



Newsletter

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Vikki Cecchetto, EDITOR

in this issue:

Executive Committee

President's Report

MUFA Service Awards

CLAs

New Members

Retirement

Letter to the Editor

Housing

Salary Statistics

Executive Committee for 2004/05

Here are the members of the Executive Committee of the McMaster University Faculty Association for 2004/05. Their terms of office began on May 12, 2004.

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President's Report

(delivered at the May 5, 2004 Annual General Meeting)

Over the past month, I have been asked, "So how has it been serving as MUFA president?" I guess it is time I came up with an answer.



Put it this way, when I started the year, I did not wear glasses. Now I wear bifocals. Coincidence? Perhaps. Or perhaps I wore out my near vision reading all of the fine print in the McMaster Faculty Handbook. As for my distance vision, I have been straining to make sure none of those satellites we launched dropped out of the sky. (If you don't know what I am talking about, see my mid-term report; Ed., November/December

MUFA *Newsletter*, Vol. 30.3.)

Let me report on some of the signals we have been getting back from those satellites.

Contractually Limited Appointments

I began this year by stating that issues surrounding contractually limited appointments represented an immediate priority for MUFA, and for the University. The Joint Committee appointed a committee to look at a number of important issues, and I am delighted to report important progress on the issues. In the *Newsletter*, you will find the text of an agreement adopted at Joint Committee, which has been transmitted to Senate [[see below](#)].

That agreement covers a number of issues related to what we have come to call "short term" appointments. The agreement establishes policies based on important principles. First, appointments of at least 12 months duration are to become the norm. Contractually limited appointments of less than 12 months duration are to be made only in exceptional circumstances, and will be reported to MUFA. All renewals or extensions of contracts shall be for at least 12 months. Second, all MUFA members, including those holding contractually limited appointments, shall share in the benefits and wage increases that we negotiate. Individuals holding contractually limited appointments shall be entitled to the benefits that are available to tenure stream faculty, including access to a professional development allowance. Anyone holding an appointment of more than 12 months shall receive across-the-board and career progress and merit [CP/M] increases. Normal departmental processes for the review of career progress shall be employed, and the annual review shall be governed by the terms set out in the letter of appointment. Third, anyone who receives a second appointment within 2 years following the end of their first appointment shall be deemed to have held a continuous appointment at the University. They will be entitled to the appropriate across-the-board and career progress and merit increases in calculating their salary.

I am delighted by these changes, which address a number of important issues that surrounded the appointment of faculty on short-term contracts. The new policy sends a strong signal that important issues can be resolved through the joint committee process. I want to take this opportunity, while I am still President of MUFA, to thank Les Robb, Don Goellnicht and Marilyn Parsons, for all of their excellent work, and for continuing to represent MUFA on this important committee. The committee is now turning its attention to some of the concerns that have been expressed about long-term contractually limited appointments. I look forward to the result.

Mechanism to Evaluate University Administrators

The signals are still coming from a second of our satellites. The committee studying how best to involve faculty members in the evaluation of University administrators has produced a report, now under consideration by Joint Committee. At this point, all I can say is that the report looks very promising, and should permit some experimentation with and the tailoring of evaluation instruments to suit the different academic cultures within the University.

Information for Academic Candidates

A third satellite appears to be working very well. Early in the year, the MUFA Executive decided to design an **information pamphlet**, which we hope will be distributed to all candidates for academic positions at McMaster. The pamphlet is intended to assist those who receive an offer of appointment from the University, to ensure that they are well informed and know who to contact if they have questions. We sent copies of the pamphlet to all chairs and deans, and the signals we are getting back seem to be very good. Since the pamphlets do not make very good paperweights, I am assuming that requests for more pamphlets mean that they are making their way into the hands of academic candidates. I hope the pamphlet will help make all candidates feel that McMaster University is a welcoming and open institution, and will allow MUFA to assist new academic appointments more effectively.

Draft Guidelines for Appointment of Chief Librarian

The signals coming back from another one of our satellites are a little faint. The Senate Committee on Appointments has been considering a policy document drafted by a MUFA committee and adopted by the MUFA Executive in relation to the Chief Librarian, including terms of reference for the appointment and review of the Librarian, and suggestions for the composition of selection and review committees. When Virginia Aksan, Mary Ann Trainor and I appeared before the Senate Committee to discuss the policy, it was obvious that there were concerns about our proposal. Some of the concerns were reasonable; others seemed to me to reflect a very narrow conception of the role of the Chief Librarian, and the Library, in advancing the research and teaching goals of the University. I think that MUFA has a responsibility to continue to press on this issue, and perhaps to help senior administrators and some of our own members understand the important role that academic librarians play in our research intensive University.

Spousal Hiring

Last time I reported, this satellite was still on the launch pad. It has now been launched, and as you will have read in the committee reports (you have read the committee reports, right?), has sent back some preliminary signals. On behalf of MUFA, Christine Wilson and Lorraine York have helped the committee establish some important principles governing the appointments process, and are now working out more specific policy recommendations. This satellite will continue to send signals to the new MUFA Executive. It is my hope that a new policy will, like MUFA's information pamphlet, signal to the wider community that this University is an open, fair and welcoming institution.

There is such a thing as a free lunch!

MUFA has developed its own special satellite, designed to collect information and send signals to recently appointed faculty members. We treat a group of new members to a free lunch at the Faculty Club [now known as the University Club]. Well, it is not quite free: they have to be willing to speak with two members of the MUFA Executive, one of them the President. I want to thank all the faculty who joined us for lunch; I know I learned a lot about the different issues facing new faculty members across the campus. I have tried to pass their positive assessments and constructive criticisms of the University on to the appropriate authorities. And I hope that they learned something about the important work that MUFA does. Since imitation is the sincerest form of flattery, I would note that the Provost is beginning to organize lunches with newer faculty members.

MUFA Service Awards

Last year at this time, Lorraine Allan announced the creation of these special awards, to recognize individual members of the association whose service to the University community has been outstanding. I want to thank all of our members who became involved in the selection process, and most particularly Tom Davison and the members of our selection committee. They made all of the tough decisions about who among our many inspiring and deserving members should receive the award. I am honoured to benefit from everyone else's hard work, and to be the first MUFA president to recognize three of our members with the award (that is, if I ever get through my year end report). This is another one of MUFA's satellites, designed to send strong signals of appreciation to those who provide exceptional service to the university community.

Before turning to the MUFA Service Awards, I want to honour a few people with my own personal "I could not have made it through the year without you" prizes. The first prize is to be shared by the entire MUFA Executive, who kept me informed and advised of the issues in all parts of the University. Three members of the Executive — past president Lorraine Allan, vice president Trevor Chamberlain, and remunerations chair Mike Veall — were invaluable in keeping this historian, a relatively junior MUFA president, informed of the history of this institution and its policies. I want to single out one other member of the Executive. For the past three years, Eva Werstiuk has served as our Special Enquiries & Grievance Officer. This year, I had a chance to see just how effectively she works, and how important she has been in directing the attention of the President and the Executive to the fine print of the Faculty Handbook. Eva brought a rare combination of empathy, common sense and grace to the position, and over three years, has helped many MUFA members quietly resolve difficult situations.

Finally, I want to single out two other people for special mention. Together, they have kept me on time and on issue. They have kept me well informed, well fed (or fed, anyway) and well dressed (or dressed, anyway). They have kept my spirits up and kept me smiling. One of my service awards goes to MUFA's ever reliable Administrative Assistant, Kelly McCaughey. And the other goes to our Executive Director. Without her, the MUFA president's job might really be a thankless one. Without her, many meetings would be really dreary. Thank you, Phyllis DeRosa-Koetting.

So how has it been serving as MUFA president? Thanks to Phyllis, Kelly, the Executive, and the many faculty and librarians who serve on behalf of MUFA on various committees, it has been a good year. I have learned a lot about the design and maintenance of satellites, and about the fine print in the Faculty Handbook. I see the University a lot more clearly than I did one year ago. And not just because of the glasses.

Ken Cruikshank



MUFA Service Awards

Following MUFA's Annual General Meeting, a special reception was held in honour of the recipients of the MUFA Faculty/Librarian Award for Outstanding Service. The awards, in their inaugural year, were presented to Lorraine Allan, Cathy Moulder, and Les Robb in recognition of their outstanding contribution to the University through the provision of exceptional service to faculty, librarians, staff, students or alumni.



MUFA President, Ken Cruikshank, thanked the members of the selection committee, which was chaired by professor Tom Davison and included staff representative Paul Grunthal, librarian Anne McKeage, professor Stefania Miller, and student Tommy Piribauer. Professor Davison read the following citations on behalf of the selection committee.

In choosing **LORRAINE ALLAN**, the Committee recognizes the depth and breadth of her service to the University, and the enhancement of its reputation.



She has served multiple terms on the Senate and on the Board of Governors. She was chair of the Senate Committee on Appointments, as well as a member of numerous selection committees for Deans, Provosts, and Presidents. Twice President of MUFA, she was, and is, its expert on the Tenure and Promotion document having contributed to its continual revision since its inception.

Lorraine is a consulting editor of a national journal in her field — psychology — and Past President of the Canadian Society for Brain Behaviour and Cognitive Science. She has been chair of the NSERC Psychology Grants Committee. Her work has been continually funded by NSERC since its inception. Recently she was appointed McMaster's official NSERC Representative.

In choosing **CATHY MOULDER**, the Committee recognizes her commitment to innovation and her enhancement of the reputation of the University.

She was an early proponent of computerization (digitization) of maps and other geographical materials. She has a deep commitment to the new field of Geographic Information Systems (GIS). She has used WebCT technology to assist students and faculty, as well as other researchers, and thus offers the highest quality of service to them.



Cathy is known provincially and nationally through her research and her presence on professional bodies. She is an editor of the Bulletin of the Association of Canadian Map Libraries and Archives (ACMLA) and

in May 2000 she was the recipient of ACMLA's Honour Award for outstanding contributions to the profession of map librarianship.

In choosing **LES ROBB**, the Committee recognizes the depth and breadth of his commitment to the University, and the provision of outstanding service to the entire University community, past and present.



He has served on both Senate and the Board of Governors, chairing the Task Force on Space Allocation at its inception. He was on the Board/Senate Committee on Academic Planning (BSCAP) and is currently chair of the University Budget Committee. He was a member of the original joint committee to create a Career Progress/Merit (CP/M) plan. He has been President of MUFA and

currently serves on a MUFA committee to review contractually limited appointments.

Having chaired MUFA's Pension Committee a number of times, Les was the natural choice as MUFA's representative on the Working Group to Consider Retirement Provisions for Salaried Employees. His expertise was acknowledged when he was selected to chair the group representing staff, retirees and faculty, and to oversee the four-year process which resulted in the allocation and distribution of the pension surplus.



MUFA Volunteers!

Many thanks to all members who have actively participated on MUFA committees or represented MUFA on University committees or boards. The Association has benefitted from your participation during 2003/04 and looks forward to working with many of you again in 2004/05.



New Members

Ben Evans
Bhagwati Gupta

Biology
Biology



Principles Governing

Contractually Limited Appointments (CLAs) at McMaster University



Below is the document regarding contractually limited appointments which was approved by the Joint Committee on April 19, 2004. It has since been sent to Senate with the recommendation that it be approved as a Supplementary Policy Statement (SPS) to the Tenure and Promotion document. The principles are currently in effect, however, as an official Joint Committee document.

1. All individuals appointed as CLAs fall under the McMaster University Revised Policy and Regulations with respect to Academic Appointment, Tenure and Promotion (1998) (the Yellow Document) and shall be MUFA members (except should they choose the opt-out provision).
2. Such contracts shall include benefits that have been negotiated by MUFA (including PDA) and, for contracts of more than a year, ATB and CP/M increases. The benefits that are available to tenure stream faculty at the start of employment will be likewise available to CLAs. Benefits that come into effect after the first year of a contract (including ATB and CP/M) will come into effect for CLAs as well after the first year and will also apply to CLAs that are renewed or continued (see below, clause 8).
3. CLAs will normally be contracted for a period of at least one year though may be contracted at three-quarters of a normal load as per the Preamble of the Yellow Document. Exceptions to the minimum one-year appointment length would be allowed only in cases such as the following:
 - a. where a contract becomes available after July 1 of the year in question but is for two terms or more, in which case the contract will run until June 30th of the following year;
 - b. where a contract is needed to replace a faculty member taking leave of less than a year's duration;
 - c. to allow for visiting appointments.
4. Appointments made at three-quarter time must nevertheless pay a sufficient salary so that three-quarters of the salary is at least as large as the minimum salary of the Lecturer rank. To ensure equity within a Faculty, it shall be the obligation of the Faculty Dean to ensure that appointments made at three-quarter time (or other fractions of a full load) shall be at 3/4 of the load of similar full time contractually limited appointments with similar positions in the Faculty.
5. CLA contracts shorter than a year will have benefits as if they were appointed on a year's contract, and a pro-rated PDA.
6. MUFA will be informed annually in October of all appointments (since the last report) of less than 12 months duration and the reasons for the appointments.

7. Any renewal or extension of an initial contract must be for 12 months or more.
8. Any appointment of an individual to a CLA within 2 years following the end of a contractually limited appointment shall be deemed a continuation of an appointment. The appointment shall be for a year or more in duration (except in the type of circumstances outlined in clause 3 above). In determining the salary for the new contract, the ATB and CP/M increases that were available at the end of the academic year that was previously served will be incorporated, but additional increases (that are mandated by the negotiated compensation agreement) for the period during the gap need not be incorporated unless an increase is required to meet a salary floor for the appropriate academic rank.
9. The letters of appointment for all CLA contracts shall include an indication of the basis upon which merit shall be awarded beyond the first year of the contract (for example, 80% teaching and 20% service). This applies even to contracts of a year or less duration as they may be renewed or continued in the future.
10. Normal departmental processes for the review of faculty members shall be used to determine CP/M.
11. Decisions regarding renewal of CLAs shall be made as early as possible. If budgetary approval has been received before April 1 every attempt shall be made to fill the position by April 30.

Will you be

RETIRING



this Year?

ELECTRONIC MAIL ACCOUNTS: 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.

*Re-endorsed by Joint Committee
May 29, 2001*

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. The booklet is also available on the web (from the McMaster Home Page (www.mcmaster.ca/): click on Working at McMaster; then click on Job Matters; click on Retirement Support Services; click on McMaster Retirees; click on Retiree Benefit Plans and *voilà*).

LIFE INSURANCE: At normal retirement age (65 years) 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.

PARKING:

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.

*Approved by Joint Committee
December 3, 1991*

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 parking.mcmaster.ca.

RECREATIONAL FACILITIES: 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.

*Approved by Joint Committee
June 21, 1999*

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)

RETIRE WEB: RetireWeb is a WWW site packed with financial planning information for Canadians of all ages to help them with all stages of retirement: saving for retirement, options at retirement and post retirement. You can reach it through the MUFA web page (www.mcmaster.ca/mufa) — just go to “LINKS” and click on “Retirees” — or go directly to www.retireweb.com/index.html.



Letter to the Editor

The Society for Academic Freedom & Scholarship (SAFS) held its annual general meeting (AGM) at the University of Western Ontario on Saturday 8 May. Why, one may well ask, should MUFA members care? I shall try to explain.

SAFS has exactly two goals (see www.safs.ca):

- (1) maintaining freedom in teaching, research, and scholarship;
- (2) maintaining standards of excellence in decisions about students and faculty.

In 1994 the Ontario NDP government threatened to impose a politically-correct speech code on Ontario colleges and universities. No college or university, no organization of any kind, complained about this threat to free speech — except SAFS, 90 faculty members at Trent University who signed a statement "On Free Inquiry & Expression", and MUFA, who endorsed the Trent statement. As a result, I joined both MUFA and SAFS. When I learned of SAFS's two goals, I began to understand that they expressed principles deeply shared by MUFA, as presumably they would be by any faculty association.

The SAFS AGM featured a lecture of great interest by Professor Jamie Cameron of Osgoode Hall Law School on "Equality, Affirmative Action, & Faculty Hiring". Notwithstanding its title, Professor Cameron's talk was really about NSERC's University Faculty Awards (UFA) programme, that is restricted to faculty

members who are either female or native persons. Since NSERC is legally constrained by the Charter of Rights & Freedoms (as participating universities probably are also), and since the Charter prohibits discrimination based on gender or ethnic origin, the UFA programme would therefore seem to be in "blatant" (Professor Cameron's word) violation of the Charter.

Alas, it is not so simple. The Canadian Supreme Court has, according to Professor Cameron, introduced the idea that to be considered discriminatory, a rule must lead a "reasonable person" to take the view that the discriminatory action would violate the "human dignity" of the person supposedly discriminated against. What "human dignity" has to do with it, or how such a thing might be determined or measured by that supposedly "reasonable" person are questions that the Supreme Court apparently does not address. Also unaddressed is the question of how discrimination against women could violate "female dignity" while the same discrimination against men would leave "male dignity" intact.

Professor Cameron's careful and scholarly exposition clarified many of the legal issues raised by the UFA programme; although she clearly disagreed profoundly with the Supreme Court's obfuscation (my word, not hers) of the discrimination question, her presentation was dispassionate and precise.

Given its history as a defender of faculty rights and freedoms, it could be supposed that MUFA might also have connections to discussion of the UFA programme. In fact, in August 2000, Professor Lorraine Allan, twice President of MUFA (1994/95 & 2002/3), in her capacity as President of the Canadian Society for Brain, Behaviour & Cognition Science, wrote Dr. Thomas Brzustowski, President of NSERC, objecting to the UFA programme. She said, in part:

"We believe that NSERC's guiding principle should be the support of research excellence, based on objective evaluation."

Professor Allan's letter and NSERC's response can be found on the SAFS website: I find it hard to believe that a "reasonable person" could find Dr. Brzustowski's reply to be convincing.

Like MUFA, SAFS has in the past defended the rights of individual faculty members as well as dealing with more general issues such as UFA. Those who wish to consider membership in SAFS as well as MUFA (SAFS membership, being optional, is much much cheaper) should access the SAFS website. Those interested in the affirmative action issue might consult Thomas Sowell, "Affirmative Action Around the World: An Empirical Study", Yale University Press (2004).

William F. Smyth
Professor Emeritus, Computing & Software



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McMaster Faculty Salary Statistics 2003/04



June 9, 2004

pdk