

# MUFA NEWSLETTER

April-May 2015 - Volume 41.5 – Laura Parker, Editor

## Executive Committee 2015/2016

Here are the members of the Executive Committee of the McMaster University Faculty Association for 2015/2016. Their terms of office began on May 4, 2015.

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## President's Report

(delivered at the April 27<sup>th</sup>, 2015 Annual General Meeting)



This has been a very busy year for me and for MUFA, with never a dull moment, though at times I thought that a few dull moments would have been most welcome. With the luxury of a long time between contracts, we have been able to be more proactive and less reactive than usual and address some longstanding issues:

As an organization, we have modernized in several different ways. Our physical space is in the process of being upgraded to create a cheerful and healthy working environment for our staff and volunteers. We have reviewed and strengthened our internal financial processes, including the hiring of a new financial auditor. A thorough review of our Constitution and By-Laws will be required in the next few years to ensure compliance with the fully-anticipated but

not-quite-enacted Ontario Not-for-Profit Corporations Act. I am pleased to announce the official launching of our new website (still at <http://www.mcmaster.ca/mufa/>) on Friday, with the same great content, but with a new layout and easier navigation. The site is also designed to be compatible with modern mobile devices. We are also developing a new electronic database to be able to better respond to individual member enquiries and to be able to monitor statistical trends related to our membership as a whole. I am also pleased to report that the University Administration has agreed to provide MUFA with member information as it has in the past, but now on a much more regular basis. This information will continue to be used only for the two purposes just described.

A relatively minor, but symbolically significant accomplishment was our successful advocacy to restore the Technology Fund for the Faculties of Humanities and Social Sciences that fell victim to a shift in funding from UTS centrally to the two Faculties individually. While there was no agreement as to whether the Joint Committee agreement that established the Fund in 2003 was a Joint or a unilateral agreement, the funding has been restored.

In parallel with the commissioning of the Yates Report on Gender Equity at McMaster in December 2012, MUFA began a collaborative examination of gender pay equity at McMaster, working with the McMaster Office of Institutional Research and Analysis (IRA), along the lines of a similar process that took place at UBC. A comparable examination had not taken place at McMaster since 1991 and studies indicate that gender disparities build up over time and need to be periodically re-examined, along with attention to systemic factors such as those highlighted in the Yates Report. The analysis did indicate a statistically significant pay difference, correcting

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for all known variables, using widely accepted methodologies. While it would have been preferable to find no gap, I am pleased to report that the University Administration has agreed to remedy this gap with a pay increase of \$3515 for each female faculty member on the CP/M scheme, to become effective July 1, 2015. MUFA and the University Administration issued a Joint Statement on this Agreement just this morning, posted on the MUFA website, the Provost's website and on the Daily News.

MUFA has continued to work with the University Administration to improve the Long Term Disability (LTD) insurance plan to better serve the needs of our members in the rare event that it is required. The University is in the process of seeking competitive bids for its health and dental coverage and its LTD insurance, which have not been examined for many, many years. The notice to SunLife that we were considering this has already led to significant rate reductions for LTD. While rate is important, so is coverage – and inflation is beginning to erode the value of the insurance due to non-indexed benefit caps. There is now a timeline for this process to unfold leading to implementation of a new LTD plan, possibly with a new carrier, in 2016.

I am very appreciative that we were able to work cooperatively and collegially with the University Administration at Joint Committee on these matters. When I say 'we' I mean Michelle Dion (MUFA Vice-President) and Martin Horn (Special Enquiries and Grievances), who along with me represented MUFA on Joint Committee, supported by the MUFA Executive and its Committees. The University Administration was represented by David Wilkinson (Provost and VP Academic), Roger Couldrey (VP Admin) and Susan Searls Giroux (AVP, Faculty).

Another unfortunately longstanding issue for MUFA has been managing the fallout from strife within the DeGroot School of Business. The McMaster Tribunal hearing two related cases under the Anti-Discrimination Policy issued its findings and remedies in May and September

2013, respectively. Among other things, the Tribunal ordered, as remedies for breaches of the Policy by the University, a review of the Anti-Discrimination Policy and of the role of the Human Rights and Equity Services office at McMaster. The Tribunal mandated that "The University will commence a review of the Anti-Discrimination Policy within 90 days" and that "The University will be provided with 12 months to complete the review of the Policy". The Anti-Discrimination/Sexual Harassment Policies and Procedures Review Panel was officially constituted and its Terms of Reference approved by Senate/Board of Governors on December 11/12, 2013.

The new Policy on Prevention of Discrimination, Sexual Harassment and Workplace Harassment combining the existing Policy and Procedures on Sexual Harassment and the existing Anti-Discrimination Policy is now at the beginning of the formal approval process through Senate and the Board. While the policies were clearly in need of review and revision, the artificial deadline mandated by the Tribunal, already passed, has introduced an unwelcome conflict with established procedures for review, revision, consultation and approval of University policies, in this case ones that affect the terms and conditions of employment of faculty members. While very rushed, we have been working with the Co-Chairs of the Review Panel, Jane Aronson and Sarah Dickson, to make changes that we feel would improve the Policy as a whole and best serve our faculty members. We appreciate their efforts in the review and revision of the Policies and their willingness and effort to address our most serious concerns.

In May 2014, a Notice of Application for Judicial Review was filed with the Ontario Superior Court to consider the Tribunal's decisions, which is not likely to go before the courts until the middle of 2016. While I was previously hopeful that these two reviews would progress in parallel and lead us to closure on the issues and a more robust Policy, it now appears that you will need to keep attending our AGMs for further updates.

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Reading the Hamilton Spectator, I recently stumbled across a quote from Robert F. Kennedy that led me to look up the full text of the speech that he gave at the University of Kansas on March 18, 1968. In it, he discusses the many things that can be quantified by the GNP and what behaviour that drives, and then goes on to say that “It measures neither our wit nor our courage, neither our wisdom nor our learning, neither our compassion nor our devotion to our country, it measures everything in short, except that which makes life worthwhile”. I guess I have been on the MUFA Executive for too long, because the first thing that came to mind was my analogous concerns regarding the New Budget Model which, like the GNP, goes by three letter acronyms like ABB and RCM.

I remain deeply concerned that the New Budget Model, as implemented, drives behaviour that inevitably leads us away from and not towards our self-identified strength and vision as a “student-centred, research intensive university”. I think that this is not in the best interests of the University and also not in the best interests of the Province that provides most of our funding. While it is the least path to map the Provincial funding formula onto our internal funding formula (and drive it down to the Faculty and even Department level) I don’t think that is the right path or the most successful path. I firmly believe that our research and its interdisciplinarity inform our teaching and this adds a unique flavour, inspiration and value to the student experience. I believe that the University Sector is a driver for economic growth through job creation from R&D and by providing the trained people to fill those jobs. I also believe that a healthy democracy is contingent on a well-educated population. I think that McMaster can and should show leadership in managing a university as an integrated whole that is greater than the sum of its parts. I call upon the Provost and the President to work together to align the financial management and the self-declared priorities of the University. The alternative is to watch our inexorable decline to a mediocre

education service provider that someday will be replaced by a low cost online tool.

While we have accomplished a lot this year, much remains to be done. There is a famous quote, “It is not incumbent upon you to finish the task, but neither are you free to absolve yourself from it”. This is an eloquent call to service, and at the same time recognition that the work is an ongoing and shared responsibility. Now that I receive the prefix “Past”, I would prefer to let my successors define and articulate the future agenda for MUFA, but I would like to make one general comment about MUFA as an organization. We have proudly and responsibly served our membership for many years at literally the lowest cost/member in any university in Canada for which data is available. We have a lean organizational structure, a high level of volunteerism and simple tastes. While that has served us well in the past I also think that it is worth understanding whether a higher level of service at a modestly higher cost would be in the best interests of our membership.

I would like to close by first thanking my Physics colleagues, Graeme Luke and John Berlinsky for encouraging me to join the MUFA Executive. It has been very gratifying for me and a real honour and privilege to serve on the MUFA Executive for the last 4 years in different capacities. It has been a pleasure working with such great people on the MUFA staff: first Phyllis and Kelly and now Mara and Jessica. I would like to express my appreciation to all the members of the Executive for their tireless and what-might-seem-to-be thankless efforts this past year – thank you.

A year as MUFA President goes by so fast. It seems like you are just getting started and the next thing you know – you are trying to line up your successor’s successor. I am so happy that Michelle agreed to be Vice-President last year and now Martin has agreed to be Vice-President this coming year. I finish my term knowing that our future is in good hands.

**Rafi Kleiman**  
**MUFA President**

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## OCUFA

### E-learning Workshop

On March 20, 2015, OCUFA hosted a workshop to consider issues associated with “e-learning” in all its forms, including blended and flipped classes, on-line courses and MOOCs, and focusing especially on the courses offered through the Ontario Online Initiative, which will soon be known as the Ontario Online Learning Consortium (OOLC). The day’s sessions included a presentation about the governance of OOLC, some case studies from particular universities, a discussion of professional and pedagogical concerns, and some discussion of considerations for those negotiating collective agreements. This report summarizes some issues that might interest MUFA members.

#### **OOLC Structure and Governance**

The body that will eventually become known as OOLC is funded by MTCU and administered by COU. In its prior incarnation it has distributed more than \$10 million in two rounds to fund on-line courses and modules. When OOLC becomes a legal body it will be governed by a Board of 14 directors, including eight members from the ranks of Provosts and VPs, some members of the public and some student members. As of March 20, there was no plan to include faculty members on the Board, but OCUFA is advocating for faculty membership. As yet, the Consortium has no CEO, no mandate, and no transparency about how funding decisions are made, and no means to assess the outcomes of the spending.

#### **Fragmentation of Academic Labour**

Kate Lawson, OCUFA president, spoke eloquently about the risk that on-line courses separate the role of the course author from that of the course instructor. A course’s author ideally has some degree of academic freedom to determine course content and activities, while an instructor’s role is to deliver a static

course without the academic freedom to make changes to respond to students’ needs (OOLC requires that funded courses remain unchanged on the portal for five years). Representatives from many universities reported that their administrations are outsourcing both roles (author and instructor) in the form of short-term contracts to precarious workers who retain no intellectual property rights and have no job security. There was general agreement that the unit representing full-time faculty should collaborate with the unit representing contract faculty (sessionals, etc.) to achieve protections for members of both units.

#### **Intellectual Property**

OOLC has no IP policy; course creators are subject to whatever policies exist at their respective institutions. But OOLC modules (as opposed to courses) must be made freely available within the portal for at least five years. The idea is that instructors at any Ontario university could incorporate modules from the portal into their own courses. It is not clear whether instructors would also be allowed to modify elements of the modules or if they must be used intact. Representatives from various institutions report that contracted course designers are being coerced into signing over all IP rights to their institutions as a term of the contract.

#### **Loss of Diversity**

One of the ostensible goals of OOLC is to allow students greater flexibility and diversity in access to courses. But a natural consequence of the portal will be a loss of diversity in two ways: If a given course funded by OOLC must remain unchanged for five years, then it cannot be updated to reflect changes in the field. And if OOLC funds only one version of any given course topic, then course offerings will necessarily be less diverse than exist across the many institutions in Ontario.

## Metrics

It is not clear that OOLC has any plans to collect data about who takes on-line courses, nor any measures of quality. For Teaching Faculty in particular, evidence of a successful, high-quality popular on-line course could be valuable for career advancement. Course designers should consider including mechanisms for gathering some of these data within the course.

## Other Issues

Throughout the day, a variety of other concerns arose, such as course evaluation by students, exam and assignment integrity, adequate learning support for students who are not on campus, accessibility and AODA, and adequate technology infrastructure and tech support. Anyone planning an on-line course would do well to consider these issues well in advance of launching the course.

**Catherine Anderson**  
**Academic Affairs**



## **Research Integrity Policy Review**

When the Research Integrity Policy was approved in June 2013 it was with the stipulation that the policy be reviewed during the 2014-15 academic year as follows:

*To review the current policy and procedures in light of experience, to respond to any comments or concerns from affiliated institutions, to consult with relevant constituencies and to recommend any necessary revisions.*

A Review Panel has now been established with the following membership:

### **Faculty Members:**

Dr. Brian Detlor – Business  
Dr. Hatem Zurob - Engineering  
Dr. Peter Walmsley – Humanities (Chair)  
Dr. Jonathan Bramson – Health Sciences  
Dr. Joanna Wilson – Science  
Dr. Shayne Clarke – Social Sciences  
Dr. Doug Welch – Graduate Studies

### **Staff Member Nominated by the Board:**

Mr. Dave Tucker, Vice-Chair of the Research Misconduct Hearings Panel

### **Student Members:**

Mr. Asim Soomro – Graduate Student Senator, Health Sciences  
Mr. Daniel Elbirt – Undergraduate Student Senator, Engineering

The Panel is interested in receiving from members of the university community any questions, concerns or suggestions to improve the current policy and procedures. Comments can be provided either to the Panel via the University Secretariat at [univsec@mcmaster.ca](mailto:univsec@mcmaster.ca) or to MUFA at [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca).

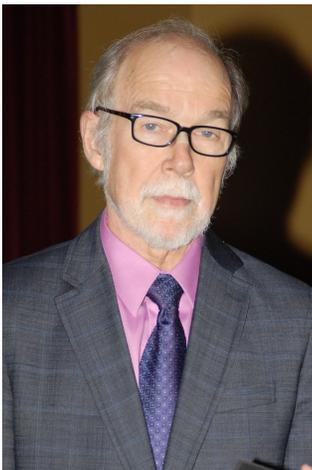
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## MUFA Service Award

Following the MUFA's Annual General Meeting, a special reception was held in honour of the recipient of the **MUFA Award for Outstanding Service**. The award was presented to Martin Dooley in recognition of his outstanding contributions to the University. The selection committee, chaired by the Past President Graeme Luke, included Librarian Laura Banfield, Graduate student Manraj Kaur, Undergraduate student, Rodrigo Perez and faculty member Richard Stubbs. Dr. Luke read the following citation on behalf of the selection committee.

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**Martin Dooley** joined the Department of Economics in 1981. He has published widely on Health and Labour Economics, Economics of Education and of the Family. Students and colleagues describe Martin as an outstanding teacher and mentor who takes a "student-first approach to all matters educational". Martin has generously volunteered his time within his department and faculty, the University and the community at large, to the tremendous benefit of each.



Martin has been nominated 6 times for a McMaster Student Union Teaching Award and has long served as the Undergraduate Chair in Economics. He has played a central role on the Faculty of Social Sciences Curriculum Committee and in the

development of the Social Sciences-Mohawk College Affiliated Certificates. He recently contributed to the revision of the Honours Arts & Science and Economics program. Martin's contributions to graduate education are also noteworthy, by supervising and working closely with numerous graduate students over the

years, and was also instrumental in establishing the academic careers of two former doctoral students.

Martin served for many years as a member of the MUFA Executive, taking on a variety of roles from advising faculty on issues related to Tenure & Promotion, to the President. While always a strong voice advocating for McMaster faculty, Martin always kept the long-term, broad interests of the University front and centre.

Martin has served the university through his involvement with a wide variety of initiatives which most recently include Student Open Circles and the United Way. For Student Open Circles he served as Board Chair, working to create opportunities for students to volunteer in the community and then reflect on their experiences with other students. For the United Way, he served several years as Co-Chair of the University's campaign.

On behalf of the 2015 MUFA Service Award Committee, it is a great honour to present this award to Martin Dooley in recognition of his distinguished record as a scholar and teacher, his contributions to outstanding faculty governance at McMaster, and his selfless contributions to the broader community.

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## CAUT Dedicated Service Award

The MUFA Executive is pleased to announce that our nominees

**Martin Dooley**  
(Economics)

and

**Delsworth Harnish**  
(Pathology and Molecular Medicine)

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.



**Martin Dooley**

**Delsworth Harnish**

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# 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](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>



## Passages

**Ernest Oksanen**  
**Economics**  
**April 8, 2015**

### To our members:

For many years, MUFA has been receiving information from the University on a regular basis in order to ensure that member dues are being transferred correctly and to respond to enquiries from our members. This information currently includes name, employee ID number, salary, dues deducted, as well as notification of Research Leaves, Retirements and Resignations. We receive information on new hires that includes Department, Appointment Type, Rank, Start/End Date and campus contact information. We monitor tenure/permanence and promotions through information provided in the Senate/Board packages. In the interests of serving our members better, we have reached an agreement with the University to receive the above information in a consolidated manner on a regular basis (biweekly) along with two additional fields (FTE and gender).

We will continue to ensure that member information remains confidential and is used only for its intended purpose. The data will be housed in protected files on a secure server, with periodic external security audits. Access to the data will be strictly controlled, as it has been to date. Individual information is accessed by the MUFA staff for the sole purpose of assisting MUFA members in relationship to their employment at McMaster. Otherwise, data is extracted on an anonymized basis and used for the sole purpose of assisting MUFA members collectively in relationship to their employment at McMaster. If you have any comments or concerns regarding the transfer of information from McMaster to MUFA or regarding the use of the information, please contact the MUFA office, [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca) and/or the Provost, [provost@mcmaster.ca](mailto:provost@mcmaster.ca).

## McMaster Faculty Salary Statistics 2014-2015\*

	Business	Engineering	Humanities	Science	Social Sciences	Non-Health Sciences Total	Health Sciences (Non-Clinical)	University Total
<b>Full Professor</b>								
No. in Rank	31	80	32	124	44	311	56	367
Avg Age	58.9	54.7	59.9	54.4	59.7	56.2	58.1	56.5
Avg Yrs in Univ.	19.9	15.9	23.6	19	22.5	19.3	20.7	19.5
Avg Salary	\$199,444	\$173,604	\$173,986	\$168,375	\$173,063	\$174,057	\$179,986	\$174,962
10th Percentile	\$173,366	\$152,508	\$145,398	\$146,637	\$154,331	\$149,598	\$153,278	\$150,818
Median	\$185,350	\$165,531	\$168,841	\$163,880	\$171,608	\$168,575	\$173,591	\$168,778
90th Percentile	\$242,013	\$202,958	\$201,945	\$197,008	\$194,457	\$202,979	\$233,120	\$204,742
<b>Associate Professor</b>								
No. in Rank	25	46	55	52	54	232	40	272
Avg Age	50.6	45.8	51.6	46.6	49	48.6	52.8	49.2
Avg Yrs in Univ.	11.6	10.4	15.1	12	11.6	12.3	13.8	12.5
Avg Salary	\$164,552	\$147,402	\$130,373	\$136,401	\$133,471	\$139,505	\$146,780	\$140,575
10th Percentile	\$149,887	\$132,144	\$98,245	\$120,827	\$110,299	\$113,241	\$127,787	\$113,529
Median	\$160,908	\$146,359	\$130,938	\$137,598	\$132,931	\$140,739	\$146,671	\$141,686
90th Percentile	\$179,082	\$167,350	\$160,363	\$149,158	\$159,464	\$165,446	\$167,330	\$165,731
<b>Assistant Professor</b>								
No. in Rank	16	36	33	33	33	151	42	193
Avg Age	47	38.1	43.8	40.7	40.3	41.4	47.7	42.7
Avg Yrs in Univ.	8.1	2.5	5.6	4.8	3.2	4.4	7.7	5.1
Avg Salary	\$141,164	\$101,553	\$92,133	\$102,826	\$95,004	\$102,538	\$118,444	\$106,000
10th Percentile	\$106,896	\$87,787	\$72,541	\$79,626	\$81,727	\$81,646	\$96,174	\$82,102
Median	\$142,855	\$100,737	\$87,405	\$101,880	\$90,736	\$97,658	\$116,352	\$101,474
90th Percentile	-	\$114,636	\$110,497	\$130,000	\$117,603	\$133,961	\$143,071	\$140,365
<b>Lecturer</b>								
No. in Rank	2	5	-	1	5	13	-	13
Avg Age	-	43.4	-	-	43.2	43.7	-	43.7
Avg Yrs in Univ.	-	2.6	-	-	2.6	2.6	-	2.6
Avg Salary	-	\$108,679	-	-	\$78,732	\$93,452	-	\$93,452
10th Percentile	-	\$80,000	-	-	\$68,396	\$68,513	-	\$68,513
Median	-	\$93,887	-	-	\$84,757	\$84,757	-	\$84,757
90th Percentile	-	-	-	-	-	-	-	-
<b>Total Faculty</b>								
No. in Rank	74	167	120	210	136	707	138	845
Avg Age	53.3	48.3	51.7	50.2	50.1	50.3	53.4	50.8
Avg Yrs in Univ.	14.1	11.1	14.7	15	12.8	13.5	14.7	13.7
Avg Salary	\$172,493	\$148,911	\$131,487	\$149,681	\$134,934	\$145,962	\$151,631	\$146,888
10th Percentile	\$133,529	\$94,170	\$84,467	\$106,427	\$85,000	\$93,061	\$103,153	\$94,581
Median	\$167,602	\$155,386	\$131,463	\$152,305	\$135,460	\$149,832	\$152,918	\$150,289
90th Percentile	\$223,067	\$188,593	\$176,700	\$185,518	\$180,560	\$185,410	\$184,739	\$185,156

\*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, 2014. Updated: March 11, 2015