

# Newsletter

Volume 45.5  
Editor: Michel Grignon

McMaster University Faculty Association - May 2019



We hope you  
have a safe and  
wonderful  
summer!

## President's Report

Delivered at the Annual General Meeting

April 23, 2019

As you know, the term of this MUFA executive will not be over until the end of the summer (we changed our bylaws two years ago to ensure the outgoing executive remains in charge during the summer months), but I would still like to sincerely thank all members of the 2018-19 executive for their volunteer service this year. The executive meets bi-weekly to discuss policies that are in the process of being improved or to point to policies in need of improvement. I am grateful to the members of this executive for their thoughtful and helpful input into sometimes complex issues that we needed to discuss. I have learned a lot from these discussions and always knew I could count on our collective wisdom to reach the right decisions. Moreover, our meetings have mostly been fun and lively. I would also like to extend my thanks to the many faculty members serving on university committees. **This work is vital to a well-functioning university (and Mac is a well-functioning university – it could be better, it could be much worse); this work is often not sufficiently recognized or valued.**

The executive has dealt with many issues over the past year, and I will briefly highlight the main ones. I will then say a few words about the challenges ahead, both what we need to improve internally and what trends in the world of post-secondary education we will have to adjust to.

### 2018-19 highlights:

I would like to start with the agreement reached at Joint Committee for a three-year (July 1, 2019 to June 30, 2022) contract. This agreement is supported by an overwhelming majority of the membership, and is praised for two new benefits that we think can make a real difference to our community. First, faculty members whose dependent choose to receive post-secondary education outside of McMaster will benefit from a tuition bursa-

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ry, and MUFA and HR are working together to iron out the technical details (there are many options on how to pay such a bursary and we want to get it right). Second, faculty members who need mental health treatment, for themselves or their dependents, will now get much better financial support to access this treatment. We can be proud to be part of a University that recognizes this need and the urgency to support its members in need of mental health treatment. Still on the agreement, note

*“...faculty members who need mental health treatment, for themselves or their dependents, will now get much better financial support to access this treatment. We can be proud to be part of a University that recognizes this need and the urgency to support its members in need of mental health treatment .”*

that all issues related to pensions, which means mainly the integration of recent changes to CPP to our pension plan, will be discussed later by an ad-hoc committee. Let me finish with thanking Elkafi Hassini, our chief negotiator, for his leadership and spotless preparedness, as well as Alison Sills for all her work on Joint Committee during the negotiations.

Another important agreement reached at Joint Committee this year was to modify SPS A9, the policy governing faculty complement (between tenure stream, teaching stream, and

CLAs). As you may recall, SPS A9 was based on an absolute number of teaching stream professors per Faculty and CLAs were not part of the policy. The agreement reached this year sets proportions instead of absolute numbers, and includes CLAs into these proportions. Discussions around SPS A9 were initiated in 2016-17 by Martin Horn, Laura Parker reached an agreement on principle in 2017-18 with the Administration and proportions numbers. A drafting committee is working on the details of

the revised policy, which should go through governance early in 2019-20. Let me thank Martin and Laura for their leadership and effort on this important policy. Note also that decisions on faculty complement should be easier this year, thanks to faculty renewal: after several years of decline, the number of faculty positions should increase in 2018-19 (and, we hope, 2019-20 as well). The Provost announced 40 new positions in September and is still counting on 30 new positions overall between September 2018 and July 2019. This is crucially needed, as our student to faculty ratio has increased dramatically over the past 10 years.

Two other policies will be revised in important and welcome ways before the end of this year or very early in the fall: SPS A1, the policy governing the recruitment of faculty, and our general grievance procedure. The work to revise the grievance procedure was led by Rafi Kleiman, it will streamline processes and expand the scope of the current policy. It has been approved by MUFA and SCA and will soon be discussed at Senate and Board, pending some minor technical work performed by the Secretariat. SCA and MUFA saw a draft of the revised SPS A1, which is much improved: equity and diversity are now front and centre in hiring procedures and we are discussing some of the details with Arig al Shaibah, AVP Equity and Inclusion. Equity, diversity and inclusion are now part of all our policies, a welcome development if we keep in mind the results of the survey of our membership in the fall, showing that substantial proportions of women, racialized, disabled, or LGBTQ faculty members felt they had been unfairly treated because of their gender, race or ethnicity, disability or sexual orientation. Arig is well aware of this survey and eager to work with us on getting better data about it.

(Continued on page 3)

Let me finish these highlights with two discussions that are still in progress: as mentioned in my report in January, MUFA has launched an ad-hoc committee on teaching evaluations and their utilization in CPM or T&P decisions. I would like to thank the members of this committee, that includes faculty members (Joe Kim and Lynn Martin), as well as representatives of MSU, GSA and MacPherson. Our work is moving well and we will circulate a draft report by the end of May, to start a broader discussion. The Provost and the AVP Equity Inclusion clearly see the need to update and revise current practices, in light of the evidence collected for the Ryerson decision. Second, MUFA exec has launched a discussion on the ethics of research funding with possible revisions to our research integrity policy. In short, the issue is who should vet the origin of funding we receive for our research and who should be responsible for any ethical breach? I would like to thank Catherine Anderson and Andy Knights for their work on this.

It has been a pleasure to work on the issues above and many others throughout the year with my executive colleagues. I would particularly like to thank Catherine Anderson and Kirsten Culver for their service in the critically important role of grievance and special enquiries, as well as Alison and Elkafi for their service on the Joint Committee. I would also like to thank my predecessors Rafael Kleiman, Michelle Dion, Martin Horn, and Laura Parker from whom I have learned so much. Their leadership has enhanced the role that MUFA plays in decision making on campus. Finally, I would like to sincerely thank Mara Giannotti and Jessica Weyman, our fantastic staff-- not only are they the first point of contact to faculty members with enquiries, but they are also our repository of institutional knowledge and ensure continuity as faculty members cycle on and off the executive. The role of MUFA President would be impossible without their constant support.

**Challenges ahead:**

Internally, we will likely have to revise and update our Faculty Code of Conduct, and work on pending pension issues: should we join the UPP in 2022, and how can we integrate the recent changes to the Canada Pension Plan to our McMaster pension plan? The latter will likely in-

volve consultation with the membership: do we want a richer overall plan (combination of CPP and our plan), to the cost of higher contributions, or are we happy with what we have now and would welcome a reduced benefit (and contribution) from our plan to offset the increase in CPP benefits? Or anything in between, obviously.

Externally: it is quite clear that public funding (block grants and tuition fees) will not increase in the coming years (at least three, possibly more) and McMaster, as other Ontario or even Canadian universities will have to be creative in bringing in resources. This will likely mean changes to the curriculum and more international students, both topics that are of concern to us. This will also affect the way our budget model works and which Faculties benefit or lose. MUFA will need to weigh in and be listened on these issues. Moreover, there is a trend, national and provincial, perhaps even international towards more activity-based funding and metrics to measure and describe what we do and the product we offer. MUFA, together with OCUFA and CAUT will have to be part of these discussions around and the workings of these metrics, to make sure they are not based on flimsy evidence or pre and ill-conceived ideologies. One such activity that will likely be at the core of these metrics is essential skills and readiness to work of our graduates. Again, we need to make sure this does not affect various Faculties, programs, and members in inequitable ways and that we can contribute to these discussions being the voice of evidence-based reason.

There is still work to be done over the next few months, but I will finish my term knowing that MUFA is in excellent hands.

*Michel Grignon, MUFA President*



## MUFA Executive Committee 2019/2020

Here are the members of the Executive Committee of the McMaster University Faculty Association for 2019/2020. Their terms of office will begin on **September 1, 2019**.

### President

**Alison Sills**

Physics and Astronomy  
ABB 353, Ext. 24189  
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### Vice-President

**Elkafi Hassini**

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### Past-President

**Michel Grignon**

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## Members-at-Large

### Catherine Anderson

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### Ana Campos

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### Gail Gauvreau

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### Deda Gillespie

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### Lydia Kapiriri

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### Nicholas Kevlahan

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### Andy Knights

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### Gail Krantzberg

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ETB 510, Ext. 22153  
[krantz@mcmaster.ca](mailto:krantz@mcmaster.ca)

## Adoption Deadline for the Fall 2019 Term is June 1st\*, 2019

Please submit course adoptions by following the instructions found here:

<https://campusstore.mcmaster.ca/faculty-staff/>

\*Adoptions will not be refused after this date; however, we encourage you to submit your adoptions as soon as possible to ensure we have adequate time to process the adoption for your course.

### **Placing adoptions by June 1<sup>st</sup> will assist your students by:**

- Giving the store buyers adequate time to source used books and alternate format options (i.e. digital books, loose leaf versions), providing options to suit your student's learning style and budgetary needs.
- Ensuring the course materials your students need are in stock at the start of term, allowing vendor's time for printing, package assembly, shipping.

**Please submit an adoption even if there is no textbook required. This assists us in building the book list for the University, and ensures our staff can answer students' questions.**

**iCLICKERS - If you require your students to have an iclicker for your course, please include this in your course materials adoption.**

### **FOR CUSTOM COURSEWARE ADOPTIONS:**

To read steps for developing and submitting materials: <https://campusstore.mcmaster.ca/faculty-staff/copyright.html>  
Bring your material to the Course Materials Office, or email our CCW Team [ccw@mcmaster.ca](mailto:ccw@mcmaster.ca)

### **FOR OPEN EDUCATIONAL RESOURCE (OER) ADOPTIONS: –**

Visit <https://campusstore.mcmaster.ca/faculty-staff/> for the link to our adoption form. We ask that adoptions for OER materials are submitted so they are added to the book listing. We can link to both OpenStax and BC Campus materials, facilitating student access to these materials. We can also produce print copies for those students who prefer to study from a hardcopy. Please contact us for details.

### **TO REQUEST COURSE SUPPLIES:**

Submit required supplies request: <https://campusstore.mcmaster.ca/required-supplies/>  
or by email: [supplies@mcmaster.ca](mailto:supplies@mcmaster.ca)

### **Questions?**

If you have any additional questions, please do not hesitate to contact your Course Materials Team.

**Campus Store Course Materials Office ext. 21913 [d-bktext@mcmaster.ca](mailto:d-bktext@mcmaster.ca)**

**Amber Dawkins**, Course Materials Buyer/Courseware Coordinator ext. 22621  
[dawkinsa@mcmaster.ca](mailto:dawkinsa@mcmaster.ca)

**Cathy Overeem**, Course Materials Buyer ext. 22628  
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**Karin Stonehouse**, Course Materials Buyer ext.27366  
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**Fiona O'Connor**, Course Materials Manager ext. 22627  
[ofconnf1@mcmaster.ca](mailto:ofconnf1@mcmaster.ca)



*Professor Hippo-on-Campus is an educational and professional development initiative being developed specifically for educators at McMaster. The components of the Professor Hippo on Campus initiative, which consist of online e-modules hosted in Avenue to Learn combined with workshop opportunities, are being designed to assist faculty and others to efficiently obtain the information and skills they want and need, as appropriate to their roles, to support student mental health and well-being on campus. Coming in FALL 2019, an online series of modules will be made available to educators and faculty addressing a range of topics that include, but are not limited to: Creating a mental health-positive classroom, how to support students in difficulty or distress, academic accommodations, self-care for faculty, and more. Professor Hippo-on-Campus looks forward to meeting many McMaster educators, faculty, and staff this coming fall!*

## Observers Needed

Required: members of the Faculty Association—yes, RETIREES also qualify—to serve as observers for appeal and grievance hearings. The role of the Observer is to report on the adequacy of the procedures, with a view to making recommendations to improve relevant policies, not to comment on the conduct or the judgement of the tribunal. Hearings usually take place over one or two days. For more information, send us an email at ([mufa@mcmaster.ca](mailto:mufa@mcmaster.ca)), call us (905) 525-9140 ext. 24682/20297, or visit us in (HH 103A).

## Spring Convocation Ceremonies

**McMaster faculty members** must register to participate in the Academic Procession: <https://registrar.mcmaster.ca/grad/processions/>.

**Registration closes on May 15** (for May ceremonies) and **June 5** (for June ceremonies).

### Convocation dates:

Tuesday, May 21, 2019, 8:00pm  
McMaster Divinity College

Wednesday, May 22, 2019, 2:30pm  
School of Nursing

Thursday, May 23, 2019, 2:30pm  
Faculty of Health Sciences  
(excluding Nursing)

Monday, June 10, 2019, 2:30pm  
Faculty of Humanities and the Arts & Science Program

Tuesday, June 11, 2019, 9:30am & 2:30pm  
DeGroot School of Business

Wednesday, June 12, 2019, 9:30am & 2:30pm  
Faculty of Social Sciences

Thursday, June 13, 2019, 9:30am & 2:30pm  
Faculty of Science (including Medical Radiation Sciences Program)

Friday, June 14, 2019, 9:30am & 2:30pm  
Faculty of Engineering

The full listing of ceremonies by program can be found here: <https://registrar.mcmaster.ca/grad/dates/>

## Michelle Dion Wins Sarah Shorten Award

In recognition of her outstanding achievements in the promotion of the advancement of women, Michelle Dion is the 2018 winner of the Sarah Shorten award. An associate professor in political science and acting director of the Centre for Research in Empirical Social Sciences at McMaster University, Dion's work spans political economy, comparative public opinion, and gendered practices in political science. She noted the importance of the mentorship of women who came before her. "I'm grateful for the guidance, support and encouragement of these pioneers. But our work is not done, and the generation following us is not as patient," Dion said.

Dr. Dion was recognized for her wide-ranging accomplishments in the service of gender equity. In her role on the MUFA Executive, she analyzed salary data to make clear to university administrators that the gender gap in salary was real, even after accounting for discipline and seniority. Dr. Dion's exceptional skills in quantitative analysis, as well as her deep knowledge of the social science literature on gender equity, were very important in making sure that administrators had the correct facts to guide their decision-making. Dr. Dion's analysis ultimately resulted in an equity adjustment that eliminated the imbalance in men and women faculty members' pay. In the wake of Dr. Dion's successful efforts at McMaster, the University of Waterloo, Wilfrid Laurier University and the University of Toronto have made similar gender equity adjustments for their faculty members.

Dr. Dion is committed to lifting women scholars up and building institutions to support them across universities. For example, she is part of a group of scholars who established a support network of women methodologists in political science, Vision in Methodology (VIM). In addition to providing a forum to share scholarly work, VIM also serves to connect women in a field where they are under-represented. In a discipline that has a very leaky pipeline for women faculty, VIM offers social supports for women, as well as training in methodology and workshops to hone research projects. This critical international network plays an important role in supporting the development of women in political science and throughout the social sciences.

Dr. Dion has also made outstanding contributions to research in the area of gender equity in academia, having attracted grant funding, published and presented on a number of issues concerning gender equity in academia. Examples include publications on methodology training in Canadian universities in the *Canadian Journal of Political Science* and *The Political Methodologist*, gendered citation patterns in social science (in *Political Analysis*), and the intersection of gender roles and student expectations in the classroom. She has also presented in a number of fora – conferences and guest presentations – on gender pay equity and gender dynamics in the classroom.

Dr. Dion has worked tirelessly over many years to improve conditions for female scholars to succeed and thrive in teaching and research (especially using quantitative methods) over many years. Examples of her contributions include mentoring to students and faculty at the McMaster Women in Science and Engineering Initiative (WISE), in-class guest presentations on academic compensation and gender in the DeGroote School of Business at McMaster and a great deal of informal mentorship of women students and young faculty in their development as scholars.



Photo courtesy of CAUT

## **\*\*NEW - Compassionate Leaves\*\***



### **Changes to OHIP+**

At McMaster, we recognize the importance of providing faculty members with emergency or short-term compassionate leaves.

- A faculty member shall be granted a leave when a death or major medical event occurs in their immediate family.
- A faculty member shall provide the Chair/Director of the Department/Area with notification of the requirement for such a leave as soon as possible. Such leaves will be provided with no loss of salary or benefits for up to two weeks.
- Where a faculty member requires a leave in excess of two-weeks duration, the expected duration and terms of the leave shall be discussed with the Dean (or designate) in consultation with the faculty member and Chair/Director.

In addition to the above, in Ontario there are a number of statutory leaves which provide unpaid job protected leave for eligible employees so that they may attend to urgent matters, or to provide care or support to a family member during a period of illness or injury. Faculty members may make arrangements for one of the statutory leaves with their Chair/Director, in consultation with the Dean.

Current statutory protected leaves in Ontario include:

- Bereavement Leave Child Death Leave Crime-Related child death or disappearance leave
- Critical Illness Leave Domestic or Sexual Violence Leave
- Family Caregiver Leave
- Family Medical Leave
- Family Responsibility Leave
- Organ Donor Leave
- Pregnancy and Parental Leave
- Sick Leave Statutory leaves are defined within the Ontario Employment Standard Act.

Details on the leave provisions are available at: <https://www.ontario.ca/document/your-guide-employment-standards-act-0>.

As statutory provisions may change from time to time, faculty members are encouraged to review the Employment Standards website to ensure they are accessing current details on available leaves and their provisions.

**Approved by Joint Committee: 8 March 2019**

***On April 1, 2019, Ontarians under 25 with a private drug plan will no longer be eligible for OHIP+***

*In January 2018, the Government of Ontario launched OHIP+, a provincial drug program that covers 100% of the cost of most common prescription drugs for Ontarians under 25. Effective April 1, 2019, Ontario children and youth with private drug plans or health-care spending accounts will no longer be eligible for OHIP+. As a result, reimbursement for these drugs will move back to your Sun Life plan. Claims will be paid according to your coverage as they did prior to the launch of the OHIP+ program. If you have high out-of-pocket prescription drug expenses, you can apply to the Trillium Drug Program for additional support.*

*Your pharmacist will guide you through the transition from OHIP+ to your Sun Life plan. If you or your dependent are taking a medication that requires a prior approval from Sun Life for which you received coverage through OHIP+, your pharmacy can help you through the process.*

#### **Questions?**

*For questions about your Sun Life benefits plan, please call the Client Care Centre at 1-800-361-6212, Monday to Friday, 8 am to 8 pm ET.*



## Are you planning to travel or go on Research Leave abroad? Emergency Out-of-Country Travel Coverage

### Coverage Details

The Emergency Out-of-Country benefit provides significant protection in the event of a medical emergency while travelling outside of Ontario.

Emergency services are subject to a lifetime maximum of \$3,000,000 per person.

Additional details about your benefit can be found in the [Travel Benefit and Medi-Passport](#) brochure .

### Important Contact Information

Sun Life Financial partners with Allianz Global Assistance (Allianz Assistance) to provide you with 24 hour a day emergency medical travel assistance. In an emergency it is important that you contact Allianz Assistance immediately. Contacting Allianz Assistance is a requirement of your plan, Physician and hospitals can call to confirm benefits and arrange direct payment.

Allianz Assistance's call centre in the USA is open 24 hours a day.

- In the USA and Canada, call: 1-800-511-4610
- Elsewhere, call: 1-519-514-0351 (call collect if available)
- Fax: 1-519-514-0374

### Convenient Travel Documents

Sun Life Financial offers a variety of ways to access information about your travel benefit including a printable travel card, a downloadable card for your Apple Wallet, My Sun Life Mobile app and [www.mysunlife.ca](http://www.mysunlife.ca) .

Find out more about [Sun Life's](#) electronic resources.

### Extension of Coverage for Faculty Research Leaves

Faculty members who are planning travel outside of the province for Research or University Business purposes and wish to apply to have their Sun Life Emergency Out-of-Country coverage extended beyond 120 days should complete the following form and submit to Human Resources Services at CSB-202 no later than 30 days prior to your departure date.

#### [Application for Extension of Emergency Out-of-Country Coverage Form](#)

[Effective July 1, 2019](#) the PDA policy will be enhanced so that non-emergency health and dental premiums paid for international travel while on university business will be eligible.



## 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. Please note that you retire with the benefits that are in place at the time of your 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](#).



## 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.

MUFA wishes to thank all of our Faculty Association Council members for their continued service.

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 many departments with vacancies. If you are willing to represent your department on the Faculty Association Council, please contact [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca).**

## Welcome New Members

**Lisa Carlesso**

Rehabilitation Sciences

**Deborah DiLiberto**

Medicine

## Passages

**Jules Carbotte**

Physics

April 5, 2019

**Doris Jensen**

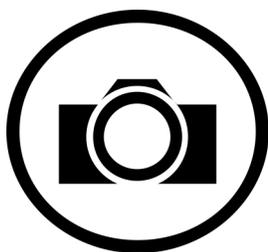
Biology

March 11, 2019

**Karl Freeman**

Biochemistry

March 25, 2019



MUFA is always looking for pictures that represent McMaster and faculty to use on our website ([www.macfaculty.ca](http://www.macfaculty.ca)) and in our newsletters. If you have any pictures you would like to share, please email them to [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca).

## MUFA Award for Outstanding Service

Following the 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 Catherine Anderson and Ellen Amster in recognition of their outstanding contributions to the University. The selection committee, chaired by the Past-President Laura Parker, included Michelle Dion (Associate Professor, Political Science), Sarah Robinson (TMG) Denise Smith (MUALA), Stephanie Bertolo (VP Education, MSU) and Beth Couchman (Unifor). Michel Grignon read the following citations on behalf of the selection committee.



**Dr. Catherine Anderson** is this year's recipient of the MUFA Award for Outstanding Service. Reviewing her dossier, the Selection Committee was unanimous in its endorsement. Catherine, a Teaching Professor in the Department of Linguistics and Languages, has established an impressive record of service at McMaster and shows a genuine commitment to her peers and students.

Catherine is known for her creative and innovative approach to teaching and curriculum development as well as her willingness to serve her department, Faculty and the University in countless ways. The committee was particularly impressed with Catherine's commitment to education through the development of a free, open access textbook. This text is accessible for free to students at McMaster and beyond, as well as to anyone interested in learning about the science of language. In March 2018, Catherine's teaching innovations were recognized with the Ontario Undergraduate Student Alliance Teaching Award.



Catherine is also an active researcher and has made significant contributions to graduate education in linguistics serving on many graduate thesis committees. As one of nominators noted: "Dr. Anderson's broadness of expertise is one of the pillars that the department's undergraduate, and later graduate, programs in Cognitive Science of Language could be built on." Catherine is also known for her sincere and deep commitment to equity, diversity and inclusion at McMaster and she is a frequent mentor to students and colleagues.

Beyond her impressive contributions to education Catherine is an active member of the McMaster community, serving on numerous committees within the Faculty of Humanities as well as on the University Senate and various Senate committees, including the Senate Executive. No consideration of Catherine's commitment to service would be complete without an acknowledgement of her years of dedicated service on behalf of MUFA. Catherine has been an active member of the executive for two separate terms, and is currently our Grievances & Special Enquiries officer. Given Catherine's commitment to fairness there is no one better suited to this role. On behalf of the 2019 MUFA Service Award Committee, it is a great honour to present this award to Catherine Anderson in recognition of her distinguished record of service to the University.

*Continued on page 13*

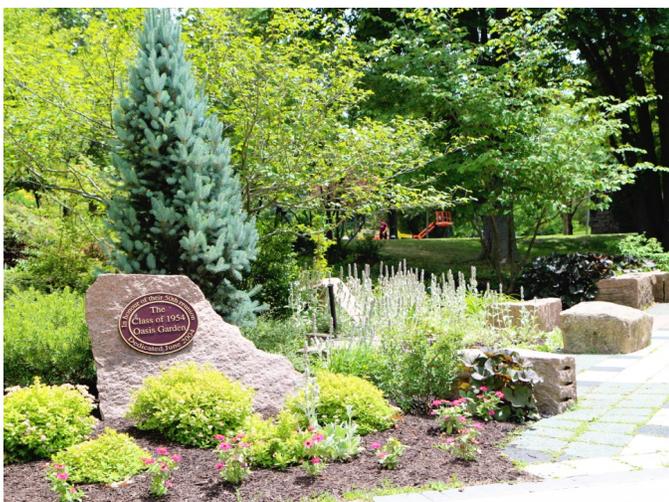


**Dr. Ellen Amster** is this year's recipient of the MUFA Award for Outstanding Service. Reviewing her dossier, the Selection Committee was unanimous in its endorsement. Ellen has gone beyond expectations in her role as the Jason A. Hannah Chair in the History of Medicine and is building bridges between the Faculty of Humanities and the Faculty of Health Sciences. Through her teaching, research, and service activities, Ellen has enhanced the reputation of McMaster and made significant impacts on our campus and beyond.

Ellen is known for having created a History of Medicine and Medical Humanities web portal for students, which brings together many resources from libraries, archives and museum collections around the world, as well as practical information on grants and scholarship. In just a few short years this comprehensive resource has become widely used and enables students to explore the medical humanities, especially the history of medicine.

The Selection Committee was impressed by Ellen's development of a field course on Maternal and Infant Health in Morocco. This course gave students a culturally-contextualized education experience and led to a follow-up research meeting benefiting many researchers. Ellen's commitment to diversity was clear to the committee, particularly through the topics covered in the lecture series she organizes as well as a new course developed for the Bachelor of Health Sciences and the Arts & Science Programs.

Collectively, these activities contribute to McMaster's research mission and international reputation. Ellen "enriches the McMaster community, and exemplifies the contributions the MUFA Outstanding Service Award is intended to recognize." On behalf of the 2019 MUFA Service Award Committee, it is a great honour to present this award to Ellen Amster in recognition of her distinguished record of service to the University.



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## McMaster Faculty Salary Statistics 2018/2019\*

	Business	Engineering	Humanities	Science	Social Sciences	Non-Health Sciences Total	Health Sciences	University Total
<b>Full Professor</b>								
No. in Rank	33	84	35	132	35	319	71	390
Avg Age	61.8	56.5	60.7	57	58.3	57.9	58.3	58
Avg Yrs in Univ.	22.8	19	24.6	21.2	19.1	20.9	20.3	20.8
Avg Salary	\$217,218	\$197,848	\$191,562	\$189,904	\$193,359	\$195,418	\$203,124	\$196,820
10th Percentile	\$183,323	\$174,637	\$155,694	\$167,783	\$167,611	\$170,594	\$168,712	\$169,653
Median	\$204,086	\$188,327	\$187,457	\$185,053	\$189,887	\$188,866	\$192,533	\$188,974
90th Percentile	\$268,719	\$225,251	\$224,158	\$219,702	\$219,090	\$224,158	\$254,695	\$225,469
<b>Associate Professor</b>								
No. in Rank	24	40	60	41	53	218	72	290
Avg Age	53.5	48.8	52.8	50.1	52.1	51.5	50.7	51.3
Avg Yrs in Univ.	14.2	12.1	14.2	14.3	13	13.6	13.3	13.5
Avg Salary	\$189,120	\$164,193	\$146,999	\$156,593	\$155,458	\$158,652	\$156,721	\$158,172
10th Percentile	\$163,989	\$136,105	\$116,169	\$137,511	\$128,000	\$127,205	\$130,517	\$127,454
Median	\$188,621	\$165,382	\$142,048	\$156,172	\$152,960	\$157,649	\$159,403	\$157,829
90th Percentile	\$219,178	\$190,683	\$182,122	\$171,486	\$182,362	\$189,449	\$178,991	\$186,313
<b>Assistant Professor</b>								
No. in Rank	18	48	24	20	44	154	81	235
Avg Age	45.2	41.8	40.8	41.8	44	42.7	45.2	43.5
Avg Yrs in Univ.	9.4	6	5.2	7.2	6.5	6.6	8.6	7.3
Avg Salary	\$154,117	\$118,415	\$98,366	\$119,160	\$116,180	\$118,922	\$118,943	\$118,929
10th Percentile	\$115,000	\$98,870	\$81,537	\$99,782	\$84,000	\$88,500	\$87,723	\$87,723
Median	\$153,166	\$116,392	\$91,725	\$116,980	\$115,835	\$116,504	\$111,977	\$115,727
90th Percentile	\$193,516	\$143,707	\$126,108	\$143,380	\$148,304	\$149,622	\$170,451	\$154,553
<b>Lecturer</b>								
No. in Rank	3	3	-	-	-	6	-	6
Avg Age	-	-	-	-	-	44.7	-	44.7
Avg Yrs in Univ.	-	-	-	-	-	7.3	-	7.3
Avg Salary	-	-	-	-	-	\$131,256	-	\$131,256
10th Percentile	-	-	-	-	-	\$100,000	-	\$100,000
Median	-	-	-	-	-	\$119,592	-	\$119,592
90th Percentile	-	-	-	-	-	\$203,352	-	\$203,352
<b>Total Faculty</b>								
No. in Rank	78	175	119	193	132	697	224	921
Avg Age	54.6	50.6	52.7	53.9	51	52.4	51.1	52.1
Avg Yrs in Univ.	16.3	13.7	15.5	18.2	12.4	15.3	13.8	15
Avg Salary	\$190,079	\$167,505	\$150,297	\$175,554	\$152,415	\$166,465	\$157,768	\$164,349
10th Percentile	\$137,516	\$111,937	\$89,115	\$133,738	\$109,067	\$112,303	\$99,195	\$108,000
Median	\$190,410	\$175,421	\$151,355	\$179,141	\$151,483	\$171,826	\$160,937	\$168,667
90th Percentile	\$225,687	\$208,177	\$201,336	\$210,563	\$194,942	\$209,611	\$204,936	\$208,918

\*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, 2018- Updated: May 15, 2019

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