

Newsletter

Volume 43.5
Editor: Peter Graefe

McMaster University Faculty Association April/May 2017



Reminder!

As approved at the January 11, 2017 MUFA General Meeting, the 2016/2017 MUFA Executive will be in place until August 31, 2017.

Future Executive terms will run from September 1—August 31 each year.

President's Report

Delivered at the April 25, 2017 MUFA Annual General Meeting

I will be brief. It has been a very busy year. As you will have read in the meeting package, MUFA has tried to inform, to assist and to provide guidance to members from across the university community. Yet at the same time since my last formal comments in January one issue - the remuneration talks - has dominated our activities. You know that we did reach an agreement with the administration that was ratified handsomely by the membership through electronic balloting, which proved to be an unqualified success. I would like to thank my colleagues on the MUFA Executive, the members of the Remuneration Committee, and above all my Joint Committee colleague, Laura Parker, for sustained work on the remuneration file. Special mention must go to Rafi Kleiman who was a superlative remuneration chair and whose unflagging efforts and incisiveness did more than any other individual to produce the final settlement. It is difficult to describe quite how much time Rafi devoted to this work during the "collegial attritional bargaining" that characterized the January to March period.

Outside of bargaining, and staying with the theme of interaction with the university administration, the Executive has dealt with an wide array of matters. These range from issues on which agreement was reached amicably, such as the changes to the Record of Activities form, CV, and corresponding SPS, to items where we were unable to reach agreement. The outstanding example in this regard is the difference of opinion between the MUFA Executive and the Provost on teaching stream appointments and faculty renewal. Other matters remain under discussion, such as changes MUFA is seeking to the Yellow Document and Faculty General Grievance Procedure. On this front, I had hoped to be able to say today what the way forward would be. Alas, this is not so, and thus I am left to voice the conviction that in the able hands of Laura Parker as President, next year's Executive will reach agreement along the lines that MUFA desires.

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Work continues elsewhere. We, like many others in the university community, took an active part in the formulation of the Sexual Violence Policy and we are now engaged in responding to proposed revisions to the Policy on Discrimination and Harassment: Prevention & Response. To come will be other policy revisions, among them alterations to the Research Integrity Policy and the Copyright policy, as well as responding to proposals (distressingly long in gestation) to deal with the summary teaching opinion question.

MUFA is a volunteer organization. Its health is linked intimately to the willingness of faculty to serve on the Executive, to act as council members, and to participate on various committees that arise from MUFA's engagement. To my colleagues on the Executive, throughout the year I was grateful for your willingness to contribute your time so cheerfully and so energetically. As President I receive teaching relief - but in the main my Executive colleagues do not, which makes their commitment all the more remarkable. Looking ahead, MUFA will continue to need to call upon our faculty colleagues to ensure that we remain an active, consequential constituent in university life capable of articulating and advocating for the interests of our membership. Among the advantages that we have in striving to this end is our staff. MUFA is very fortunate that in Mara Giannotti and Jessica Weyman we have two dedicated, hard-working professionals who provide unwavering support, sage counsel, a network of contacts, and institutional continuity. My heartfelt thanks to them both.

Martin Horn
MUFA President

Faculty Association Council

In order to maintain close contact with faculty members at the department level, the MUFA Executive established the Faculty Association Council made up of representatives from every academic department. These representatives serve as liaisons between the Association's Executive Committee and the members of the Association.

The responsibilities of the members of the Council are important, but not onerous. In addition to serving as liaisons, the departmental representatives might be contacted to suggest candidates to run for the Executive or to represent the Association on various University committees. The main task, however, is passing on information to your colleagues in your department about specific projects in which the Association is involved – in reality there is not much to do, but we do need a representative from each department.

There are currently vacancies in the following departments: School of the Arts, Economics, Marketing, and Surgery. Please email mufa@mcmaster.ca if you are interested in filling one of these vacancies.

Thank you to all our past and current MUFA Council members.

Welcome New Member

Bernice Downey
Nursing

MUFA Executive Committee 2017/2018

Here are the members of the Executive Committee of the McMaster University Faculty Association for 2017/2018. Their terms of office will begin on **September 1, 2017**.

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***Email accounts will be active effective September 1, 2017.*

MUFA Service Award

Following the 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 Lori Burrows in recognition of her outstanding contributions to the University. The selection committee, chaired by the Past-President Michelle Dion, included Sheila Sammon (Director of Community Engagement and Professor Emerita), Andrea Thyret-Kidd (TMG), Laura Banfield (MUALA), Angela Orasch (Graduate Student Association), Blake Oliver (VP Education, MSU) and Emily Heikoop (Unifor). Rafael Kleiman read the following citation on behalf of the selection committee.

Lori Burrows is a Professor and Associate Chair of Research in the Department of Biochemistry. In addition to her significant research contributions, Lori has gone beyond expectations in her role as Associate Chair in her Department as well as a delegate to the Canadian Institutes of Health Research (CIHR), where she has served on various review panels and is currently Chair in the new Program Grant competition.

In these roles, Lori has demonstrated a commitment to supporting colleagues and students at McMaster and elsewhere in their research and teaching endeavors. Nominators describe monthly professional development and research lunches that provide an opportunity for colleagues to share information and learn about new research and opportunities, and the high level of engagement and regular attendance at the lunches reflects their value to the Department. In addition, nominators point out that, “Lori is well known for her exceptional generosity of time,” and that she uses insights from her service to CIHR and other granting agencies to provide advice and feedback for junior colleagues, including internal reviews of grant applications, going above and beyond the expectations of her role.



Lori’s service to her profession, particularly with CIHR, was also highlighted by nominators. They highlight not only the extensiveness of her service but also its importance and impact, shaping new programs and providing a connection between researchers and agencies. For example, she has shared her insights and knowledge with peers beyond McMaster, using teleconferencing, emails lists, and social media to communicate changes and discuss the funding landscape. More than one nominator mentioned her creation and regular use of an email distribution list to disseminate information about funding for research. This list includes

more than 350 researchers, including colleagues across Canada, which further demonstrates an impact that extends beyond her Department, McMaster, and discipline.

Collectively, these activities contribute to McMaster’s research mission and international reputation, making her “an outstanding ambassador for McMaster and a selfless promoter of the McMaster research community.” On behalf of the 2017 MUFA Service Award Committee, it is a great honour to present this award to Lori Burrows in recognition of her distinguished record of service to the University.

CAUT Dedicated Service Award

The MUFA Executive is pleased to announce that our nominees

Nancy Carter
(Nursing)

Lilian Chan
(Accounting and Financial Management Services)

Michelle MacDonald
(Biochemistry and Biomedical Sciences)

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.



(from left): Michelle MacDonald, Lilian Chan, Nancy Carter

Cancer biologist Juliet Daniel honoured with Harry Jerome Award

McMaster's Juliet Daniel was honoured with a Harry Jerome Award from the Black Business and Professional Association.

Daniel, a professor in Biology, was honoured in the Technology and Innovation category.

Daniel's work is focused on cell adhesion and signalling through "transcription factors," and how their malfunction contributes to cancer.

Her team is currently working on aggressive and difficult to treat, triple-negative breast cancers that are most prevalent in women with African and Hispanic ancestry.

Her research team seeks to identify unique DNA mutations or markers in cells that may explain this racial disparity and which can then be developed for diagnostic tests or therapeutics for women diagnosed with the disease worldwide, regardless of ethnicity.

In recognition of her research, Daniel has received several awards including the Ontario Premier's Research Excellence Award, the John C. Holland Professional Achievement Award, the African Canadian Achievement Award of Excellence in Science, the Barbados National Honor Gold Crown of Merit and a Hamilton YWCA Women of Distinction Award. She has also been featured in "Millennium Minds: 100 Black Canadians".

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/default-source/member-services/en-retired-pamphlet-2016-webversion.pdf?sfvrsn=2>.

For more details regarding How to Prepare for Retirement visit the [Working at McMaster website](#).

Peter George

1941 - 2017

Peter James George, who served three terms as President and Vice-Chancellor of McMaster University before retiring in 2010, has died at age 75.

George oversaw a period of major growth for McMaster, in terms of size, reach and reputation.

“This is difficult news for all of us. We are thinking of Peter’s family and his many friends, here on campus and around the world,” said Patrick Deane, who succeeded George in the role. “McMaster University is very fortunate to have had such a champion as Peter George. His legacy is all around us, but I believe it is most apparent in the achievements of our students and researchers, to whose success he was always so dedicated.”

Recognizable by his dark brows and cropped white beard, George had been part of the McMaster community since 1965, when he first started as a lecturer in Economics. After attaining full professorship, he would serve as Dean of Social Sciences from 1980 to 1989, before becoming the university’s sixth President and Vice-Chancellor in 1995.



George also served as president of the Council of Ontario Universities from 1991 to 1995. He became a member of the Order of Canada in 1999 and the Order of Ontario in 2007.

Service of Remembrance

A Service of Remembrance and Celebration of Peter's extraordinary life and love will be held at 2 p.m. on Sunday, June 11, 2017 at Therese Quigley Sport Hall, David Braley Athletic Centre, McMaster University.

Please come and share memories with the family beforehand from 12 to 2 p.m. in the Robert Fitzhenry Studio, 3rd floor of the David Braley Centre, before the service.

Reception to follow immediately afterward.

In lieu of flowers, donations to Wellwood Cancer Resource Centre or The Peter George Centre for Living and Learning at McMaster University will also be gratefully received.

University Club at Risk of Closure

The University Club is celebrating its 50th anniversary on May 23, and during the past half century it has become a central part of the academic and social life of the University. It fosters collegiality by providing a venue for faculty from different disciplines to meet informally and chat about topical issues and events. It hosts seminars, workshops and conferences for University members and departments, as well as social events. And, of course, it is often the first choice when entertaining visiting academics or prospective faculty.

Significantly, it has become much more inclusive: membership is open to staff, graduate students, post-doctoral fellows and alumni. The Club has about 575 members, including 34 "corporate" memberships held by departments. Non-members benefit from the services of the Club through the corporate memberships (to entertain visitors) and as a venue for organizing events.

Over the past couple of years MUFA has highlighted some unintended negative consequences of the new activity based budget model on faculty budgets and on morale. Unfortunately, the budget model also poses a threat to the survival of the University Club.

Under the budget model all units must pay a standard rent charge, based on the area they occupy. In 2003 the University Club signed a ten year agreement with the University that fixed their rent at \$70,000 per year and also allowed for some improvements. Under this arrangement the Club makes a small profit (close to break even). The agreement has not yet been renegotiated, but the University is insisting that the Club pay the standard rent, which works out to \$174,000 per year. Given the tight margins in catering, and the fact that the Club is already close to fully booked for events, it is unrealistic to expect the Club to find an additional \$104,000 per year (about 8% of gross revenues) in addition to salary raises and other cost increases. There have been attempts to reduce the area occupied by the Club, but this would be a challenge given the layout of Alumni Hall and the fact that the largest space (the Great Hall) also generates the most revenue.

At the University Club AGM we heard that Hospitality Services is keen to take over the building and run it as a conference centre. They have apparently built up a large cash surplus that would enable them to renovate the building and cover any operating shortfalls. They would likely use centralized Paradise Catering staff and kitchens to cut costs.

The University and the Club are still negotiating, but the University would like to see a resolution by the end of June. There is a real risk that the Club will close and the building will be turned over to Hospitality Services. It seems unlikely that the Bar, Great Hall and Dining Room would continue to operate. Faculty would lose a congenial venue for informal meetings, meals and social events. The University would gain an extra \$100k annually, but they would end up paying for more off-campus meals and social events. And they would lose an institution that is undeniably important for the collegial life of the University.

If you see value in the continued existence of the University Club, I urge you to contact Roger Couldrey (vpadmin@mcmaster.ca, x24755), the Vice-President Administrative, and let him know. We all understand the importance of sound financial management, but we also understand that not everything important appears on a balance sheet. Please encourage the University to be flexible and find a creative solution that allows the University Club to survive and thrive into its next half century.

Nicholas Kevlahan



Westdale

This bright and comfortable family home has everything you need to come to Hamilton for a term! Walking distance to McMaster University and Hospital, and to Cootes Paradise Elementary and Westdale High Schools. Walk to grocery store, library, playground, and hiking trails, as well as great shops and restaurants in Westdale Village.

3 bedrooms upstairs (queen/single/crib or toddler bed). The crib can be replaced with a double futon or desk as desired. Fourth bedroom downstairs (queen bed and desk) that is used as a guest room and office. 2 newly renovated full baths. Rent includes all utilities (including central a/c), HDTV, high speed wireless internet, fully equipped kitchen, linens. Large fenced backyard with treehouse/swing. Use of bikes and child trailer negotiable.

More information is available in the [online ad](#).

Hamilton Mountain

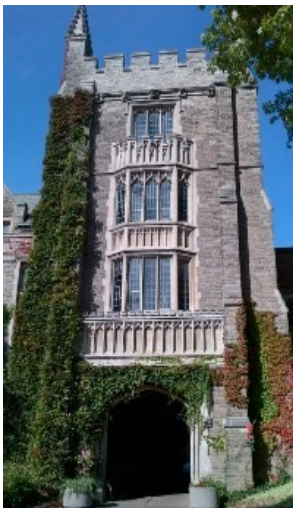
Facing a lovely park in a quiet, family-friendly residential neighbourhood, this fully furnished & equipped 2-bedroom bungalow with 1.5 bath, finished basement, 2 car parking and back yard. House features a newly renovated kitchen, gorgeous sun room, laundry on premises. Suitable for single person, couple, or small family.

Location (Upper James and Fennell) is within a 5 minute walk of 4 bus routes, and 25 minute walk of Mohawk College, St Joseph's Hospital (West 5th Campus) and Juravinski Hospital and Cancer Centre. 15 min drive to McMaster Main St. Campus

Pets by permission only. Absolutely no smoking.

\$1750 + water & gas (hydro and internet included). Available August 1 (earlier is negotiable). Minimum lease until Dec 31, 2017.

Contact Rachel (rachel.f.stapleton@utoronto.ca) for more information or pictures.



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McMaster Faculty Salary Statistics 2016/2017*

	Business	Engineering	Humanities	Science	Social Sciences	Non-Health Sciences Total	Health Sciences	University Total
Full Professor								
No. in Rank	33	88	33	119	36	309	72	381
Avg Age	60.3	55	59.1	55	57.8	56.3	56.7	56.4
Avg Yrs in Univ.	21.1	17.5	23.2	20.4	20.6	20	19.7	19.9
Avg Salary	\$209,687	\$185,587	\$182,011	\$180,695	\$182,665	\$185,555	\$189,525	\$186,305
10th Percentile	\$183,480	\$162,726	\$158,193	\$159,575	\$159,676	\$161,715	\$161,176	\$161,715
Median	\$197,947	\$178,028	\$175,277	\$174,933	\$180,166	\$179,175	\$179,511	\$179,175
90th Percentile	\$247,736	\$216,526	\$210,257	\$208,801	\$204,189	\$213,930	\$239,119	\$215,687
Associate Professor								
No. in Rank	24	40	58	49	49	220	66	286
Avg Age	51.3	47.4	50.8	47.5	50.2	49.3	50.7	49.7
Avg Yrs in Univ.	13.9	11.6	13.6	12.6	12.1	12.7	13.3	12.8
Avg Salary	\$176,065	\$156,645	\$140,298	\$147,839	\$145,938	\$150,108	\$153,501	\$150,891
10th Percentile	\$164,326	\$132,973	\$110,685	\$128,384	\$123,545	\$120,611	\$128,495	\$122,715
Median	\$177,713	\$155,241	\$141,119	\$149,323	\$144,034	\$149,860	\$154,312	\$150,985
90th Percentile	\$189,752	\$178,756	\$171,451	\$164,043	\$172,068	\$178,535	\$172,500	\$177,177
Assistant Professor								
No. in Rank	17	40	23	23	40	143	68	211
Avg Age	46.2	39.4	42.5	41.3	42.4	41.8	43.9	42.5
Avg Yrs in Univ.	9.6	4.8	6.1	7.8	5.4	6.2	9.6	7.3
Avg Salary	\$149,244	\$112,422	\$101,511	\$115,242	\$108,951	\$114,527	\$119,285	\$116,060
10th Percentile	\$116,484	\$95,653	\$79,749	\$90,000	\$92,485	\$91,000	\$91,219	\$91,219
Median	\$147,691	\$111,612	\$101,493	\$116,144	\$106,000	\$110,845	\$115,604	\$113,261
90th Percentile	-	\$129,929	\$126,380	\$141,712	\$137,327	\$144,818	\$159,091	\$147,691
Lecturer								
No. in Rank	4	6	-	1	6	17	-	17
Avg Age	-	42.7	-	-	40.3	41.4	-	41.4
Avg Yrs in Univ.	-	7.3	-	-	4.2	5.4	-	5.4
Avg Salary	-	118,019	-	-	94,424	110,001	-	110,001
10th Percentile	-	91,000	-	-	72,000	82,230	-	82,230
Median	-	104,432	-	-	94,677	102,958	-	102,958
90th Percentile	-	-	-	-	-	-	-	-
Total Faculty								
No. in Rank	78	174	114	192	131	689	206	895
Avg Age	53.5	49.3	51.5	51.3	49.4	50.7	50.5	50.7
Avg Yrs in Univ.	15.5	12.9	14.9	16.8	12	14.4	14.3	14.4
Avg Salary	\$181,920	\$159,784	\$144,548	\$163,986	\$142,377	\$157,630	\$154,797	\$156,978
10th Percentile	\$130,000	\$104,487	\$101,493	\$124,671	\$96,288	\$104,487	\$103,747	\$104,414
Median	\$179,212	\$166,276	\$143,644	\$166,438	\$141,207	\$162,364	\$157,536	\$161,043
90th Percentile	\$226,463	\$202,066	\$190,225	\$197,496	\$182,868	\$197,947	\$195,485	\$197,496

*Includes CAWAR and Special Appointments and excludes all Clinicians. Excludes administrative stipends. No statistics are reported for groups of less than 5 persons; the 90th percentile is not reported for any group with less than 20 persons.

Data as of October 1, 2016 - Updated: March 29, 2017

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