

MUFA Newsletter

April/May 2013 — Volume 39.5 — Catherine Connelly, Editor

Executive Committee — 2013/14

Here are the members of the Executive Committee of the McMaster University Faculty Association for 2013/2014. Their terms of office began on May 14, 2013.

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President's Report

(delivered at the May 7, 2013 Annual General Meeting)



The most important accomplishment of the past year is that we successfully **negotiated a new contract**.

Considering the political and economic climate and the state of our pension plan, I think we got a good deal for which we owe a debt of gratitude to the members of the Remuneration Committee and especially to the Chair, Rafi Kleiman, who developed an excellent brief and always entered our discussions with a strong command of the relevant details.

We also owe thanks to the Administration members of the Joint Committee who

brought a positive attitude and willingness to share information to the bargaining table.

We did not make any substantive progress on one key goal which is to improve our **pension indexing**. Our current formula does err in the right direction in that it protects us in times of high inflation. It does not protect us in the current times of low inflation. Given the complexity of the issue, it was unrealistic to expect much progress in our short bargaining period. We have established a committee to examine this issue in more depth and two very able MUFA members, **Martin Horn** and **Mike Veall**, have kindly volunteered to represent our association.

The second most important accomplishment is that we have successfully defended the **Academic Appointment, Tenure and Promotion Policy**, also known as the Yellow Document. In June 2011, the Senate approved a new administrative structure for the

Faculty of Business that required changes to the Yellow Document. The MUFA Executive has consistently refused to approve any proposed changes that do not have the clear support of our members in that Faculty. We most recently continued that stance by informing the Administration and our members in the Faculty of Business that any changes in the composition of Area Tenure and Promotion Committees that are not in keeping with the traditional interpretation of the Yellow Document will form a valid basis for challenging tenure and promotion decisions. I believe that the position that MUFA has taken is very much in the long run interest of our members, of the Faculty of Business and of the University as a whole. We look forward to positive discussions of the matter with the new Dean of Business and with our members in that Faculty.

We began the year with the intention of seeking an alternative to our current **Long Term Disability** plan which offers relatively poor benefits at a high cost for MUFA members. Contract bargaining put this initiative temporarily on hold but we are now back actively acquiring quotes from alternative suppliers.

Other accomplishments include the fact that we now have the makings of a new policy on the **release of student course evaluations** though this has yet to receive final confirmation in the Senate. We have also been able to return to a more satisfactory method for reimbursing faculty for **travel expenses**.

During the past year, MUFA also helped to establish a six-person committee to review our current policy and practice regarding **teaching stream professors**. This committee has been quite active though it has recently lost a valued member to the position of Acting Dean of Humanities. We all look forward to the report of this dedicated group. I am hopeful that the report of this committee will, among other recommendations, assist us in finding a replacement for the current supplementary policy to the Yellow Document that places an absolute limit on the number of teaching stream professors.

The alternative budget model is starting to roll out and will require careful monitoring. We should also continue to monitor McMaster's agreement with

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MUFA Service Awards

Following 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 Ken Cruikshank in recognition of his outstanding contributions to the University. The selection committee, chaired by Past President Virginia Aksan, included student Huzaifa Saeed, Librarian Jeannie An, staff member Matt Root and faculty member David Venus. Dr. Aksan read the following citation on behalf of the selection committee.



The purpose of the MUFA Faculty/Librarian Award for Outstanding Service is to recognize MUFA members who have served the University community far beyond the ordinary. The Award Committee, normally composed of representatives from faculty, librarians, staff, students or alumni, bases its decision on a set of criteria that include the enhancement of the reputation of McMaster University; provision of excellent service; demonstrated innovation, breadth and depth of impact, and strength of support in nominations.

On behalf of the 2013 MUFA Service Award Committee, it is a distinct honour to present this award to **Ken Cruikshank**, whose service to his colleagues and the community at McMaster has been extraordinary, and whose interests and achievements as both scholar and citizen are wide-ranging and collegial.

Ken received his PhD at York in 1989. His work on the history of Canada's railways soon culminated in his first book *Close Ties: Railways, Government and the Board of Railway Commissioners, 1851-1933* (McGill-Queen's). That work demonstrated early on his interest in economics, public policy and urban environmental history. He has subsequently found his métier in the city of Hamilton. He and research partner Nancy Bouchier have spent a dozen years on documenting the history of Burlington Bay and the Hamilton waterfront. Their research reminds us not just of the potential of the natural setting of Canada's great industrial city, but of the diverse social and ethnic population which has called it home for generations. Ken and Nancy have taken their work to the streets, exhibiting in museums and creating documentaries on Hamilton's past for schools and public forums.



There is no greater evidence of his commitment to the city than his three years' work for United Way, one of the true collaborative city-university partnerships. Ken's record on mentorship and service to colleagues is equally evident in his legion of graduate students and quite extraordinary editorial service to Canada's history community. His willingness to serve on the committees which govern the academic life of McMaster is legendary. To mention just a few, they include the University Budget Committee, the University Planning Committee, the Senate and the Board of Governors and Chair of the Department of History.

As Vice-President, President and Past-President of MUFA (2002-2005), Ken, then and now, works tirelessly on behalf of MUFA colleagues around issues of working conditions, compensation and benefits. He is one of a handful of individuals able to hammer out policy and governance issues with apparent pleasure. Embodying the collegial model and making it look effortless is one of Ken's greatest attributes, as the letters of support accompanying his recommendation attest. They also point to his energy and selfless dedication to making McMaster a better and stronger place. It is a distinct pleasure to present fellow historian Ken Cruikshank with this Award.

[a bit of trivia — the first MUFA Service Awards were given out while Ken was MUFA President.]

Nominated by the MUFA Executive,

Trevor Chamberlain
(Finance & Business Economics)

Ken Cruikshank
(History)

Herb Schellhorn
(Biology)

Peter Sutherland
(Physics & Astronomy)

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.



Trevor Chamberlain

Peter Sutherland

Herb Schellhorn

Ken Cruikshank

Failure of Sun Life to Provide Reimbursement for Hearing Aids

Hearing aids were first introduced as a health care benefit for MUFA members on June 18, 1998. The booklet states the following:

We will cover 75% of the costs of hearing aids prescribed by an ear, nose and throat specialist, up to a maximum of \$500 per person over a period of 3 benefit years. Repairs are included in this maximum. In those cases where hearing aids for both ears are prescribed, the claimant may receive reimbursement for the second hearing aid under the same conditions.

The above means that reimbursement is for up to \$500 per hearing aid depending on the cost of the hearing aids. Persons with a prescription for two hearing aids qualify for up to a maximum of \$1000 in reimbursement from Sun Life again depending on the cost of the hearing aids. This maximum reimbursement of \$500 per hearing aid will not change until July 1, 2013 when the new benefit obtained in the most recent round of bargaining of a maximum of \$1000 per hearing aid takes effect.

It has recently come to our attention that Sun Life has commonly reimbursed our members for only one hearing aid in cases where the MUFA member purchased (and had a prescription for) two hearing aids. Persons who inquired about this with Sun Life were often misinformed and told, as I was, that McMaster policy was to provide reimbursement for only one hearing aid.

If you had a prescription for two hearing aids subsequent to June 18, 1998 and received only reimbursement for one aid, then Sun Life should be contacting you and providing you with an additional amount. For example, if you received \$500 for one hearing aid, you should be receiving an additional \$500. If you qualify and do not receive this additional reimbursement from Sun Life within two to three months, then please contact MUFA (mufa@mcmaster.ca) and Nancy Vukelich in Human Resources (vukelic@mcmaster.ca). I would also be happy to answer any questions that you might have on this matter (dooley@mcmaster.ca).

Martin Dooley
President, MUFA 2012/13

President's Report *(continued from p. 2)*

Access Copyright licence. A number of other research intensive universities did not sign such an agreement. The benefits of not signing were reinforced by several events in the past year including judicial rulings and the decision of the Council of Ministers of Education to end K-12 schools' relationship with Access Copyright. **Sara Bannerman** has done an excellent job of informing and representing MUFA concerning this issue.

In his closing remarks at last year's AGM, my predecessor, **Peter Sutherland**, reported that the **Human Rights Tribunal for the Faculty of Business** "continues its year-long work". He also referred to the situation in that Faculty as an imbroglio. I have spent some time during the past year scanning the menu in Italian restaurants looking for the term imbroglio. I finally gave up and turned to Wikipedia which says that an imbroglio is an agreement of a complicated nature. This seems an apt term given that, twelve months on from Peter's comments, the tribunal continues its more than year-long work. One can only hope that this enormous expenditure of time and money will eventually translate into a better outcome than would otherwise have been achieved.

During the past year, I have been blessed with the **support** of a very dedicated and talented Vice President, **Graeme Luke**, and **Executive Committee**. I have also been blessed with excellent support at the MUFA office. As many of you know, **Phyllis** has a long and distinguished history in theatre, but her most demanding role has always been that of maintaining a calm and helpful demeanour when confronted with ill-informed questions and comments from MUFA officers like myself. Long before assuming this office I had worked with and become good friends with both Phyllis and **Kelly**. The past year has confirmed my prediction that they would be an extremely industrious, cooperative and talented team with which to work. They have made this job easy and a visit to our offices always enjoyable.

Martin Dooley

Welcome New Members

Andrea Gonzalez	Psychiatry
Meghan McConnell	CE&B

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.

Termination Option: During the fall of 1996, the Joint Committee recommended and the President agreed that those faculty who at the time of retirement elect the Pension Plan's Termination Option, should continue to qualify for the normal retirement benefits.

Major Medical & Dental Benefits:

Most benefits which were in effect prior to retirement will continue for the retiree, spouse and eligible dependents. Some exceptions apply. One major change is that **Out-of-Province/Out-of-Country Emergency Medical Coverage** is reduced to \$10,000/ lifetime. It is recommended that you obtain extra travel insurance every time you travel out of Ontario or Canada. You will be receiving a booklet from Human Resources which explains your post-retirement benefits, which are administered by Sun Life.

Those retiring after July 1, 2012 will contribute towards their post-retirement benefits on the following terms:

Years of Service	% of yearly cost paid by retiree	% of yearly cost paid by employer
25 or higher	25%	75%
20 or more, but less than 25	50%	50%
10 or more but less than 20	75%	25%

The yearly cost of post-retirement benefits will be calculated by the administration in the Fall of each year,

to be effective the following May 1. Calculation information will be shared with the Association through the Joint Committee prior to the setting of the May rate, and any unresolved dispute over information or the calculation will be resolved in accordance with the faculty general grievance procedure. The co-pay amount will be deducted from retirees' pension payments on a monthly basis. If the retiree has elected to take the commuted value of their pension, and is therefore not in receipt of monthly pension payments, then the retiree must provide post-dated cheques in advance for the year. For the premium rates for the period May 1, 2013 to April 30, 2014, see:

<http://www.mcmaster.ca/mufa/PostRetirementCoPayPremiums.pdf>

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

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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

Passages

Terrence Kennett

Physics & Astronomy, March 11, 2013

Fritz T. Widmaier

German, March 13, 2013

Jack Kirkaldy

Metallurgy & Material Sciences, April 17, 2013

Donald R. Woods

Chemical Engineering, April 26, 2013

For Rent: One-bedroom apartment in quiet, well-managed condominium building near the desirable Locke St area. Beautiful kitchen, Jacuzzi tub, indoor parking, secure storage locker, modern laundry facilities, courtyard and BBQ, superintendents onsite, double-basined sink, dishwasher, and a solarium that provides ample light and western facing views of the escarpment. \$1000/mo. utilities included. Please contact Lawrence at lawrencegrierson@gmail.com



For Sale: This 3-level sidesplit located in Dundas at the end of a cul-de-sac, backing onto conservation land & trails. The main level features a kitchen with many built-ins, formal dining room, living room and a sunroom with a gas fireplace. The upper level includes a large master bedroom with walk-in closet and ensuite, 2 additional bedrooms, a home office and a newly renovated bathroom with heated floor. The lower level has a family room with gas fireplace. This property is conveniently located close to McMaster University, McMaster Children's Hospital, McMaster Innovation Park, secondary and elementary schools and bus routes. For more information contact Joyce Lawrence 905 525-3737 or Kelly McCaughey 905 627-5339.

For Rent: House for Rent: Available August 2013 to summer 2014. Four bedrooms; 2 bathrooms. Conveniently located on residential street near King & Dundurn; steps from shopping, parks, schools, local transit and express bus to Toronto. Five min bus to McMaster University; short walk to Westdale, Locke Street or Hess Village. Century-old home with beautiful hardwood floors, updated bathrooms & kitchen, central air, patio, backyard, storage shed and 2 parking spaces. Some furnishings may be available. No smoking; no pets. Photos available at <http://bit.ly/kingdundurn>. Contact Jonathan jhowell2@brocku.ca for inquiries.

Speaking of Retirement....



September 1, 2013 is coming fast! I'd like to thank the MUFA membership for their confidence and patience over the years. To the many faculty and librarians who have served on the 22 Executive Committees during my tenure, it has been a pleasure to meet you. You have come from all across campus, from a variety of fields, and with special talents and agenda. Knowing you has made my job rewarding, sometimes challenging, and always interesting.. To the 20 MUFA Presidents, who have been my immediate bosses, I will just say this. When I was working for President Alvin Lee, my co-worker Mary-Anne Farmer and I once said that we were the luckiest employees on campus — we had the best jobs and the very best boss, ever. But his term came to an end and things changed.... Eighteen months later I came to the Faculty Association and I can honestly say that I have been one very lucky lady. I know I can be a nag, some might even say a bully, but I have appreciated working for and learning from each one of you. You have been fabulous bosses. My co-worker, Kelly McCaughey, has put up with my ranting and raving with patience and good humour. Thank you for your hard work and for your friendship, which I look forward to continuing in the days ahead. And finally, I'm leaving you in good hands. Many of you may already know Mara Giannotti. She's wonderful!! I know that you will give her the support that I have received and that she will see for herself why working for MUFA can make you one of the luckiest people at McMaster.

*Phyllis DeRosa-Koetting,
MUFA Executive Director*

McMASTER FACULTY SALARY STATISTICS 2012/13

	BUSINESS	ENGINEERING	HUMANITIES	SCIENCE	SOCIAL SCIENCES	NON-HEALTH SCIENCES TOTAL	HEALTH SCIENCES NON-CLINICAL	UNIVERSITY TOTAL
Full Professor								
No. in Rank	28	67	34	110	46	285	78	363
Avg Age	58.5	54.7	60.4	54.8	59.0	56.5	58.6	56.9
Avg Yrs in Univ.	21.57	15.4	24.0	20.0	22.3	19.9	22.6	20.5
Avg Salary	183,819	165,013	164,388	161,965	166,356	165,826	177,355	168,304
10 th Percentile	163,535	147,317	140,078	141,603	148,281	143,242	144,613	143,923
Median	178,413	160,654	159,881	156,574	162,540	161,800	165,591	163,229
90 th Percentile	221,321	190,570	186,986	193,046	194,139	191,919	235,822	198,054
Associate								
No. in Rank	21	54	51	67	44	237	51	288
Avg Age	47.9	44.9	51.5	45.7	47.6	47.3	53.0	48.3
Avg Yrs in Univ.	12.7	9.8	15.3	11.1	10.8	11.8	12.9	12.0
Avg Salary	160,707	141,688	126,736	131,711	129,611	135,093	138,936	135,774
10 th Percentile	148,437	126,619	99,832	118,027	107,545	112,829	96,829	110,401
Median	157,884	141,560	124,425	131,458	126,574	133,599	139,690	134,065
90 th Percentile	171,466	158,417	152,521	144,946	151,313	158,417	158,879	158,513
Assistant								
No. in Rank	18	32	46	35	33	164	69	233
Avg Age	46.3	38.8	40.9	40.6	43.5	41.6	47.4	43.3
Avg Yrs in Univ.	7.5	2.5	4.0	4.5	5.3	4.4	7.3	5.3
Avg Salary	139,227	102,450	82,660	98,251	93,203	98,179	108,762	101,313
10 th Percentile	110,733	86,554	69,555	76,277	80,000	74,961	74,000	74,961
Median	139,295	96,255	79,228	97,696	92,664	94,354	107,287	96,164
90 th Percentile	-	122,388	95,776	116,970	105,035	129,523	140,425	133,820
Lecturer								
No. in Rank	3	4	3	4	5	19	-	19
Avg Age	-	-	-	-	43.0	41.9	-	41.9
Avg Yrs in Univ.	-	-	-	-	4.4	2.9	-	2.9
Avg Salary	-	-	-	-	88,779	84,751	-	84,751
10 th Percentile	-	-	-	-	58,602	58,602	-	58,602
Median	-	-	-	-	86,163	78,000	-	78,000
90 th Percentile	-	-	-	-	-	-	-	-
TOTAL FACULTY								
No. in Rank	70	157	134	216	128	705	198	903
Avg Age	51.6	47.8	50.0	49.3	50.5	49.5	53.2	50.3
Avg Yrs in Univ.	14.3	10.5	13.3	14.4	13.3	13.1	14.8	13.5
Avg Salary	162,192	142,338	119,777	140,573	131,835	137,573	143,555	138,885
10 th Percentile	128,706	94,681	71,111	97,287	84,545	87,026	92,674	88,388
Median	162,628	146,443	123,034	141,995	131,608	141,995	144,211	142,588
90 th Percentile	193,200	175,139	164,832	176,173	172,735	175,686	198,162	178,692

NOTE 1: 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.

NOTE 2: Excludes CAWAR and Special appointments.

NOTE 3: As of October 1, 2012.

SOURCE: HR Database; Prepared by the Office of Institutional Research & Analysis (updated 26 Feb 2013)