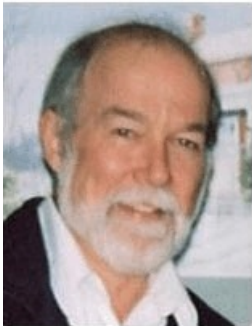


MUFA Newsletter

September 2012 — Volume 39.1 — Catherine Connelly, Editor

President's Report The Year Ahead

Welcome to the start of a new academic year! I would like to update the Association's members on what has happened over the past months and to let you know what issues we expect to be important in the coming year. We encourage our members to seek additional information at our website <http://www.mcmaster.ca/mufa/> and to provide us with your feedback.



1. REMUNERATION. Contract negotiations will begin in January and preparations have already begun. We are fortunate to have an excellent Remuneration Committee. The Remuneration Chair, Rafi Kleiman, discusses the issues before us in an article in this issue (see p. 4, below).

2. LONG TERM DISABILITY (LTD). You may have noticed a substantial increase in the deductions for LTD in your paystub this summer. The MUFA Executive has discussed this topic in the recent past and will do so again this year. Our Vice-President, Graeme Luke, provides a helpful primer in an article in this issue (see p. 4, below).

3. PUBLIC RELEASE OF COURSE EVALUATIONS. In 1997, McMaster implemented a system for making a summary of teaching evaluations available to students given the consent of the instructor, but this system fell into serious disrepair some years ago. The Joint Committee is considering a new policy and system for making such information available. At its most recent meeting, the MUFA Executive of the Faculty Association passed a motion stating its belief that the policy regarding the release of course evaluations to students should remain an opt-in process for faculty and should provide a reliable method for faculty to verify their own information.

4. BUDGETING. Upon my arrival here in 1981, I learned that the McMaster budgeting process gave no formal credit for service teaching even though many departments instruct a large number of such students. Changing a budget model often involves elements of a zero sum game and, hence, does not come easily. A change does appear to be in the making. A new model that incorporates credit for service teaching and other changes has been developed by the Alternative Budget Model Task Force. The current plan is to use the existing system for actual allocation purposes and to test drive and fine tune the new model during a "shadow" period. The Executive looks forward to analyzing the number produced by the new model.

5. ACCESS COPYRIGHT. June 30, 2012 was the deadline for Canadian universities to sign a new agreement with Access Copyright that provides a licence to the institutions to reproduce copyrighted works. The new agreement was based on a model negotiated by

IN THIS ISSUE:

1 President's Report

3 Housing

4 Long-Term Disability

**4 Remuneration
Negotiations**

5 New & Retiring Members

6 Committee Structure

7 Announcements

McMaster University Faculty Association

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

905-525-9140, EXT. 24682

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

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

Continued on next page

the Association of Universities and Colleges of Canada. The McMaster Administration proposed to sign such an agreement. Similar institutions such as the University of Toronto and Western University also signed, but others such as Queens University and the University of Waterloo did not. The model agreement was generally opposed by faculty associations and the Canadian Association of University Teachers. As the deadline approached, the MUFA members of the Joint Committee felt they lacked sufficient information either to recommend or to reject an endorsement of the McMaster agreement. This lack of information was due, in part, to the absence of a MUFA representative on the McMaster Copyright Working Group. Sara Bannerman of the Department of Communication Studies and Multimedia is a specialist in this area and she has kindly agreed to serve in the coming year as the MUFA representative on the Copyright Working Group and to keep the Executive much better informed in the future. The Working Group posted a Q & A on the McMaster agreement at www.mcmaster.ca/vpacademic/documents/QandA_Proposed_Copyright_Agreement.pdf. An alternative point of view from Sam Trosow of the Western University Law School is posted at <http://samtrosow.wordpress.com/2012/08/15/objections-to-the-proposed-access-copyright-post-secondary-tariff-and-its-progeny-licenses-a-working-paper/>

6. TRAVEL POLICY. Provincial restrictions on the use of *per diems* have become a serious headache for both administrators and researchers. At this writing, there is hope that *per diems* may be restored for research funds not provided by the province. Stay tuned.

7. “ALL GOOD THINGS.....” Since 1991, MUFA and especially its Presidents have had the great blessing of Phyllis DeRosa-Koetting in the role of Executive Director. A challenge for every Presidential Report at the end of the academic year is to come up with a new set of superlatives to describe how well we are served by both Phyllis and Kelly McCaughey. Phyllis has announced that she will be retiring on September 1, 2013. Fortunately, Kelly has agreed to stay on for at least 9 months in order to provide continuity. The MUFA Executive is putting together a search committee to find a replacement for Phyllis.

8. REVIEW OF TEACHING STREAM APPOINTMENTS. The Drafting Committee to Review the Tenure and

Promotion Policy Supplementary Policy Statements and Recommend Revisions and Additions recommended that a committee be established to “Review Policies and Procedures Surrounding the Academic Rank of Teaching Professor”. The MUFA Executive and the Senate Committee on Appointments (SCA) have agreed on a plan to institute such a committee as a sub-committee of the SCA. MUFA has nominated two teaching-stream faculty and one tenure-stream faculty to serve on this committee. The SCA is expected to draw up formal terms of reference and to nominate additional members early this term. In speaking with our teaching-stream members from across campus, I was struck by the deeply felt need for an examination of teaching loads, the role of research and graduate student supervision, research leave, teaching evaluations, and other topics. I very much look forward to the results of this group’s deliberations.

9. THE ADMINISTRATIVE STRUCTURE OF THE DEGROOTE SCHOOL OF BUSINESS (DSB) AND THE APPOINTMENT, TENURE AND PROMOTION POLICY (AT&P). In June 2011, the Senate approved a new administrative structure for the DSB including an Associate Dean of Faculty Affairs and Accreditation who would have the responsibility, among others, for recruitment and hiring of new faculty members and chairing all Area Tenure and Promotion Committees. The Appointment, Tenure and Promotion Policy (AT&P) assigns the lead role for Appointments (Section II) and Tenure and Promotion (Section III) at the Department/Area level to the Chair. Hence, this new structure required changes in the AT&P which, in turn, require approval by both the Senate Committee on Appointments (SCA) and the MUFA Executive.

In January 2012, the MUFA Executive received a proposal from the SCA to amend the AT&P to accommodate the Senate approved changes in June 2011. This proposal would replace “Area Chair” with “Associate Dean” throughout the AT&P for the DSB. The key impacts would be on Appointments (Section II) and Tenure and Promotion (Section III). This proposal was considered at the MUFA meeting of February 6, 2012, following which a note was sent to the SCA expressing various concerns of the MUFA Executive.

At their respective final meetings of the academic year, both the MUFA Executive and the SCA passed motions to postpone any changes in procedures for appointments and tenure and promotion in the DSB for the time being.

The MUFA Executive was reluctant to approve any changes to the AT&P for the following reasons:

1. There has not been adequate discussion within the DeGroot School of Business of all of the implications of the proposed changes to the Appointment, Tenure & Promotion Policy (2012). The implications for tenure and promotion processes have been discussed, but not those for appointments;
2. A new Dean of Business has yet to arrive at McMaster and that person will have a strong interest in the eventual nature of appointment, tenure and promotion procedures within the DSB;
3. The DSB is still under the control of the Senate and the President's Advisory Committee on the DeGroot School of Business (PACDSB) is still in effect. As a result, votes are not taken and MUFA has inadequate information concerning the wishes of its members in the DSB;
4. The eventual rulings of the tribunals in the DSB may have implications for the processes concerning appointments, tenure and promotion.
5. The current such processes, in particular those for tenure and promotion, have worked well in the DSB. Neither the PACDSB report nor other evidence available to MUFA indicates that recent problems within the DSB are due to the structure of the Appointment, Tenure & Promotion Policy (2012).

In the year ahead, a major concern of the MUFA Executive will continue to be the role of our colleagues

in the DSB in approving any changes to the School's structure. In 1998, a report on the DSB was issued by a review committee chaired by our former Provost and the current Acting Dean of Engineering, Art Heidebrecht. The first recommendation of this report was the following:

That the School of Business conduct a visioning process: to be effective, this process must be perceived as unbiased and result in buy-in by a large majority of the full-time faculty.

The reappointment of the former Dean without the support of the majority of DSB faculty did not work out well. This should give us all pause before imposing a new administrative structure that lacks the support of the majority of the DSB faculty. The "Heidebrecht Report" clearly said that faculty buy-in is crucial. The MUFA Executive agrees.

10. Past-President. Pending final approval by the Board of Governors, Peter Sutherland has been appointed Acting Dean of the Faculty of Science. One consequence is that Peter can no longer serve as Past-President on the MUFA Executive. Peter's predecessor as MUFA President, Virginia Aksan, has kindly agreed to serve in the position of Past-President on the MUFA Executive for the coming year. On behalf of the entire Executive, I would like to extend to Peter both congratulations on his new appointment and sincere thanks for his dedicated service to MUFA over the years. We are also most grateful to Virginia for her continued assistance.

Martin Dooley

HOUSING



FOR SALE: Executive Home on Davidson Boulevard in Dundas. Close to McMaster University/Hospital. Four bedroom complete with en suite baths; double car garage; 3,181 sq. ft. Beautifully maintained. Asking \$549,900. For more information, contact Donna at 905-971-8476.

SEEKING SABBATICAL HOUSE: While some Canadians go south to Florida, we Floridians are going north for the winter! We are seeking a small house or apartment (2BR or larger) for family of three including one first-grader, plus two indoor cats. Ideally walking or biking distance to a good public elementary school and/or McMaster. Would consider swap for our small house in Gainesville, Florida (2.5 BR, 1.5 bath, walk/bike to University of Florida). For more information, contact Marta at mlwayne@ufl.edu or 353-392.9925.

Increases in LTD Contributions

On July 13, 2012, participants in McMaster's Long Term Disability (LTD) program (this includes all non-clinical faculty and MUFA librarians) were informed by Human Resources that there would be a 20% increase in the premium rate.

Quoting from this email message:

McMaster University's Long Term Disability (LTD) plan is an income protection benefit plan for eligible employees who become totally disabled as a result of non-work related illnesses or injuries. The LTD plan is premium based. Premium rates are impacted by the volume and nature of claims, and are reviewed annually in light of the claims experience of the LTD plan.

Employees are responsible for 100% of the premiums for this plan, which is provided through Sun Life Financial. Participation in the LTD plan is mandatory for eligible faculty (excluding clinical faculty members) and staff members with more than 12 months continuous service.

The LTD premium rate was last increased in July 2008. Since then, there has been a large increase in LTD Claims Volume. As a result, Sun Life has confirmed that the LTD premium rate will increase by 20% beginning in July 2012.

It is important to note that although premiums have not increased since 2008, the cost of the program has been steadily rising over the intervening years. In the recent past, increases in LTD costs have been covered by drawing from a reserve fund existing as a result of previous plan member contributions being excess to the requirements of the plan. A realistic view of the increased costs of the LTD plan can be obtained by examining the proposed plan rate increases which would have been in place had this reserve fund not been in place. The proposed increases are as follows: 26.5% (2008), 5.0% (2009), 14.4% (2010), 9.0% (2011) and 20.0% (2012).

It seems clear that costs associated with the Long Term Disability program are rising at an alarming rate, far in excess of the prevailing inflation rate. Moreover, faculty and MUFA librarians, due to their salaries being generally higher than those of other plan members (which include all staff with more than 12 months of service) and their relatively less frequent use of the LTD program, may not be particularly well-served by the present system. The MUFA Executive is presently monitoring the LTD situation and will examine various avenues for an LTD program that would better meet the needs of our members.

*Graeme Luke,
MUFA Vice-President.*

Preparation for Remuneration Negotiations Underway

Our current contract with the University expires on June 30, 2013. MUFA has begun to prepare for negotiations with the Administration that will commence in January 2013. A Remuneration Committee has been struck and its members can be found under the committee listing in this *Newsletter* [see p. 6]. During the fall term, we will survey the MUFA membership on important issues including remuneration, working conditions and priorities for bargaining. The Remuneration Committee will then prepare a remuneration brief, a "written statement outlining amendments, additions and/or deletions which are being sought for the ensuing year in salary and benefit programmes for faculty members", which will be presented to the membership in early January for approval.

McMaster is one of only three Ontario universities that is not unionized (the other two are Toronto and Waterloo). We have a process for collective bargaining with the Administration that is unique and effective in two respects. Firstly, it has a well defined time frame to ensure that negotiations take place and an agreement is struck by a certain date. Secondly, if negotiations with the Administration reach an impasse, there is a binding final offer selection process that encourages both sides to put forward their most reasonable bargaining position. The full details of our process can be found at <http://www.mcmaster.ca/mufa/handbook/joint.htm>.

McMaster University is known for its collegial relations between faculty and Administration, as well as active participation of faculty in University governance, through Committees, Senate and the Board. We look forward to working together with the Administration to put a new agreement in place that keeps McMaster University competitive in recruitment and retention of faculty and that continues to provide a high quality educational experience for our undergraduate and graduate students. We view this as essential to maintaining McMaster University's international reputation for research excellence and teaching innovation.

Please email me at kleiman@mcmaster.ca if you wish to discuss any aspect of our contract negotiations.

*Rafi Kleiman
Chair, Remuneration Committee*

Welcome New Members

Ronald Balvers
Finance & Business Economics
Carolyn Capretta
Human Resources & Mgmt
Heather Dorries
Geography & Earth Sciences
Jeff Fortuna
B-Tech
Albert Gilbert
Anthropology
Jessica Gish
Health, Aging & Society
Paul Glavin
Sociology
Alexander Gourevitch
Political Science

Oriane Landry
Psychology, Neuro & Behav.
Leah Emila Long
Classics
John Maheu
Finance & Business Economics
Sally McKay
School of the Arts
Brent McKnight
Strategic Management
Patrick Moran
French
Gillian Mulvale
Health Policy & Management
Ishac Nazi
Medicine

Aimee Nelson
Kinesiology
Joelle Papillon
French
Karun Singh
Biochem & Biomedical Sciences
Cesar Sosa-Padilla-Araujo
Economics
Kevin Veenstra
Accounting & Financial Services
Graeme Ward
Classics
Sarah Wojkowski
Rehabilitation Science
Fengjun Yan
Mechanical Engineering
Shengji (Sophie) Yao
Mechanical Engineering

Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those who have retired during the academic year. We look forward to seeing them at the annual luncheon in their honour (this year on October 31, 2012) hosted jointly by the Presidents of the University and the Faculty Association.

Margaret Black
Nursing
Ilene Busch-Vishniac
Mechanical Engineering
David Capson
Electrical & Computer Engineering
Vittorina Cecchetto
Linguistics & Languages
Cathy Charles
Clinical Epidemiology & Biostatistics
Denis Crankshaw
Obstetrics & Gynecology
James Dickson
Chemical Engineering
Lynne Geddes
Rehabilitation Science
Graham Knight
Communication Studies & Multimedia

Terri Lewis
Psychology, Neuroscience & Behaviour
Hayden Maginnis
School of the Arts
Neil McCartney
Kinesiology
Skip Poehlman
Computing & Software
Andrew Rainbow
Biology
Ethan Vishniac
Physics & Astronomy
Wayne Warry
Anthropology
Stephen Walter
Clinical Epidemiology & Biostatistics
Seanne Wilkins
Rehabilitation Science

Committee Structure

2012/2013

Standing Committees

*Chair of Committee

Academic Affairs

Nancy Carter, Nursing, 2221, carterm

Human Rights

Jeffery Donaldson, English & Cul Stds, 24132, jdonalds

Joint Committee

Martin Dooley, Economics, 23810, dooley

Rafael Kleiman, Engineering Physics, 26290, kleiman

Graeme Luke, Physics & Astronomy, 27639, luke

Membership

Michelle MacDonald,* Biochem & Biomed Sci, 22316, macdonml

Nominating Committee

Virginia Aksan, History, 23541, vaksan

Vishwanath Baba, HR & Mgmt, 26947, baba

Martin Dooley*, Economics, 23810, dooley

Kim Jones, Chem Eng, 26333, kjones

Graeme Luke, Physics & Astronomy, 27639, luke

Gladys Peachey, Nursing, 22661, peacheg

OCUFA Director

Graeme Luke, Physics & Astronomy, 27639, luke

Pension Committee

Trevor Chamberlain, Finance, 23980, chambert

Sherman Cheung, Finance, 23986, scheung

Martin Dooley, Economics, 23810, dooley

Martin Horn,* History, 24139, mhorn

Marc-André Letendre, Economics, 23817, letendre

Graeme Luke, Physics & Astronomy, 27639, luke

Public Relations

Catherine Connelly, HR & Management, 23954, connell

Remuneration Committee

Catherine Connelly, HR & Mgmt, 23954, connell

Martin Dooley, Economics, 23810, dooley

Martin Horn, History, 24139, mhorn

Rafael Kleiman*, Engineering Physics, 26290, kleiman

Graeme Luke, Physics & Astronomy, 27639, luke

Joanna Pierazzo, Nursing, 26510, pierazj

Mike Veall, Economics, 23829, veall

Special Enquiries & Grievances

Susan Watt, Social Work, 23792, wattms

Tenure

Ana Campos, Biology, 24610, camposa

Tracy Prowse, Anthropology, 24302, prowset

Treasurer

Andrew Mactavish, Comm Stds & Multi, 23503, mactavis

Returning Officer

Matheus Grasselli, Math & Stats, 23406, grasselli

University Committees & Boards

Bookstore Board

Lilian Chan, Accounting & Fin Mgmt Serv, 23974, ylchan

Felicia Vulcu, Biochem & Biomed Sci, 22838, vulcuf

Copyright Working Group

Sara Bannerman (Observer), Communication Stds & Multimedia, 23722, banners

Enrolment Management Team

Michelle MacDonald, Biochem & Biomed Sci, 22316, macdonml

McMaster Children's Centre

Krista Madsen Baker, Kinesiology, 27946, madsenk

Parking Appeal Board

Trevor Chamberlain, Finance, 23980, chambert

Pension Trust

Trevor Chamberlain, Finance, 23980, chambert

Sherman Cheung, Finance, 23986, scheung

Marc-André Letendre, Economics, 23817, letendre

President's Advisory Committee on Building an

Inclusive Community (PACBIC)

Nancy Bouchier, History, 24136, bouchier

President's Advisory Committee on Relations with Community

Tina Moffat, Anthropology, 23906, moffatcs

President's Advisory Committee on Transportation & Parking

Nancy Carter, Nursing, 22221, carterm

Trevor Chamberlain, Finance, 23980, chambert

Rudy Heinzl Award of Excellence Committee

VACANCY

Ad Hoc Association & University Committees

PACBIC's Employment Equity Working Group

Juliet Daniel, Biology, 23765, danielj

Faculty Association Council

[There are several vacancies on Council. If your Department is not represented, why not call the Association office and volunteer your services? If your name is listed and you no longer feel able to serve on Council, please inform the MUFA Office.]

Anthropology	Wayne Warry, 23901, worrywa	Labour Studies	Robert Storey, 24693, storeyr
School of the Arts	Catherine Graham, 27665, grahamca	Library	Wade Wyckoff, 26557, wyckoff
Biochem & Biomed Sci	Russell Bishop, 28810, bishopr	Linguistics & Language	Anna Moro, 23762, moroal
Biology	Pat Chow-Fraser, 27338, chowfras	Materials Science	Nikolas Provatas, 26897, provata
Business Faculty	Willi Wiesner, 23985, wiesner	Mathematics & Stats	Miroslav Lovric, 27362, lovric
Chemical Engineering	Kim Jones, 26333, kjones	Mechanical Eng	Gary Bone, 27591, gary
Chemistry	Adam Hitchcock, 24749, aph	Medicine	Karen Beattie, karen.beattie@camris.ca
Civil Engineering	Ioannis Tsanis, 24415, tsanis	Nursing	Yvonne Lawlor, 22037, lawlory
Classics	Michele George, 23452, georgem	Obstetrics & Gyn	Derek Lobb, 22228, lobbd
C E & B	Harry Shannon, 23162, shannonh	Pathology & Mol Med.	Laurie Doering, 22913, doering
Comm Stds & Multimedia	Philip Savage, 23346, savagep	Pediatrics	VACANT
Computer & Software Economics	Antoine Deza, 23750, deza	Philosophy	David Hitchcock, 23464, hitchckd
Elec & Comp Eng	Martin Dooley, 23810, dooley	Physics & Astronomy	Alan Chen, 27096, chen
Engineering Physics	Natalia Nikolova, 27141, talia	Political Science	Peter Graefe, 27716, graefep
English & Cultural Stds	Rafael Kleiman, 26290, kleiman	Psychiatry & Behav Neuro	Lennard Niles, 22224, niles
Family Medicine	Mary Silcox, 27314, silcox	Psychology, Neuro & Behav	David Shore, 23013, dshore
French	Helen McDonald, 26657, mcdonal	Radiology	Eli Tshibwabwa, 26248, tshibwab
Geography & Earth Sci	Stephanie Posthumus, 23746, posthum	Rehabilitation Sci	VACANT
History	Robert Wilton, 24536, wiltonr	Religious Studies	Anders Runesson, 23388, runess
Kinesiology	Ken Cruikshank, 24153, cruiksha	Social Work	Jane Aronson, 23789, aronsonj
	Joe Blimkie, 24702, blimkie	Sociology	Neil McLaughlin, 23611, nmclaugh
		Surgery	Frank Baillie, 75215, baillief

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 e-mail (mufa@mcmaster.ca), give us a call (24682), or drop us a line (HH 103A).

PLANNING TO TRAVEL?

The Alumni Office would like to hear from faculty members who are expecting to travel to major centres in Canada and the US, as well as major international centres. With over 157,000 McMaster alumni scattered throughout the globe, we are looking for opportunities to extend our reach and to offer alumni unique opportunities to meet with McMaster faculty. If you are interested in hosting a reception with local alumni and/or hosting a lecture, please contact Anne-Marie Middel, Assoc. Director, Alumni Advancement at

middel@mcmaster.ca or ext. 27077 to share details of your travel dates and destinations so that we may look into a possible alumni gathering. Feedback from alumni for these types of visits has been very positive and can be a great way to spread the word of faculty research and news. We look forward to hearing from members of all Faculties.

FACULTY HANDBOOK UPDATES

The MUFA Executive has agreed to discontinue the practice of sending out revised pages of the *Faculty Handbook* to MUFA members and administrative departments in September. Instead, the web version which is available on the MUFA site (www.mcmaster.ca/mufa) will be kept up to date and notification, along with the appropriate link, will be made in the *Newsletter* as well as on g-mufa when any portion of the *Handbook* has been revised.

If you prefer to keep a hard version of the complete *Handbook* on hand, however, copies will continue to be available at no charge through the **Bookstore's Custom CourseWare Department at ext. 23356.**