



Newsletter

McMaster University Faculty Association

April/ May 2009 — Volume 35.5 — John Berlinsky, Editor

Executive Committee — 2009/2010

Here are the members of the Executive Committee of the McMaster University Faculty Club for 2009/2010. Their terms of office began on May14, 2009.

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President's Report

(delivered at the May 7, 2009 Annual General Meeting)

First let me thank a number of people. We very much appreciate David Lazzarato, Chair of the Presidential Advisory Committee on the Impact of the Current Economic Situation, giving his informative presentation to the Annual Meeting. I think both the membership and, I hope, David learnt from the question and answer session.

I want to thank all the dedicated MUFA members who have worked so hard on the many committees that make the University run as smoothly and as well as it does. We have seen from the list of reports presented to the Annual General Meeting how many committees are involved.

I also want to thank Phyllis and Kelly for their massive contribution to the Association. Every year Presidents of MUFA thank these two. Now I know why. They are really invaluable. They are the heart of MUFA.

Second, this has been a very difficult few years not just for MUFA but for the whole of the University. Unfortunately, the Senior Administration has become more and more isolated from the rest of McMaster Community. They have systematically underfunded the Faculties – five of the six are in the red. This has led to the creation of larger classes and more difficult research environments. The treatment of members of The Management Group have alienated many of them. Similarly, faculty members in the School of Business have been totally ignored in the reappointment of their Dean and the University Librarian has lost the support of the MUFA librarians.

At the same time we have a bloated senior administration. The massive post-retirement bonuses for the President and the Vice-President (Health Sciences) have, I know, angered many across the University not to mention the very generous perks for many at the Vice-Presidential level. In addition, the number at the vice-presidential level has ballooned to 17. Most notable is the increase in associate vice-presidents from 2 in 2004 to 9 now!

For me perhaps the most important problem is that senior administrators have no real idea of the

problems of teaching in large classes in the first, second and third years. Nor do they appreciate the problems of conducting research in this new environment. Since the advent of the double cohort, there have been some major changes in the student body. Students coming into the University are a year younger and less mature, they are wedded to the new technology and they are increasingly concerned about the overflow numbers on campus.

But senior administrators appear to have no idea of these problems. A significant number have never taught or conducted research at McMaster and for those that have, their experiences are receding into history! So we have decisions being made by senior administrators who know very little about the environment in which faculty members and librarians have to work.

So my third point is that the next two years are crucial for the University. We will be choosing a new president and his or her arrival will be a major event after 15 years of Peter George in office. So I urge all MUFA members to contact the Presidential Search Committee and to express their views on the kind of person we need to be our next president. Of course the choice of the Presidential Search Committee is extremely important, but the selection also has to be considered by the Senate and the Board of Governors. I suggest that MUFA members also contact their Senators and Board members in order to underline their wishes about what kind of person we need as the next president.

Third, I want to wish John Berlinsky the best as he takes over as the new President of MUFA. I have thoroughly enjoyed working with John over this last year as I have with Peter Sutherland as Past President. I also welcome Virginia Aksan as the next Vice-President. I am sure John and Virginia will do an excellent job of representing members of the Faculty Association.

Finally, I wish every one a productive and enjoyable Summer.

Richard Stubbs

McMaster's Commitment to a Sustainable Campus

The University takes seriously its responsibility to a sustainable campus.

This commitment is evidenced by a number of "campus firsts". McMaster is the first campus in Canada to articulate a sustainable building policy. It's among the first to have a LEED certified student residence building (Les Prince Hall) and is among the first to employ leading-edge building technologies such as collecting rain water run-off for other uses.

Among the strategies is a cross-campus commitment to recycling. Here's a quick guide on how to recycle at McMaster.

Items for your office recycling bin and/or the large paper recycling bins located across campus:

- Fine paper (with or without staples / paper clips)
- Newspaper
- File Folders
- Magazines
- Envelopes (with or without plastic window)
- Courseware
- Phonebooks
- Cardboard (large boxes should be broken down for pickup)
- Pizza boxes (must be free of food and waste)

Items for the large bottle & can recycling bins located across campus:

- Glass bottles (liquid emptied and cap removed to be placed in waste bin)
- Plastic bottles (liquid emptied and cap removed to be placed in waste bin)
- #1 and #2 plastics

Items for your office waste bins and/or the large waste bins located across campus:

- Food waste
- Plastics other than #1 and #2
- Beverage bottle lids
- Yogurt containers
- Milk cartons
- Coffee cups and lids
- Take out containers
- Wet or dirty paper/cardboard

Many campus groups are working together to promote recycling on campus including McMaster custodial staff, the Office of Sustainability and our waste provider, WSI. Please help to avoid contamination by continuing to sort your waste into their designated bins. And remember to reduce your waste when possible; you receive a 10-cent discount at Tim Hortons when you bring a reusable mug!

For more information visit: <http://www.mcmaster.ca/sustainability/>

Project Status Reports

(as of May 20, 2009)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Status
Project & Budget Approved			
Engineering Technology Building	Summer 2009	\$48,000,000 --- \$38,000,000 (pre BTech Prog) \$8,600,000 (orig project scope - Dec 2005)	Mechanical/electrical systems 85% complete. Drywall work and interior partitions 80% complete. Finish work in basement, first floor, and second floor 95% complete. Washrooms completed in basement and first floor
McMaster Front Entrance Improvements - Phase 2	Pending	\$4,900,000	Preliminary design work complete. First stage of landscaping to be implemented following the completion of the Engineering building.
MDCL 2 nd Floor Fitup	Summer 2009	\$26,000,000	Substantially complete. Furniture & equipment have been finalized and installations have commenced. Partial occupancy in place.
MUMC Biosafety Lab 3 (FHS)	Pending	\$2,500,000	Working drawings are 50% complete.
MUMC Farncombe Digestive Health Research Institute	Summer 2009	\$3,675,000	Cost estimates are being finalized. RFP for construction manager has been called.
MUMC Surgical Skills Facility	Summer 2009	\$3,150,000	Tenders have been called. Building permit has been issued.
Centre for Advanced Management Studies (CAMS) Burlington Campus	Fall 2010	\$26,824,000	Submitted as a project in the Knowledge Infrastructure Program (March 2009) and Long Term Capital Planning Submission to MTCU (August 2008). Draft site plan approval received. Formal design has commenced.
Long Term Capital Planning Projects			
Centre for Spinal Cord Injury and Cancer Education & Rehabilitation		\$20,000,000	Submitted as a project in the Knowledge Infrastructure Program (March 2009) and Long Term Capital Planning Submission to MTCU (August 2008).
Downtown Family Health Campus		\$60,000,000	Submitted as a project in the Knowledge Infrastructure Program (March 2009).
"Green Renovations Utilities & Infrastructure Upgrades		\$41,800,000	Submitted as a project in the Knowledge Infrastructure Program (March 2009).

Libraries (Thode & Mills) Renovations		\$8,000,000	Submitted as a project in the Knowledge Infrastructure Program (March 2009) and Long Term Capital Planning Submission to MTCU (August 2008) for Thode (\$5 million)
McMaster Centre for Biosciences & Health		\$150,000,000	Long Term Capital Planning Submission to MTCU (August 2008)
Nuclear Reactor Building Renovations		\$22,000,000	Submitted as a project in the Knowledge Infrastructure Program (March 2009).
Research & Technology Upgrades		\$20,500,000	Submitted as a project in the Knowledge Infrastructure Program (March 2009).
Wilson Building for Studies in Humanities & Social Sciences (Liberal Arts Building)		\$120,000,000	Long Term Capital Planning Submission to MTCU (August 2008)
Other			
City of Hamilton Combined Sewer Overflow (CSO) Tank	Fall 2009	City of Hamilton Project	City of Hamilton mobilized April 1/09 in the west parking lot. Insurers & bonding requirements are being reviewed.
McMaster Innovation Park CanMet Building		MIP Board approval to proceed with sourcing of financing & finalization of lease	Pending finalization of lease & financing.
McMaster Innovation Park Infrastructure		\$12,500,000	Submitted as a project in the Knowledge Infrastructure Program (March 2009)
McMaster Innovation Park Life Sciences Building		\$45,000,000	Submitted as a project in the Knowledge Infrastructure Program (March 2009).
McMaster Innovation Park Red Brick Building Renovations		MIP Board Approved	Renovations currently underway.
For Future Consideration			
Above Ground Parking Structure			On hold pending campus wide parking review
New Pool			PanAm Games Bid – dependent upon a successful bid
Sports Arena			Offsite Location
Tennis Courts			

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. The account may be accessed from University computers or by modem. In the latter case, if the retired faculty member wishes a fee modem account, this is also available and can be arranged (for example, through the purchase of vouchers at the Bookstore or by provision of a research account number).

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.

This policy shall be reviewed no later than five years after its implementation.

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:

Continuation of benefits which were in effect prior to retirement (some exceptions apply), for retiree, spouse and eligible children. **Out-of-Province/Out-of-Country-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 the benefits which are supplied by Sun Life.

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 69, however, the policy will be reduced to the Paid Up policy of \$5,000.

Parking *(Approved by Joint Committee—December 3, 1991):*

1. Faculty and Staff who have retired but have a post-retirement appointment for which they receive remuneration from the University shall pay for parking (effective July 1, 1992).
2. Faculty and staff who have retired on or before June 30, 1992 shall continue to receive free parking; in the case of those who are under 65 the free parking shall be provided on West Campus. Any who have already reached 65 and are parking on West Campus should receive a Central Campus sticker immediately.
3. Faculty and staff who retire after June 30, 1992 may obtain a permit which allows (i) free parking on West Campus at all times and (ii) free parking on Central Campus for the period May to August and after 12:30 p.m. on days when classes are held between September and April; alternatively such individuals may purchase, at the Central Campus rate for eight months, a permit for Central Campus.

Notice: to Retirees with Restricted Retiree Parking Permits

(1) HOURLY PARKING

We are pleased to inform you that the automation of the kiosks has given us an opportunity to set up 1, 2 and 3 hour blocks of parking for retirees holding restricted retiree permits that become valid at 12:30

p.m. Retirees who wish to park on central campus prior to 12:30 p.m. may purchase parking for the duration of time prior to 12:30 p.m. only. The above issued permits must be displayed with a restricted retiree permit, which takes effect at 12:30 pm.

(2) CENTRAL CAMPUS PARKING

Eight month central campus parking permits are available for purchase at the Parking Office at the regular permit fee.

Retiree permits are for the sole use of the retiree and are not transferrable to family members.

Please contact the Parking & Transit Services office, CUC 102, at 24921 or e-mail: parking@mcmaster.ca. For up-to-date information and rates, visit their web site at <http://parking.mcmaster.ca>.

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. 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 \$25. 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. For more information, contact the MUFA Office (mufa@mcmaster.ca; Ext. 24682).

Welcome New Members

Dawn Bowdish	Pathology & Mol Med
Melissa Brouwers	Oncology
Andrew Colgoni	Thode Library
Susanna Galbraith	Health Sciences Library
Chad Harvey	Integrated Science Prog
Michael Kilborn	HSC Educational Services
Alan Murray	BA of Technology Prog
Gregory Pond	Oncology
Sarah Symons	Integrated Science Prog

Thank You, MUFA Volunteers

Many thanks to all members who have actively participated on MUFA Committees or represented MUFA on University committees and boards. The Association has benefitted from your participation during 2008/09 and looks forward to working with many of you again in 2009/10.



Furnished Condo for Rent

(owner on research leave). Available July 1, 2009 to June 30, 2010. 1250 sq. ft., 2 bedrooms, 2 bathrooms. Building constructed in 2002 and includes party room and sauna. 25-minute walk to McMaster; 5-minute walk to supermarket. Adjacent to Dundas Valley Conservation Area - near Rail Trail. \$1300/month (includes rent, underground parking, condo fees). For more information, contact chenal@mcmaster.ca or 905-525-9140, ext. 27096.

House for Rent

during sabbatical leave, December 6, 2009 to July 31, 2010. Fully furnished three bedroom, 1 ½ bath home on 2 acres. Modern kitchen, dishwasher, washer/dryer, garage, air conditioning. Red pine hardwood floors, stone fireplace in main living area, and pond in backyard with forty acres of forest behind. Twenty-five minutes to McMaster University and 15 minutes to the town of Dundas. Go to <http://www.sabbaticalhomes.com> for details under listing number 43763. Rent \$1,400/month plus utilities (negotiable). Contact poinard@mcmaster.ca.

Sabbatical Home for Rent.

Kirkendall near Locke Street. Fifteen-minute bike ride to McMaster. Five bedroom, three baths with large deck and fenced garden. Fully furnished. Air conditioned. Internet. Available September 1, 2009 to end December 2009. Rent negotiable, particularly if willing to look after pets (dog and cat). Please contact wadsley@mcmaster.ca or Ext 27106 for more details.

Executive Penthouse Condo for Rent.

This is a two-story unit approximately 1800 sq ft with a private elevator. Fully furnished. Two bedrooms, three baths. Located in the core of

downtown Hamilton. Available for short term rentals. \$2,900/month all inclusive. Call 905-337-7710.

Triplex for Rent.

Available June 1, 2009. 280/282 Bay Street South; 3 blocks from St. Joe's; close to schools & playground. Fully renovated, new appliances, washer & dryer in each unit, central air:

280 Bay (approx 1800 sq ft each)	282 Bay (approx 1500 sq ft each)
1st floor \$1600/mo + utilities	
3 bedrooms, 2 bathrooms	3 bedrooms, 2 bathrooms
2nd floor \$1500/mo + utilities	
3 bedrooms, 1 bathroom	2 bedrooms, 1 bathroom
3rd Floor \$1200/mo + utilities	
3 bedrooms, 1 bathroom	3 bedrooms, 1 bathroom

To view, contact C. Hamielec at 905-527-6243 or 905-522-9017 or hamiecin@hhsc.ca

Apartment for Rent.

One-bedroom, downtown Hamilton condominium apartment for rent (Queen and Main) with newly renovated kitchen and bathroom, Jacuzzi tub, dishwasher, solarium, underground parking, and onsite superintendent services. Ideal for professors, visiting scholars, and graduate students. \$1000/mo. inclusive. Available August 1, 2009. For information, photographs, or a tour contact Lawrence at (416) 303-7795.

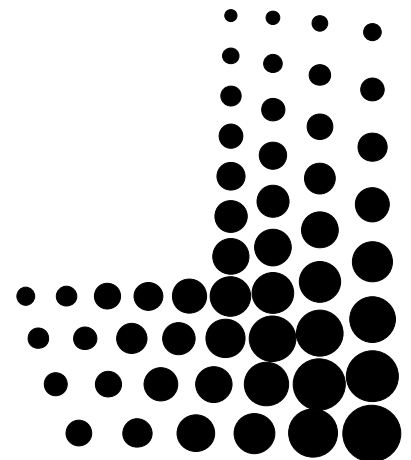
Furnished House for Rent.

Surrounded by woods, but just minutes from McMaster. Available September 2009 to July 31, 2010 (dates somewhat flexible). Bright contemporary home with 4 bedrooms, 3 baths, family room with pool table, office space with large windows. Large entertainment kitchen includes dishwasher, wall oven and steam oven. Two fireplaces, solarium, big screen TV, Jacuzzi, large back deck, air conditioning, two car garage. In southwest neighbourhood of Hamilton next to rail trail. Bike to Mac in 10 minutes. \$2200/month + utilities. Contact Susanne at susannebv@gmail.com or 905-527-8356.



MUFA Goes Green

In future, the MUFA *Newsletter* will be distributed electronically. Those on our mailing list will receive regular notices with a link to the most recent edition. For those of you who are not active members of MUFA, but who receive our *Newsletter*, we would appreciate if you could provide us with your e-mail address so that you won't miss any issues. If you would prefer to continue to receive hard copies of the *Newsletter*, please inform the MUFA Office (HH 103A, ext. 24682, mufa@mcmaster.ca).



MCMaster Faculty Salary Statistics 2008/09*

	BUSINESS	ENGINEERING	HUMANITIES	SCIENCE	SOCIAL SCIENCES	OTHER	ARTS, SCIENCE ENGINEERING TOTAL	HEALTH SCIENCES NON-CLINICAL	UNIVERSITY TOTAL
Full Professor									
No. in Rank	23	54	33	97	45		252	68	320
Avg Age	57.1	54.2	57.6	53.6	55.6		54.9	57.9	55.5
Avg Yrs in Univ.	21.2	15.6	21.5	18.1	21.5		18.9	21.7	19.5
Avg Salary	153,981	146,432	139,879	139,763	141,690		142,849	148,965	144,149
10 th Percentile	141,100	123,506	120,251	116,906	122,519		120,808	130,762	121,543
Median	150,871	145,815	137,132	138,600	138,114		141,658	141,561	141,561
90 th Percentile	177,258	170,020	158,232	168,087	160,382		167,990	191,304	169,735
Associate Professor									
No. in Rank	17	57	50	49	50	1	224	54	278
Avg Age	44.4	44.1	49.0	43.0	47.4	-	45.7	50.6	46.7
Avg Yrs in Univ.	9.9	7.4	14.3	8.7	11.2	-	10.3	12.1	10.6
Avg Salary	135,801	121,258	105,792	110,587	109,735	-	113,951	124,992	116,095
10 th Percentile	121,903	107,607	84,428	100,239	89,917	-	93,397	95,666	94,444
Median	137,940	120,916	103,278	109,904	110,284	-	114,137	120,932	116,147
90 th Percentile	-	135,777	131,627	122,244	127,093	-	135,325	141,921	136,639
Assistant Professor									
No. in Rank	12	32	31	46	40		161	83	244
Avg Age	44.3	37.4	41.4	40.1	42.3		40.6	43.2	41.5
Avg Yrs in Univ.	4.4	3.6	3.3	3.7	3.6		3.6	4.7	4.0
Avg Salary	125,829	102,119	68,284	89,151	79,186		87,969	87,526	87,818
10 th Percentile	116,413	90,000	56,941	70,775	62,878		62,878	69,446	64,790
Median	125,600	101,205	67,596	88,955	76,601		87,810	85,059	87,056
90 th Percentile	-	114,230	78,578	105,308	102,246		113,524	112,135	113,524
Lecturer									
No. in Rank	9	-	3	5	9	2	28	4	32
Avg Age	47.8	-	-	33.2	42.9	-	41.7	-	40.6
Avg Yrs in Univ.	8.4	-	-	0.6	2.3	-	4.0	-	3.6
Avg Salary	109,634	-	-	53,279	59,968	-	73,564	-	72,939
10 th Percentile	80,000	-	-	45,963	45,963	-	45,963	-	49,000
Median	105,978	-	-	49,000	60,231	-	63,174	-	65,058
90 th Percentile	-	-	-	-	-	-	117,748	-	106,823
TOTAL FACULTY									
No. in Rank	61	143	117	197	144	3	665	209	874
Avg Age	49.7	46.4	49.1	47.3	48.3	-	47.8	49.7	48.3
Avg Yrs in Univ.	12.9	9.7	13.1	11.9	11.7	-	11.7	12.1	11.8
Avg Salary	136,833	126,481	104,150	118,493	108,125	-	116,911	116,833	116,892
10 th Percentile	111,104	99,705	62,468	84,585	65,735	-	74,946	69,446	70,775
Median	139,463	123,758	103,467	116,535	109,541	-	119,333	117,155	119,084
90 th Percentile	155,355	156,615	143,345	153,241	143,957	-	150,876	153,600	151,206

*As reported to Statistics Canada, October 2008. Excludes CAWAR and Special appointments. No statistics are reported for groups of less than 5 persons; the 90th percentile is not reported for any groups with less than 20 persons. Other includes Indigenous Studies. SOURCE: HR Database