

	<h1>Newsletter</h1> <p>APRIL/MAY 2003 Volume 29.6 Tony Petric, EDITOR</p>	<p><b>in this issue:</b></p> <p><a href="#"><u>2003/04 Executive President's Report</u></a> <a href="#"><u>Retirement</u></a> <a href="#"><u>What Can I Say?</u></a> <a href="#"><u>OCUFA Teaching Awards</u></a> <a href="#"><u>Housing</u></a> <a href="#"><u>Smile</u></a> <a href="#"><u>Money Matters</u></a> <a href="#"><u>MUFA Dues</u></a> <a href="#"><u>Salary Statistics</u></a></p>
---	---	--

## Executive Committee for 2003/04

Here are the members of the Executive Committee of the McMaster University Faculty Association for 2003/04. Their terms of office began on May 13, 2003.

### President

**Ken Cruikshank**  
History  
CNH 604, Ext. 24153  
cruiksha@mcmaster.ca

### Vice-President

**Trevor Chamberlain**  
Business  
MGD 304, Ext. 23980  
chambert@mcmaster.ca

### Past President

**Lorraine Allan**  
Psychology  
PC 409, Ext. 23023  
allan@mcmaster.ca

### Members at Large

<b>Joseph Adamson</b> English	CNH 311, Ext. 23733	adamsonj@mcmaster.ca
<b>Vikki Cecchetto</b> Modern Languages & Linguistics	TSH 601, Ext. 24474	cecchett@mcmaster.ca
<b>Patricia Chang</b> Pediatrics	HSC 3N18, Ext. 22278	changp@mcmaster.ca
<b>Sarah Dickson</b> Civil Engineering	JHE 225, Ext. 24914	sdickso@mcmaster.ca
<b>Phyllis Granoff</b> Religious Studies	UH 120, Ext. 24210	shinohar@mcmaster.ca
<b>Janet Landeen</b> Nursing	HSC 2J30, Ext. 22266	landeen@mcmaster.ca
<b>Gerald Moran</b> Medical Physics	NRB 230, Ext. 26886	morang@mcmaster.ca
<b>Mary Anne Trainor</b> Health Sciences Library	HSC 2B14, Ext. 24169	trainor@mcmaster.ca
<b>Mike Veall</b> Economics	KTH 435, Ext. 23829	veall@mcmaster.ca

# President's Report

(delivered at the May 6, 2003 Annual General Meeting)

In my last report to you as President, I would like to bring you up to date on what has been happening since my report at the General Meeting in December 2002.

## Little j Committees

At the December General meeting I reported that the Senate Committee on Appointments had recently approved the terms of reference for two joint committees with MUFA. At that time the membership of the two committees had not yet been confirmed.



**Joint Faculty Association/Senate Committee to Investigate a University Hearings Committee.** Tom Davison and Betty Ann Levy are the Senate representatives on this committee; Eva Werstiuk and Bernadette Lynn are the MUFA representatives. The task before this Committee was to investigate the feasibility of forming a University Hearings Committee or Board that would hear and adjudicate appeals and grievances related to issues that affect faculty and librarians. If established, this Board would replace the appeals tribunals and boards in the following policies:

Tenure and Promotion Policy  
Code of Conduct for Faculty  
Statement on Consulting Policy and Procedures  
Faculty General Grievance Policy  
Librarian Grievance Policy

The Committee has recommended the establishment of a University Hearings Board. The details of the report were approved by the MUFA Executive on April 29 and are now before the Senate Committee on Appointments.

**Joint Faculty Association/Senate Committee to Investigate Teaching Appointments.** Peter Sutherland and Suzanne Crosta are the Senate representatives on this committee; Marilyn Parsons and Ruth Renters are the MUFA representatives. The yellow document specifies that the maximum term of a CLA is normally six years. This six-year maximum is frequently extended. Also, there has been an increase in the number of renewals of CLAs which are shorter than one year. Finally, it has recently come to our attention that some appointment letters for CLAs deviate from the CP/M plan. The Administration has agreed in the Joint Committee to discontinue this practice while waiting for the report of the little j committee. The committee has produced a draft report which is still under discussion.

## Evaluation of Deans and Vice Presidents

As you might be aware, the Human Resources Department has put in place a 360 evaluation tool for McMaster employees based on core competencies. A pilot project is underway, with the President's Office and HR as the test sites. The MUFA Executive is, of course, supportive of evaluations, but was not convinced that the core competencies tool would provide the relevant information necessary for the evaluation of Administrators such as Deans and Vice Presidents. The Executive asked Joe Adamson, Chair of Academic Affairs, to strike an ad hoc Committee to consider devising a survey instrument to evaluate Deans and Vice Presidents. As a first step, the ad hoc Committee generated a questionnaire for the evaluation of Faculty Deans. The intent is to conduct the evaluation twice during a five-year term, once at the beginning of the third year (to provide feedback to the Dean) and again at the beginning of the last year (to provide information to the ad hoc Senate Selection Committee). The Executive's preference is to administer the evaluation tool jointly with the Administration. Thus, the first draft of the evaluation tool was discussed in the Joint Committee and feedback has been provided to Joe's ad hoc Committee. I am hopeful that we will be able to devise an evaluation instrument which is acceptable to both the MUFA Executive and the Administration. If this proves not to be the case, MUFA will proceed on its own.

## **Service Awards for Faculty and Librarians**

You might be aware that there are Presidential awards to recognize non-academic staff for outstanding service. Each year, there can be up to eight individual awards and two team awards. These awards carry a monetary value and other forms of recognition. The MUFA Executive decided that Faculty and Librarians should also be recognized for outstanding service. We proposed to President George that we sponsor a joint award — The Presidents' Faculty/Librarian Awards for Outstanding Service. The purpose of these awards is to provide an annual recognition for faculty and professional librarians who have made an outstanding contribution to the University through the provision of exceptional service to faculty, librarians, staff, students or alumni. President George, after consulting with Senior Management, decided that this was not the right time to institute a new award because Refining Directions was examining the University's award structure. He asked us to wait until the Refining Implementation Committee (which has not yet been struck) reports. The MUFA Executive decided not to wait and to sponsor these awards without President George. Details about the awards and procedures for nominations will be circulated to all MUFA members soon.

## **Affiliation Agreements with Hospital**

In my September "Year Ahead Report", I discussed the matter of Affiliation Agreements between the University and its associated hospitals. I mentioned that I was surprised to discover that such documents existed. They had been signed by Administrators, but had never received Senate and Board approval. I first brought my concerns to the attention of Peter George when I became President last May. I'm happy to report that Ken Cruikshank and I met with John Kelton, Vice President Health Sciences, this morning. Also present was John Gately, President of the Clinical Faculty Association, Dorrett James and Kevin Sulewski from Kelton's office, and Phyllis DeRosa Koetting from the MUFA office. The meeting was positive. I had found the signed agreement somewhat ambiguous regarding the effect of loss of hospital privileges on the suspension or removal of a faculty member from his or her McMaster appointment. Dorrett James had prepared explanatory documents regarding the relationship of the HHS agreement to the yellow document. These documents clearly indicate that suspension and removal are regulated by the yellow document, not by the affiliation agreement. It also appears that we are in agreement about other ambiguities and inconsistencies. I am optimistic that we will be able to concur on the next steps of moving the agreements through the University.

## **Luncheons**

I have had lunch with most of our new faculty. As I noted in December, I thoroughly enjoy these lunches, and all feedback indicates that so do the new faculty. The MUFA Executive intends to continue these lunches next year.

## **Pension Surplus**

Looking back through the President's reports for the past three years, there is one constant — the Pension Surplus. All that needs to be said now is that we have our money, and that we are indebted to Les Robb. While many individuals contributed to this endeavour, for most it was their job to do so. For Les, it was a service that he willingly provided.

## **Thanks**

I am fortunate to have had a dedicated and enthusiastic Executive. The MUFA Constitution and By-laws ensures diversity on the Executive with respect to Faculty and rank. We were a diverse group. Nevertheless, we had similar values and we were always in agreement about the type of University we want to have. It was a fun year and I thank all members of the Executive for their support.

The backbone of the Association, of course, is provided Phyllis and Kelly. They are the best that any President could wish for - they are innovative and efficient, they have a sense of humor, and they possess superb people skills. It is really a pleasure to stroll through the Faculty Association office — even during the construction.

*Lorraine Allan*



# 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 2002/03 and looks forward to working with many of you again in 2003/04.



## 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.

**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](mailto:parking@mcmaster.ca). For up-to-date information and rates, visit their web site at <http://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](mailto: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](http://www.mcmaster.ca/mufa)) — just go to “LINKS” and click on “Retirees” — or go directly to [www.retireweb.com/index.html](http://www.retireweb.com/index.html).



# What Can I Say?



What can I say? That is the question that some MUFA members may have following recent discussions in Senate. I am thinking in particular of the discussion of changes to *Guidelines for Members of the McMaster University Community regarding Letters to the Press* [Retitled, [\*Guidelines for Members of the McMaster University Community regarding Interactions with the Media\*](#)]. That document always did indicate that when writing to the media, members of the McMaster University community should carefully distinguish between their personal views and official University positions. The statement now goes somewhat further, referring to all interactions with the media, and advising that “a member shall not refer to McMaster University if the statement expresses a personal opinion, and that opinion is unrelated to the area of academic or professional expertise of that member.”

What does this mean? Some concern has been raised about the phrase “unrelated to the area of academic or professional expertise of that member”. Throughout our discussions in Joint Committee, both sides emphasized that this phrase would not and could not be narrowly construed, without preventing many valuable interactions with the media. Certainly, MUFA would encourage and defend a wide interpretation of the phrase when applied to our members, given our many activities as public intellectuals.

What about my freedoms? Academic freedom is, according to the courts, guaranteed and protected by the institution of tenure. Freedom of speech is guaranteed by the Canadian Charter of Rights and Freedoms. The document continues to state that it in “no way is meant to restrict the academic freedom or freedom of speech of any member of the University community”. This is not a throw-away line. It is a general statement that underlines the spirit of the *Guidelines*. There is no intention to prevent faculty from speaking out as public intellectuals on issues of the day.

Why bother with the change? We all should be concerned about members of the McMaster community who might try to use the prestige of their University connection to advance views that are not academic, but are strictly personal in nature. Obviously, we cannot always control the media; they may still associate an individual with our institution. What we can do is advise members to try to differentiate strictly personal from academic views. That is what these *Guidelines* do, suggesting reasonable and sensible ways of dealing with the media.

What if someone does not like what I say? What if someone, for example accuses me of slander? A recent policy statement, *Public Statements and Liability Insurance Coverage*, outlines the views of the University’s insurer. The University’s liability insurer will only defend against charges such as slander if the speaker or writer has been officially designated as a spokesperson for the University on the subject in question, and “only if there is not malicious intent”. If the insurer refuses to defend you, however, the University has a second policy, *Liability of Employees* that still applies. The University will support an employee — and that means providing legal counsel and paying legal costs if necessary — in any case, whether it is a civil suit or criminal proceedings, so long as the employee was acting “in good faith, in a reasonable manner, and in accordance with the policies and guidelines established by the University”. It will do so, so long as the University is not being asked to condone activities “which are illegal, malicious or deliberately contrary to established policies”.

What can I say? As an individual Canadian citizen, I am protected by Canada’s Charter of Rights and Freedoms. As a member of the academic community, I enjoy the security of tenure, which enables me to speak out as a public intellectual. Recent changes in University statements, and recent clarifications regarding insurance coverage do not change anything. They only advise me to think about and be reasonable about how I use my affiliation to McMaster in talking with the media.

Ken Cruikshank



2002  
Teaching & Academic

## Librarianship Awards

### Congratulations to Jean Wilson,

Associate Professor of Modern Languages and Linguistics, who will be honoured with a 2002 OCUFA Teaching Award at a special ceremony on June 6, 2003.

Established in 1973 and presented annually by the Ontario Confederation of University Faculty Associations (OCUFA), the OCUFA Teaching Awards acknowledge the immense contributions made to teaching by university professors. The OCUFA Academic Librarianship Award was established in 1990 and honours the work of an academic librarian in his or her area of expertise. In announcing the 2002 Award winners, OCUFA President, Henry Jacek said, "The Teaching Awards are presented to professors who inspire and inform through their teaching, course development, and research. They make a difference both to their academic discipline, and to the lives of their students, by offering the best they can professionally."



## Congratulations, Hank!

At its Council meeting on May 3, members of the Canadian Association of University Teachers (CAUT) elected Henry Jacek (Political Sciences) to a one-year term as Member-at-Large on the CAUT Executive Committee. The MUFA Executive was extremely pleased to nominate Dr. Jacek, who will complete his third term as President of the Ontario Confederation of University Faculty Associations (OCUFA) this July.



## For Rent

**Three-bedroom Condominium** in Burlington from August 2003 to January 2004, in mature residential area, walking distance to park at lake and to downtown shops and entertainment, 20-minute drive to McMaster, fully furnished with all appliances, modern interior design, split level with

bright living room, garage, guest room, 1-1/2 bathrooms, balcony, garden with patio, non-smokers only, no pets, children welcome. Contact Emil Sekerinski, Ext. 27276, email@mcmaster.ca, 905-634-7627.

## For Rent

**Charming bungalow** near waterfront park. Quiet neighbourhood. 15-minute drive or 25-minute bike ride via side streets or bike path to University. Two bedrooms upstairs; one down. Two bathrooms. Large yard maintained by owners. Off-street parking. \$950/month plus utilities. Furnishing optional. Available August 1, 2003. 905-523-4354 or kchornook@sympatico.ca.



## Smile



*The following is from the Washington Post Style Invitational contest that asks readers to submit "instructions" for something (anything), but written in the style of a famous person. The winning entry was "The Hokey Pokey" (as written by W. Shakespeare).*

O proud left foot, that ventures quick within  
Then soon upon a backward journey lithe.  
Anon, once more the gesture, then begin:  
Command sinistral pedestal to writhe.  
Commence thou then the fervid Hokey-Poke,  
A mad gyration, hips in wanton swirl.  
To spin! A wilde release from Heavens yoke.  
Blessed dervish! Surely canst go, girl.  
The Hoke, the poke — banish now thy doubt  
Verily, I say, 'tis what it's all about.



## Money Matter\$



*In response to requests from our members for financial information, we are pleased to provide the following column on what we hope will be a regular basis. The information below has been supplied by Joe Gadoury of Berkshire Securities. Please contact Mr. Gadoury directly at 905-529-5505 if you have any questions or require clarification.*

### Taking Control of YOUR Financial Future

There are many areas which can be covered under the generic heading of financial planning. In the previous issues, I introduced you to some macro concepts in the form of the 5 Wealth Laws; they deal with some overall objectives which everyone can follow, yet unfortunately few do. Even if you considered applying just two or three of them, you could find yourself way ahead of your friends and neighbours, whom you may consider more knowledgeable than you.

The one thing that I have learned about this business is that the masses are not necessarily right. In fact, it's been proven time and again, that following the 'herd' mentality may be detrimental to your wealth. Numerous concepts, like — investing only in an RRSP; going to the bank for your mortgage; GICs are the only 'safe' investment and stocks are too risky; you always make money in bonds — may be good for the masses, but may NOT be good for you. And when you think of it, how many of the masses do you consider truly wealthy? Since they all do predominately the same things in life, I would bet — not many. Some well off maybe, but not wealthy.

It has been said that doing the same thing over and over again and expecting a different result is the first sign of insanity. In many of the issues to follow, I'm going to attempt to debunk some myths that have grown to be socially and generally acceptable, but may not necessarily be the right choice for you. Everyone is different, and while life may offer you many situational similarities, it's the subtle nuances which will determine what specific method or process is best for you.

However, regardless of what venues you choose, from my years as a former industrial accountant I have learned that the one major tenet of all things financial, whether they be business or personal, is that 'Cash Flow is King'. This is such an important principle, that even my own brother and associate, also an ex- accountant, has this principle heralded on his own personal licence plates (Mine is GR8 CFP.....but I digress.)

Part of setting up any effective financial plan must take this principle into consideration. And what better place to start than in that one area that most people share at least once in their lives — choosing the best mortgage. And in that capacity, have you ever considered utilizing what I call the POWER Mortgage?

How would you like to pay off your mortgage years earlier? Most people would. And what if, instead of earning that minuscule, almost ridiculous amount of interest in your chequing or savings account, that money could be used to decrease the interest on your mortgage instead? Wouldn't that be more tax efficient and at the same time save more interest on that huge debt?

Well, it's here at last. A facility which allows you to save thousands of dollars on your mortgage — thereby paying it down earlier — by using 'lazy' money which is deposited in your chequing and savings accounts earning virtually nothing. It's similar to the traditional Home Equity Line of Credit but with this added twist.

Traditional banking keeps chequing, savings, mortgage and investment accounts separate and usually charges a service fee for each account. With the Manulife One account, you have an all-in-one borrowing and chequing account that has been very popular and successful in Australia. Although it may take you a little time to wrap your head around the concept (because of how we have been conditioned by traditional bankers), you put your income and savings to work harder to reduce your total debt and the amount of interest you pay on money borrowed.

Like other facilities, you can borrow up to 75% of the appraised value of your home at prime (currently 4.5%), using the home as security. Within this facility you hold your mortgage and any other high interest loans you might have. But every time you have a deposit come in, such as your paycheque, the debt is automatically reduced the minute the deposit is made. Since interest is calculated (but not compounded) daily, that deposit is working immediately for you, until such time as you need to pay your monthly expenses. This keeps your debt at its lowest possible level every day, thereby lowering the interest cost you pay each month.

You can also set up several 'sub-accounts' within this facility — which would be no different than what you do already — to track certain loans, such as investment loans, or savings/investment accounts, separately. That way, interest costs can also be tracked for tax purposes.

There are also other perks such as setting a fixed rate on the mortgage portion; credit/debit cards; ATM access anywhere without extra fees; cheque-writing, telephone and internet banking. Manulife works in association with the Royal Bank of Canada for their deposits so you can go to any Royal Bank to deposit a cheque. The only fee you'll have to bear for all this freedom is a monthly \$14 fee which includes a Platinum Mastercard and this allows for unlimited transactions too. If you find later that you don't like this arrangement, they'll cover up to \$500 to transfer you back to your bank of choice.

When the loan is paid off and you're debt free and you carry a positive balance in your account, you automatically receive a highly competitive money market interest account on every dollar in the account, starting at dollar one.

So why not get every dollar you have working for you every day! This new product will put you in greater control of your finances on a daily basis and help you achieve your financial goals much faster. Above all, it will finally give all the major banks a run for YOUR money! And get the best use of your Cash Flow.

*Author's Note - if you wish copies of our normal quarterly newsletter, please send either your e-mail address or postal address to: [jgadoury@berkshire.ca](mailto:jgadoury@berkshire.ca). Back*

issues are available upon request.

*This publication contains opinions of the writer and may not reflect opinions of Berkshire Securities Inc. The information contained herein was obtained from sources believed to be reliable, but no representation, or warranty, express or implied, is made by the writer or Berkshire Securities Inc or any other person as to its accuracy, completeness or correctness.*

*This publication is not meant to provide legal or account advice. As each situation is different you should consult your own professional advisers for advice based on your specific circumstances.*



## **Another MUFA Dues Holiday?**

**That's right. Just like many of our members, MUFA received a portion of the pension surplus distribution and the MUFA Executive voted unanimously to share it with the membership. The mill rate will, therefore, be reduced from 5.0 to 0 for the month of May.  
Enjoy!**

## **McMaster Faculty Salary Statistics 2001/02**

May 28, 2003  
pdk