

Newsletter

Volume 48.5
Editor: Nicholas Kevlahan

McMaster University Faculty Association - May 2022



*Stay safe,
be well,
and enjoy
your summer!*

President's Report

Delivered at the Annual General Meeting
April 28, 2022

Welcome

Thank you for attending MUFA's Annual General Meeting, both in-person and via zoom. MUFA works best when our members are engaged, and the AGM is a good opportunity to learn about what MUFA has been working on this Academic year and our priorities for the next year. I am sure you will agree that 2021-2022 has been another eventful year on many fronts! We have all had to deal with a wide range of challenges, both new and on-going.

This is our first (partially) in-person AGM since 2019 and we hope we will not have to "pivot" to virtual meetings in the future. I would like to invite those of you are joining us in the Great Hall to stay for a while after the meeting to chat with your colleagues and take advantage of the food and drink. For some of you, this may be your first chance to meet colleagues in-person from across the campus.

I would also like to encourage you to connect with colleagues from your department, faculty and across campus for lunch or drinks at the recently renovated University Club. The patio will be especially pleasant as the weather warms up!

One of our priorities over the next year will be to work to re-build the informal academic culture of the University that has been difficult to sustain during these past two years of remote work and difficult challenges. A healthy university depends as much on the informal and friendly connections between colleagues as on our formal responsibilities for teaching, research and administration.

Remuneration Agreement

After a long and sometimes contentious series of negotiations that continued right up to the March 15 deadline, we agreed a new remuneration agreement that was ratified by

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95% of the 593 members who voted. I would especially like to thank Catherine Anderson who, as remuneration chair, led myself and Vice President Kate Cuff on the MUFA team.

Much to our dismay, our negotiations were highly constrained by Bill 124's 1% cap on total compensation increases. Nevertheless, we were able to find creative ways of improving our agreement.

Notably, for the first time, we were able to temporarily enrich the CP/M fund and significantly improve benefits (including pooled paramedical expenses). We also negotiated contingent increases in the event that Bill 124 is repealed (we are the only faculty association in Ontario that was able to achieve this!).

The agreement also sets up working groups to collect and analyze salary data for equity-deserving groups and to review the teaching stream.

Our 3-year contract gives us some stability and frees up resources to focus on other priorities. Nevertheless, we expect that addressing high inflation and the rise in the cost of accommodation in Hamilton will be priorities in the next negotiating round.

MUFA Council

Past President Elkafi Hassini revitalized MUFA Council by holding regular meetings and giving it a new sense of purpose.

MUFA Council is made up of representatives from each department (about 40 overall). Its purpose is to help MUFA better understand the wide range of issues particular to individual departments, as well as to allow MUFA to communicate more directly with our members. Many of MUFA's priorities cannot be implemented without the help of our MUFA Councillors, and I would like to thank them for their service.

MUFA Council met twice this year, in December and February. These meetings included reports from the Councillors and a special topic for discussion. The December topic was a MUFA initiative to advise members on preparing their Annual Activity Reports. We have heard from many

members that Departmental procedures around evaluating career progress and merit, based on the activity reports, are not always clear or consistent. New members are often unaware of McMaster's unique system. Because of this, MUFA prepared a guide for Councillors on advising their colleagues and working with their chair to ensure the system is transparent and consistent.

The February meeting continued the theme with a meeting focused on improving CP/M system. CP/M is very important since it is the main contribution to salary increases (about \$4500 annually for junior colleagues) and the only feedback we get on our performance. A number of thoughtful suggestions were contributed by Councillors, including:

- Reduce the quantization from 0.25 to 0.1.
- Separate career progress and merit
- Decrease the frequency of evaluation for tenured/permanent faculty, for example from annually to every two years.
- Encourage chairs to provide more helpful individual feedback on career progress.

We are planning to bring these suggested improvements to Joint Committee next year, especially since the Provost has told us she would like to discuss improving the CP/M system (apparently, even the Deans think the system is "unfair").

In related news, Suzanne Mills (Labour Studies) has formed a new ad-hoc MUFA committee on working conditions, together with Kevin Veenstra (Business and incoming Executive member) and Michael Mercier (Geography and Earth Science). Please reach out to Suzanne if you have working condition concerns or issues you would like to raise.

Freedom of Expression, Collegial Governance and Academic Freedom

An important theme for the last several years has been defending and reinforcing collegial governance and academic freedom. Nationally, these topics have also been priorities for CAUT, and Quebec is considering integrating academic freedom into their provincial charter of human

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rights and freedoms.

Collegial governance means that academics govern themselves, primarily through the Senate. In addition, at McMaster the Joint Committee is a vital part of our collegial governance structure. It is at Joint Committee that we negotiate and agree the wide range of policies that play the role of the working conditions part of our contract. Both these bodies require ongoing maintenance and defence to remain vital and effective.

Senate sometimes feels like a *pro-forma* body, reduced to ratifying decisions made elsewhere, especially since these decisions are often ratified as an omnibus consent agenda item, without discussion or scrutiny.

Nevertheless, McMaster's Senate retains real and significant powers of scrutiny.

We had a good example of a healthy collegial governance decision when Senate pushed back on the elimination of "freedom of expression" as an explicit defence against allegations made under the Code of Student Rights and Responsibilities and the Discrimination and Harassment Policies.

Unfortunately, this deletion was not highlighted or accurately described when the revised policies were brought to Senate for approval in December 2019, and so were not properly scrutinized by Senators. In the end, Senate, thanks largely to Senator Paul Faure, voted to reinstate the protections provided by freedom of expression. This was despite initial resistance from University lawyers, who claimed that including this language could open up the university to the "risk" of having to respect the Canadian Charter of Rights and Freedoms.

In another instance, senators pushed back on an inaccurate description of proposed changes to the Sexual Violence policy. This led to the revisions being brought into alignment with current provincial law. The Sexual Violence policy is coming up for its regular 3-year review and I encourage MUFA members to have their voices heard in this process.

MUFA will be looking for ways to better support Senators

and ensure they are well prepared for their important role in university governance.

Ensuring we have good policies has always been a top priority for MUFA. But good policy is worthless if it is not actually followed.

As in the past, MUFA has worked diligently with the Administration at Joint Committee to address cases where we believe our jointly owned policies have not been followed, or have been circumvented. We have had some success in this, and I am convinced that the Administration agrees with us that the benefits of carefully following our policies far outweigh any possible short term advantages of taking short cuts or invoking general principles of management rights. Respecting our jointly owned policies is especially important since they are the equivalent of the working conditions part of the collective agreement in a unionized workplace.

A related topic is Academic Freedom. Academic Freedom is an essential part of any university since it is a necessary condition for the independent thinking and expression that is integral to scholarly work.

Unfortunately, McMaster has extremely weak protection for academic freedom. It is not written into our collective agreement. In fact, it is not even a policy. We simply have a (rather weak) "statement". Apparently, only 3% of Canadian universities have such slender protection for Academic Freedom.

With the upcoming revision of the Faculty Code of Conduct, strengthening the protection of Academic Freedom for all academic staff and students should be a priority in the coming year. A good place to start would be upgrading our "statement" to a "policy" and aligning this policy more closely with the [CAUT gold standard definition of academic freedom](#).

Best Practice Review of the Investigation Process

MUFA has heard many concerns from members across campus about the investigation processes that are integral to the Research Misconduct, Sexual Violence and Discrimination and Harassment policies. These complaints

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have come from both respondents and complainants, and suggest that there is room for improvement to better protect the rights of all those involved in investigations and to ensure fair and just outcomes.

Last year Joint Committee agreed to commission an external review of the investigation process, including both the initial intake and formal investigation (usually conducted by an external lawyer). We recently agreed to the [Terms of Reference](#). We anxious for this review to take place as soon as possible.

New Faculty Grievance Policy

We finally have a new faculty grievance policy to replace the previous one dating back to the 1990s. This process took far longer than we initially thought, and I would especially like thank former MUFA President Rafi Kleiman, who led the process over the past three years. Rafi had to leverage all his substantial diplomatic skills and patience to shepherd the process to completion, but the result is a much stronger policy that better serves our members.

Legal Support Fund

In February 2021 MUFA signed a retainer agreement with lawyers Goldblatt Partners to ensure we have access to quality legal advice when and if we need it. In parallel we developed a legal support policy for our members, to provide legal and advice and representation for faculty involved in internal University processes. We consider that such support has become essential to protect the interests of our members in an era when the Administration is making more extensive use of lawyers, especially in grievance cases.

The legal support policy is available [online](#), and allows members to apply to the Special Enquiries and Grievance Committee for limited financial support for legal advice from Goldblatt lawyers. We are still in the process of optimizing the legal support policy, but we have already agreed to a relatively large number of individual and group requests for funding. Ana Campos and the other members of the Special Enquiries and Grievance Committee have been very busy implementing our legal support policy, suggesting improvements, and dealing with other member concerns.

As I am sure you are aware, legal fees are expensive, and this new service to members may require an increase in member dues (currently the lowest in Canada) to provide an acceptable level of support. Our treasurer, Aadil Merali Juma, has also begun a general review of our finances to ensure that our reserves are sufficiently large for an organization of our size.

CLAs

The proportion of non-research CLAs continues to exceed the agreed 8% cap in Business (the university-wide cap is 7%). We are concerned that the large number of CLAs (and sessionals) may be due in part to an insufficient number of permanent positions. We have heard of some instances where permanent positions were not created for ongoing teaching needs after the end of a 6-year CLA position. This should not happen, since a six year position is normally strong evidence of an unfilled teaching need. We have raised this issue at Joint Committee and discussed the possibility of strengthening the tenure and promotion policy if this situation is not resolved.

MUFA Equity Survey Report

The MUFA Equity Survey was distributed in the Fall of 2020 and the [results and analysis](#) were published on our website in November. I would like to thank Lydia Kaporiri, Catherine Anderson, Alison Sills, Kirsten Culver, Elkafi Hassini, Juliet Daniel and Gail Krantzberg for their hard work developing the survey, analyzing the results and writing the report.

We have discussed the results and established priority action items in the areas of Hiring, University Processes, CP/M. These include: following the example of Science by eliminating negotiation of starting salary, increasing transparency by making it clear what is negotiable and giving examples of typical recent offers. We have also recommended that the equity-enhanced processes for hiring faculty should be formally extended to all competitive positions at the University (e.g. in the Administration). The MUFA Council advising role I mentioned earlier is partly aimed at improving equity in the CP/M process.

COVID

I was very tempted to ignore the COVID pandemic in this

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report, since we have already spent far more time and energy than we would have wanted to dealing with its constantly evolving impacts. However, a fair President's Report must include the topic that has taken up so much of our agenda this year (and the previous two).

In October we agreed a Memorandum of Agreement (MOA) on Course Delivery for the 2021-22. This MOA clarified how decisions about the mode of course delivery (e.g. in-person or virtual) would be made, ensured that MUFA would be consulted before any changes were made, and gave us a right of veto for changes made after February 28.

Although not perfect, this agreement confirmed that MUFA needed to be involved in the decisions and clarified how faculty and department level decisions on course delivery modes would be made. After the sudden decision in mid-December to delay the return to 100% in-person work MUFA worked with the Administration to try to mitigate the risks and extra work associated with the early February start of in-person teaching.

There was a lot of nervousness and apprehension about the return to 100% in-person teaching, and I fielded dozens of emails in the two weeks leading up to the return to in-person teaching. This was completely understandable, given the omicron wave and the fact that many members had not been in the class room for almost two years! In the end, I was gratified that the actual return to in-person teaching was relatively uneventful and we did not have to deal with any major outbreaks on campus (the Fall term was also free of major incidents). This relative success in minimizing the covid risk is in large part due to the strictly enforced vaccine and mask mandates that MUFA had pushed hard for in the summer, and to significant upgrades to ventilation in all classrooms.

You may be aware that four students brought a legal challenge seeking to overturn McMaster's vaccine mandate in its entirety. The Administration asked if we would consider seeking intervenor status in this judicial review of our vaccine mandate.

Given the importance of the vaccine mandate in protecting the health and safety of our members, and the

fact that MUFA had pushed strongly for the implementation of a mandate, the MUFA Executive voted unanimously to engage our lawyers to request intervenor status. I also asked OCUFA to join as intervenors, which they did. In the end, the students completely changed their legal arguments at the eleventh hour, dropping their challenge to the mandate itself and instead simply questioning how the university handled their individual requests for human rights exemptions. Because of this, both MUFA and OCUFA decided to drop our intervenor requests. Nevertheless, we feel that spending time, money and reputation defending the vaccine mandate was worthwhile.

The Incoming President and Executive

I would like to end by thanking those who have made my last two terms as President enjoyable (and possible!).

I have benefitted from the collective wisdom, good humour, and specialized knowledge of this year's executive. One of the most pleasant things about being on the MUFA Executive is getting to know and learn from colleagues from across campus.

I would especially like to thank our tireless and extremely knowledgeable staff members Mara Giannotti and Jessica Weyman for their support and advice during the past eight months. I couldn't have done it without them!

A new Executive will take over on September 1, led by Kate Cuff as President, Liss Platt as Vice President and Kirsten Culver as Remunerations Officer. I would like to welcome new members Andre Phillion and Kevin Veenstra and thank Ana Campos, Claude Eilers, Adil Merali Juma, Lydia Kapiri, Gail Krantzberg, Spencer Pope and Deb Sloboda for agreeing to serve for another year. Past President Elkafi Hassini and Catherine Anderson have earned a well-deserved rest from MUFA activities!

Best wishes

I'll finish by wishing all our members productive and relaxing Spring and Summer terms ... and a September "rentrée" free of COVID disruptions!

Nicholas Kevlahan
MUFA President



MUFA Executive Committee 2022/2023

Below are the members of the Executive Committee of the McMaster University Faculty Association for 2021/2022. Their terms of office will begin on **September 1, 2022**.

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MUFA Awards for Outstanding Service

The MUFA Award for Outstanding Service provides annual recognition for faculty and professional librarians who have made an outstanding contribution to the mission of the University through the provision of exceptional service to faculty, librarians, staff and/or students.

The 2022 awards winners are Sue Becker, Roger Jacobs, and Deborah Sloboda. A reception honouring this year's award winners took place at the MUFA Annual General Meeting on April 28th.

The selection committee, chaired by the Past-President **Elkafi Hassini (Professor, Operations Management)**, **Anas Abdallah (Assistant Professor, Mathematics and Statistics)**, **Graeme Luke (Professor, Physics and Astronomy)**, **Tanja Petrovic (TMG)**, **Janice Adlington (MUALA)**, **Siobhan Teel (MSU)**, **Zarwa Saqib (GSA)**, and **Beth Couchman (Unifor)**.

Elkafi Hassini read the following citations at the MUFA Annual General Meeting on behalf of the selection committee.



Sue Becker is a 2022 recipient of the MUFA Award for Outstanding Service.

Dr Becker joined Psychology, Neuroscience and Behaviour in 1993, and has had a distinguished thirty-year career of service to McMaster. She has enhanced the research reputation of McMaster through several external appointments. She currently serves as vice-chair of McMaster's Research Ethics Board (MREB). During her tenure with this committee, she has worked on numerous improvement projects, including aligning it with the University EDO goals, streamlining the application process and facilitating the role of board members.

Sue has also made outstanding contributions related to IT support and services at McMaster. She has served on the RHPCS Advisory Board for 20 years, and has helped steer this core research support group through many changes including three director searches. In 2015-2016, Sue cochaired the provost's task force to review IT services at McMaster. Finally, Sue set up the Hearing Technology Research Lab (HTRL) at McMaster Innovation Park (MIP), which has been instrumental in facilitating research collaborations across departments and faculties.

Collectively, these activities demonstrate that Sue enriches the McMaster community, and exemplifies the contributions the MUFA Outstanding Service Award is intended to recognize. On behalf of the 2022 MUFA Service Award Committee, it is a great honour to present this award to Dr Sue Becker in recognition of her distinguished record of service to the University.

Roger Jacobs is a 2022 recipient of the MUFA Award for Outstanding Service.

Dr. Roger Jacobs holds a 30+ year membership with the McMaster University Faculty Association (MUFA), having started as a faculty member in the Biology Department in 1990. He initiated a large-scale revamp of Biology’s undergraduate curriculum. He secured \$25,000 in funding from Imperial Oil to develop and implement innovative ‘active learning’ strategies within Biology’s 1st year undergraduate courses. The end result of this has been a phenomenally successful blended learning BIO 1A03 course – a course taken by 2000+ students annually, and which is inspiring Biology departments from around the world.

Roger has been a strong advocate of the renovation of the Life Science Building and powered the department into the ‘top 5’ Biology programs in Canada (as ranked by Maclean’s magazine) during his time as Chair. His effectiveness in this leadership position also led him to be elected as the President of the Canadian Council of University Biology Chairs. This further cemented McMaster Biology’s excellent reputation nationwide.



Collectively, these activities demonstrate that Roger enriches the McMaster community, and exemplifies the contributions the MUFA Outstanding Service Award is intended to recognize. On behalf of the 2022 MUFA Service Award Committee, it is a great honour to present this award to Dr. Roger Jacobs in recognition of his distinguished record of service to the University.



Deborah Sloboda is a 2022 recipient of the MUFA Award for Outstanding Service.

Dr. Sloboda has enriched the McMaster community through her service, in remarkable and innovative ways. She joined McMaster in 2012 and quickly established a strong national and international presence in the area of developmental origins of health and disease. Deb has made a significant impact on campus and beyond. For example, Dr. Sloboda and her lab members have brought science to the community by hosting “DNA Days” and other science activities for a local Elementary school in Dundas. In addition, Dr. Sloboda’s fundamental discoveries are routinely translated to the public through ongoing community-based knowledge transfer and inter-

vention programs to improve women’s health before and during pregnancy. She has received the 2017 YWCA of Hamilton Women of Distinction Award in Science, Trade and Technology. This national award honours and celebrates trail-blazing women who have excelled in their fields.

Within the University, Dr. Sloboda’s initiated the inaugural Biochemistry & Biomedical Sciences Research Symposium to

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showcase the outstanding research of graduate students and postdoctoral fellows in the department. She also championed the creation of a grant peer-review program to help junior investigators in the department improve their grant success in national competitions. Furthermore, she plays an active role in mentoring women who wish to pursue an academic career through her work on the Academic Women's Success and Mentorship (AWSM) Committee at McMaster, and through lectureships with the Women in Science and Engineering (WISE) mentorship program. She is Co-Chair of the recently recreated Strategic Recruitment and Retention working group of the EDI Advisory Committee in the Faculty of Health Sciences where she works to develop and implement best practice solutions to support EDI initiatives within the Faculty.

Collectively, these activities demonstrate that Deb enriches the McMaster community, and exemplifies the contributions the MUFA Outstanding Service Award is intended to recognize. On behalf of the 2022 MUFA Service Award Committee, it is a great honour to present this award to Dr. Deborah Sloboda in recognition of her distinguished record of service to the University.



Spring 2022 convocation

McMaster faculty members must register to participate in the Academic Procession. Please register [here](#).

Volunteers welcome! For all those interested in volunteering at the convocation ceremonies, please sign up [here](#).

More details pertaining to faculty and staff at convocation can be found [here](#).

CLASS OF 2022 CONVOCATION CEREMONY DATES:

- Wednesday, May 25, 2022, 2:30pm - *Health Sciences*
- Thursday, May 26, 2022, 2:30pm - *Nursing*
- Monday, June 13, 2022, 2:30pm - *Humanities, Arts & Science*
- Tuesday, June 14, 2022, 9:30am & 2:30pm - *Business*
- Wednesday, June 15, 2022, 9:30am & 2:30pm - *Social Sciences*
- Thursday, June 16, 2022, 9:30am, 2:30pm & 7:00pm - *Science*
- Friday, June 17, 2022, 9:30am & 2:30pm - *Engineering*

The full listing of ceremonies by program can be found [here](#).

CLASS OF 2020 & 2021 LEGACY EVENT DATES:

- Tuesday, May 24, 2022, 1:00pm - *Health Sciences*
- Tuesday, May 24, 2022, 4:30pm - *Business*
- Wednesday, May 25, 2022, 9:00am - *Humanities, Arts & Science*
- Thursday, May 26, 2022, 9:00am - *Social Sciences*
- Friday, May 27, 2022, 9:00am - *Engineering*
- Friday, May 27, 2022, 1:00pm - *Science*

More details on the legacy events can be found [here](#).

MSU Teaching Award Winners

The McMaster Students Union recognized 16 dedicated and engaging profs, instructors and teaching assistants with this year's MSU Teaching Awards.

The awards are presented each year to an outstanding instructor from each faculty, as well as from the School of Nursing, department of Kinesiology and the Arts and Science program. Considerations for the awards include the educator's ability to communicate and their approachability, as recognized by their students in the nominations.

This year's winners are:

Excellence in Teaching

Ayesha Khan | Science
 Sarah Clancy | Social Sciences
 Claire Tuckey | Kinesiology
 Meirav Jones | Arts and Science
 Anna Korol | Engineering
 Frances Tuer | DeGroote School of Business
 Maria Pratt | School of Nursing
 Sheena Jary | Humanities
 Joshua Koenig | Health Sciences

Application-based awards

Jamal Deen | Lifetime Achievement Award
 Seshasai Srinivasan | Pedagogical Innovation Award
 Laura Facciolo | Teaching Assistant of the Year Award
 Mayu Nishimura | Teaching Merit Award
 Hamidreza Mahyar | Teaching Merit Award

Teaching Assistant Merit awards

Umaima Abbas BIOLOGY 1A03
 Daniel D'Souza IBEHS 1EP6A

HR Reminders

- If you are returning from a research leave, please ensure that your payroll information is accurate. It is important to check that your pay rate and deductions are correct.
- New Faculty Members: Please review your pay stub and check with your HR Advisor to ensure you are paying the proper deductions.

Benefits - Understanding Coverage

[SunLife, McMaster's benefits provider](#), provides periodic updates to keep plan members informed with important news and information about group benefits. Recent coverage updates include:

- [Vaccine coverage information](#)
- [Information on international travel](#)
- [Update on out-of-country travel insurance](#)

Passages

Hans Paul Heinig
Mathematics and Statistics
 April 2, 2022

BENEFIT YEAR END REMINDER

Please note the benefit year end is June 30th. Please ensure all claims dated from July 1, 2021 to June 30, 2022 are submitted to Sun Life **prior** to September 30, 2022.

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](#)
- [Planning for Retirement](#)
- [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](#).

Thomas Hurd 1956-2022

By: Matheus Grasselli

Tom Hurd, professor in the Department of Mathematics and Statistics at McMaster University and world leading researcher in financial mathematics, died on April 28, 2022, at St Peter's Hospital, Hamilton ON, five weeks after being diagnosed with brain cancer.

The son of physicists Ann and Allan Hurd, Tom was the only one of four siblings to follow in his parents' footsteps, first with a bachelor's degree in Mathematics and Physics at Queen's University in 1978, followed by a doctorate in Mathematics at Oxford in 1982, where he was a member of Roger Penrose's research group in General Relativity, supervised initially by Florence Tsou and subsequently by Lane Hughston. While in Oxford, Tom was a regular contributor to the legendary *Twistor Newsletter*, the informal journal published by the group. Decades later, he would proudly exhibit these early articles, written and illustrated by hand, as was the custom of the journal. His first peer-reviewed published papers also date back from this period and were related to applications of conformal geometry to relativistic quantum field theory, the topic of his thesis.

After completing his doctorate, Tom stayed in Oxford for two more years as the Weir Junior Research Fellow, before accepting a postdoctoral fellowship in Mathematics at the University of British Columbia. This was followed by an assistant professorship in the same department. There he worked with Joel Feldman and others on constructive quantum field theory, with contributions exemplified in the wonderfully titled book *QED: A Proof of Renormalizability*.

Tom then moved to McMaster in 1989, where he started a fruitful collaboration with Jonathan Dimock from the University of Buffalo. This culminated in the powerful Brydges-Yau-Dimock-Hurd constructive method in quantum field theory. He was promoted to full professor at McMaster in 1996 where he stayed for the remainder of his career, which also included visiting professorships at Institut des Hautes Études Scientifique, École Polytechnique, the University of São Paulo, King's College London, the Instituto Nacional de Matemática Pura e Aplicada, and the University of Aarhus.

From the early 2000s onward, his research focus became mathematical finance, where he made significant contributions to optimal portfolio theory, interest rate modeling, Lévy processes, indifference pricing, credit risk modeling, and computational methods, including a highly cited paper on cubature Kalman filtering co-authored with Simon Haykin.

His most recent interests were in the general area of systemic risk, with an emphasis on network models. His contributions are summarized in the short but influential book *Contagion! Systemic Risk in Financial Networks*, of which he was particularly proud. When the COVID-19 pandemic started, he was quick to realize that the modelling approach he had developed to analyze the spread of defaults in banking networks was also perfectly suited to the rigorous analysis of the spread of infectious diseases, and he became a key contributor to the Mathematics for Public Health initiative at the Fields Institute in Toronto. His most recent published paper, which was accepted for publication days after the cancer diagnosis was confirmed, presents a proof-of-concept analysis of business closures during the pandemic using data from Google Places, and perfectly illustrates his versatility and breadth of interests.

Tom was a dedicated mentor of young researchers, having supervised and co-supervised over 20 research-based graduate students and 15 postdoctoral fellows, many with successful academic careers launched in no small part because of his guidance and support. In addition, hundreds of students graduated from the professional Masters in Financial Mathematics that he created and directed for many years at McMaster, ensuring that his legacy is now well embedded in the financial industry in Canada and beyond.

He also served the scientific community in an exemplary fashion, having been a lead organizer of the World Congress of the Bachelier Finance Society in Toronto in 2010, as well as an organizer of numerous other workshops and conferences at the Fields Institute and the Banff International Research Station. For many years he organized the Quantitative Finance Seminars at Fields, and his grace and

warmth while hosting the guest speakers made the experience memorable for everyone involved.

Tom began exhibiting signs of behavioural changes in early March 2022, while he was still teaching a full load of courses and conducting research in multiple projects. He went on medical leave after preliminary tests indicated a brain tumor, which was later confirmed to be grade 4 glioblastoma (GBM), an extremely aggressive and untreatable form of cancer. His condition deteriorated rapidly in the intervening weeks, leaving family and close friends in shock and disbelief.

As a final act of generosity, his family decided to donate his brain tissue to the Sheila Singh Lab at McMaster University, a premier research facility expanding the frontiers of brain cancer research. It is heartening to know that, in addition to the long-lasting effects of his own research and teaching, Tom's gift will allow vast amounts of unprecedented data on GBM to be collected and analyzed, potentially leading to insights into new therapeutic options for future patients.

Tom is survived by his wife Rita, daughter Emilia, son-in-law Kevin, and newborn grandson Linden. A celebration of his work and life will be held at McMaster University at a later date.

Tributes and memories can be offered through the funeral home web site here:

<https://www.circleoflifecbc.com/obituaries/Thomas-Hurd-2/>

In lieu of flowers, please consider a donation to the Brain Tumour Foundation of Canada.



Campus Store Consolidation of Operations

To service the McMaster community more efficiently, the **Health Science Campus Store will consolidate operations with the Main Campus Store**, relocating to the basement of Gilmour Hall. The last day of operation for this location (HSC 1G1) will be Friday, May 20th. As of Tuesday, May 24th please redirect all customers to our Main Store location (Gilmour Hall B101). Online ordering is also available at campusstore.mcmaster.ca, with live online chat available on weekdays from 10am to 4pm. We will expedite the transition of course materials and supplies for the Health Sciences Spring term over to our Gilmour Hall location, with all other merchandise following shortly thereafter.

The **Health Sciences Scientific Store will continue to operate in its current location (HSC 1G1 - Rear Entrance)**. Customers will enter through the back of the current store (entrance used during the pandemic - signage to be posted). As of Tuesday, May 24th, the Scientific Stores will be open **Weekdays from 12:30pm to 4pm**.

Questions or concerns? Please reach out via the live chat or send an email to campusstore@mcmaster.ca.

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McMaster Faculty Salary Statistics 2021/2022*

	Business	Engineering	Humanities	Science	Social Sciences	Non-Health Sciences Total	Health Sciences	University Total
Full Professor								
No. in Rank	32	84	36	131	42	325	65	390
Avg Age	63.2	56.9	60.3	57.6	58.9	58.4	58.7	58.5
Avg Yrs in Univ.	24.3	19.9	24	22.6	19.7	21.8	21.1	21.7
Avg Salary	\$232,540	\$210,551	\$205,745	\$206,551	\$202,587	\$209,542	\$221,005	\$211,452
10th Percentile	\$198,958	\$191,463	\$160,000	\$183,960	\$172,862	\$182,767	\$184,274	\$183,782
Median	\$225,522	\$207,255	\$201,947	\$203,644	\$203,463	\$206,354	\$204,990	\$205,618
90th Percentile	\$292,565	\$236,994	\$246,128	\$239,078	\$235,089	\$242,345	\$279,577	\$243,378
Associate Professor								
No. in Rank	28	43	57	41	55	224	76	300
Avg Age	52.7	48	52.1	50.6	49.5	50.5	49.8	50.3
Avg Yrs in Univ.	16	12.6	14.8	15.3	12.4	14	14.3	14.1
Avg Salary	\$205,157	\$172,659	\$168,361	\$171,140	\$163,766	\$173,166	\$163,109	\$170,618
10th Percentile	\$173,837	\$139,048	\$136,000	\$150,134	\$137,279	\$139,930	\$125,631	\$137,816
Median	\$203,009	\$172,786	\$161,302	\$173,059	\$163,874	\$171,681	\$162,786	\$169,789
90th Percentile	\$239,386	\$201,077	\$202,278	\$192,834	\$194,264	\$203,917	\$192,432	\$200,590
Assistant Professor								
No. in Rank	23	56	22	46	41	188	82	270
Avg Age	43.1	41.4	40.4	39.4	42.7	41.3	44.8	42.4
Avg Yrs in Univ.	6.6	8	7.1	5.3	6.4	6.7	7.4	6.9
Avg Salary	\$166,095	\$133,691	\$113,214	\$128,323	\$127,021	\$132,491	\$119,984	\$128,693
10th Percentile	\$134,434	\$112,000	\$94,192	\$112,957	\$96,606	\$102,188	\$91,308	\$98,140
Median	\$165,709	\$127,331	\$106,903	\$126,528	\$123,469	\$127,060	\$111,719	\$123,594
90th Percentile	\$187,856	\$162,209	\$138,587	\$155,000	\$157,091	\$165,232	\$164,731	\$164,982
Lecturer								
No. in Rank	2	2	1	-	2	7	-	7
Avg Age	-	-	-	-	-	46.7	-	46.7
Avg Yrs in Univ.	-	-	-	-	-	6	-	6
Avg Salary	-	-	-	-	-	\$126,150	-	\$126,150
10th Percentile	-	-	-	-	-	\$85,000	-	\$85,000
Median	-	-	-	-	-	\$119,000	-	\$119,000
90th Percentile	-	-	-	-	-	\$203,352	-	\$203,352
Total Faculty								
No. in Rank	85	185	116	218	140	744	223	967
Avg Age	53.8	50.2	52.3	52.4	50.2	51.6	50.6	51.4
Avg Yrs in Univ.	16.4	14.5	16.1	17.6	12.7	15.5	13.8	15.1
Avg Salary	\$202,880	\$177,944	\$168,785	\$183,384	\$164,002	\$178,336	\$164,127	\$175,059
10th Percentile	\$151,810	\$119,848	\$106,554	\$122,584	\$108,550	\$119,364	\$103,635	\$113,043
Median	\$202,156	\$190,412	\$164,783	\$191,437	\$164,714	\$182,803	\$162,770	\$178,787
90th Percentile	\$244,979	\$220,713	\$215,143	\$227,917	\$212,252	\$226,474	\$218,138	\$224,907

*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, 2021 - Updated: May 17, 2022

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