

MUFA Comments on Recently Disclosed McMaster Employment Contracts

**McMaster University Faculty Association
November 10, 2008**

On October 30, 2008, the Hamilton Spectator published and commented on the employment contracts of 17 McMaster University Vice-Presidents, Associate Vice-Presidents and Assistant Vice-Presidents. While some of the contracts seem reasonable and appropriate, others are an embarrassment to McMaster and undermine public confidence in the university system. What is most striking about these documents, however, is the picture that they paint of the administrative culture within McMaster.

The documents show that McMaster's approach to recruiting, retaining and motivating its most senior administrators involves the use of club memberships and car allowances, large variable-rate annual bonuses atop leading-edge salaries, and enormous post-employment payouts. Executive compensation packages have led to a steadily growing, elite class of well-compensated administrators who are progressively more remote from the University's academic roots. It will be a challenge to break this cycle.

For years the Administration has argued that the University faces deficit and has refused to hire sufficient faculty to teach our greatly expanded student body. Some of the resulting savings have been used instead to hire more administrators and to reward them generously, demonstrating a fundamental misalignment of priorities.

McMaster is beginning a search for the successor to President Peter George. MUFA calls upon McMaster's Senate and Board to seek out and recruit as President a respected scholar who will lead by example and refocus the University's resources on its core mission of education and research.