to two deserving graduate students.

The 2015-16 academic year was a busy one for OCUFA, particularly in its priority areas. Work continues on the University Pensions Project, an initiative aimed at creating a multi-employer jointly sponsored pension plan (JSPP) for interested faculty associations. OCUFA is also active in developing pension solutions for associations not interested in a JSPP option.

On the contract faculty/faculty complement front, OCUFA launched a new web pledge as part of the We Teach Ontario campaign. The pledge allows faculty, students, and community members to show their support for good academic jobs for all. A conference examining precarious academic work was held in February, alongside a province-wide day of action. OCUFA's ad hoc Contract Faculty and Faculty Complement Committee is now planning its activities for 2016-17 with a focus on campus-based initiatives.

University governance continues to be a concern of OCUFA's members. In 2015-16, OCUFA provided support and resources to local associations dealing with campus-specific governance challenges. We also conducted a survey of our members on governance issues, the first step of developing principles and best practices for effective collegial governance. This work will continue in the coming year.

The May meeting is also when new members are elected to OCUFA's Executive Committee. President Judy Bates (Laurier) and Vice President Gyllie Phillips (Nipissing) are halfway through their two-year terms, and will continue in their roles. The following positions were elected by the Board:

- Treasurer: Glen Copplestone (King's)
- Members-at-Large: Sue Wurtele (Trent), Michael Attridge (Toronto), and Rob Kristofferson (Laurier)
- Chair of Board: Brian E. Brown (Windsor)

The Board was notified that there would be a proposal, for Board consideration at the October 2016 meeting, to transform OCUFA's Status of Women Committee into a Status of Women and Equity Committee. The proposal will include changes to the committee's mandate and composition.

Finally, the 149th Board meeting was an opportunity to celebrate a few exceptional individuals. Former OCUFA Presidents Constance Adamson (Queen's) and Kate Lawson (Waterloo) were presented with OCUFA Service Awards at a lunchtime ceremony in recognition of their leadership and dedication to protecting the rights of faculty and the quality of Ontario's higher education system.

The 2016 Mandelbaum Fellowships were also awarded at the luncheon. This honour was established in memory of former OCUFA Executive Director Henry Mandelbaum to recognize exceptional young scholars using their research to make a difference in their communities. This year, the fellowships went to Chérine Stevula at the Master's level and Karen Marie Olsen Lawford at the Doctoral level. They both will be invited to give presentations on their research at the meeting in May 2017. Abena Kwatema Offeh-Gyimah, last year's Doctoral winner, also presented her research during the ceremony.

The next OCUFA Board of Directors meeting will be held on October 29-30, 2016.

Spring/Summer 2016 Course Materials Adoptions

Adopt Early to Ensure your Course Materials are on the Shelf for Next Term

We realize that many courses have not been assigned or the instructor cannot make a text order decision this early. However, the sooner we receive the order, the more likely the books will be on the shelf in time for the start of classes.

Early Adoptions Mean More Used Books

Once we have an text order for Spring 2016 we can begin the [Buyback](#) process. Adopting early and/or readopting a text means that we can pay students up to 50% of the cover price when they sell their books back to the Bookstore and are able to offer more used copies of that book for next semester.

How to submit: CUSTOM “COURSEPACK” ADOPTIONS

To develop and order Custom Courseware please contact directly **Linda Colarusso**, colarus@mcmaster.ca, x22621, or bring your material to our Custom Courseware team in Course Materials Office at the back of the Campus Store.

Visit <http://www.bookstore.mcmaster.ca/faculty/courseware.html> which outlines the steps you can follow for developing and submitting materials.

How to submit COURSE MATERIAL ADOPTIONS

There are two (2) ways to place your course material requests for the fall term.

1. Online <http://mcmaster.booksoncourse.com> and enter in your McMaster email address and follow the steps. (Step-by-step instruction is available. Please email me). Please note as this is a new system we are not requiring you to create and maintain a password at this time. If you wish to create a password, please do so.
2. Send an email to d-bktext@mcmaster.ca. Please provide the Your Name, Department, Course Number, Section Number, Author/Title, Edition, Publisher, identify if the materials are required or recommended and your projected enrolment.

How to submit: SUPPLIES REQUEST

If your course requires supplies such as goggles, lab books, dissection kits, calculators or lab coats, etc., please contact directly our Merchandise Buyer Cheryl Sinclair.

Email: csincla@mcmaster.ca, Ext. 22629

We understand that there are inevitable delays (late teaching assignments, assignment modifications, etc.) – don’t panic! – We are here to assist you in securing the right course material options for your Spring/Summer course.

Questions?

If you have any additional questions or would like to request a personal walk through of the Online Adoption System please do not hesitate to contact your Course Materials Team.

Owen Recoskie, Course Materials Buyer	ext. 22179	recoski@mcmaster.ca
Sherri Turkstra-Blok, Course Materials Buyer	ext.27366	turkstra@mcmaster.ca
Linda Colarusso, Custom Courseware Coordinator	ext. 22621	colarus@mcmaster.ca
Mary del Mar, Course Materials Manager	ext. 22627	delmarm@mcmaster.ca
Cheryl Sinclair, Buyer Required Supplies	ext. 22629	csincla@mcmaster.ca

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.

Post-Retirement Benefit Program for Members of MUFA:

If you are eligible for post-retirement benefits, please review your corresponding Retiree Benefit Booklet to become familiar with your retiree benefit plans. Active employee benefit plans cease upon retirement. To be eligible for post-retirement benefits, the MUFA member must have been enrolled in the extended health and dental benefit plans as an active employee on their last day of work, and must meet the eligibility requirements as defined in the applicable Sun Life MUFA Faculty/Librarian Retiree Benefit Plan Booklet. If eligible for Post-Retirement Benefits, the Post-Retirement Benefit Co-Pay Program applies to all MUFA members (faculty and librarians) who retired after July 1, 2012. Eligibility for post-retirement benefits and the applicable percentage of the cost that a MUFA member is responsible for paying is based on cumulative years of service as at the date of retirement.

For additional information, please review the following:

- [MUFA Faculty/Librarian Post-Retirement Benefit Co-Pay Program](#)
- [Retiree Benefit Booklets](#)
- [Employee Life Changes](#)
- [Retiree Out of Province Coverage Summary](#)

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.

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 [Athletics & Recreation Complex]. 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/docs/member-services/retired_pamphlet_v2012_en.pdf?sfvrsn=0

For more details regarding How to Prepare for Retirement visit the Working at McMaster website at: <http://www.workingatmcmaster.ca/med/document/How-do-I-prepare-for-retirement-1-40.pdf>

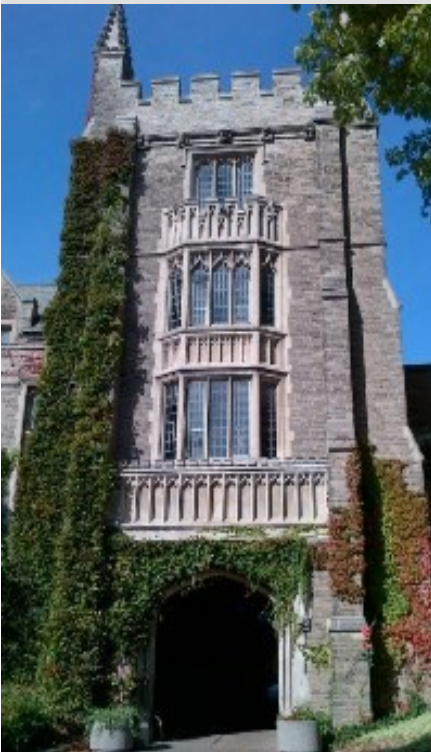
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<http://www.macfaculty.ca>



Dundas Music Therapy Initiative

The Family Council at St. Joseph's Villa has begun a program to collect old iPods and MP3 players no longer in use for distribution to residents as part of a music therapy initiative.

The Recreational Therapy Staff at the Villa will load any donated units with 'old familiar tunes' that residents enjoy and pass them along for the enjoyment and relaxation that they can bring to those who will benefit from this therapy.

If you, or your children, or your grandchildren have gently used units that they would be willing to donate, they can be dropped off at the Villa reception for Marjorie Smith (Family Council Chair) and the Council will see that they are passed on to the appropriate department.

If you are unable to drop them off, arrangements can be made to pick them up in the Dundas area by emailing Marjorie at marjoriesmith@hotmail.ca or (after May 7th) joyceTdawson@cogeco.ca

Passages

John P. Campbell, History, March 31, 2016

Graham Hill, Library, April 19, 2016

Pavlos Kanaroglou, Geography & Earth Sciences, May 13, 2016

Paul Walton, School of the Arts, May 3, 2016

McMaster Faculty Salary Statistics 2015/2016*

	Business	Engineering	Humanities	Science	Social Sciences	Non-Health Sciences Total	Health Sciences (Non-Clinical)	University Total
Full Professor								
No. in Rank	31	87	34	116	43	311	56	367
Avg Age	59.9	55	58.8	54.4	59.4	56.3	57.8	56.5
Avg Yrs in Univ.	20.9	17	23.3	19.7	22.3	19.8	21	20
Avg Salary	\$204,708	\$181,013	\$178,996	\$175,670	\$173,205	\$180,082	\$189,099	\$181,458
10th Percentile	\$178,640	\$158,342	\$153,785	\$155,454	\$150,135	\$157,184	\$162,690	\$157,613
Median	\$191,900	\$173,262	\$172,774	\$172,048	\$175,600	\$175,254	\$178,802	\$175,417
90th Percentile	\$238,204	\$212,987	\$204,280	\$199,866	\$197,324	\$207,733	\$240,403	\$210,894
Associate Professor								
No. in Rank	26	38	55	50	48	217	43	260
Avg Age	50.2	47.3	50.5	46.8	49.8	48.9	52.6	49.5
Avg Yrs in Univ.	12.5	12	13.3	12	12.3	12.4	14.1	12.7
Avg Salary	\$172,754	\$154,538	\$133,007	\$143,769	\$142,464	\$146,111	\$152,260	\$147,128
10th Percentile	\$157,553	\$138,222	\$102,397	\$128,618	\$120,086	\$117,214	\$133,257	\$121,281
Median	\$171,857	\$153,532	\$135,163	\$144,335	\$141,463	\$146,789	\$153,997	\$147,797
90th Percentile	\$191,625	\$174,846	\$165,000	\$157,101	\$170,178	\$174,382	\$170,276	\$173,593
Assistant Professor								
No. in Rank	14	37	26	28	39	144	38	182
Avg Age	47.9	39.2	42.9	41.2	41.9	41.8	48.7	43.3
Avg Yrs in Univ.	10.5	5.1	6.2	7.3	4.6	6.1	11.6	7.2
Avg Salary	\$147,197	\$109,931	\$97,466	\$110,612	\$101,475	\$109,146	\$125,397	\$112,539
10th Percentile	\$119,725	\$94,168	\$74,206	\$85,152	\$84,500	\$85,000	\$93,200	\$85,697
Median	\$147,231	\$107,222	\$94,540	\$109,615	\$98,065	\$105,282	\$120,248	\$108,744
90th Percentile	-	\$124,982	\$119,032	\$134,583	\$129,625	\$139,418	\$153,539	\$147,027
Lecturer								
No. in Rank	3	5	-	1	5	14	-	14
Avg Age	-	44.4	-	-	43	44.3	-	44.3
Avg Yrs in Univ.	-	7.8	-	-	4.2	6.8	-	6.8
Avg Salary	-	\$117,495	-	-	\$88,000	\$102,448	-	\$102,448
10th Percentile	-	\$85,954	-	-	\$75,144	\$79,799	-	\$79,799
Median	-	\$102,893	-	-	\$91,750	\$95,236	-	\$95,236
90th Percentile	-	-	-	-	-	-	-	-
Total Faculty								
No. in Rank	74	167	115	195	135	686	137	823
Avg Age	53.8	49.4	51.2	50.5	50.3	50.7	53.6	51.2
Avg Yrs in Univ.	15.5	12.9	14.6	15.9	12.9	14.3	16.2	14.6
Avg Salary	\$178,720	\$157,338	\$138,568	\$157,657	\$138,397	\$152,861	\$159,867	\$154,027
10th Percentile	\$134,178	\$103,790	\$93,121	\$115,622	\$91,750	\$98,271	\$113,892	\$101,907
Median	\$174,848	\$162,086	\$137,289	\$160,788	\$137,118	\$157,583	\$160,572	\$158,342
90th Percentile	\$227,702	\$196,602	\$184,536	\$193,534	\$183,243	\$194,391	\$192,485	\$193,534

*Excludes CAWAR and Special Appointments. 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.
Data as of October 1, 2015.