



Newsletter

McMaster University Faculty Association

December 2006/January 2007 — Volume 33.3 — Ian Bruce, Editor

President's Report

delivered at the General Meeting on December 6, 2006

I would like to give you updates on a few of the things that have been going on.

SALARY SETTLEMENT

As a result of the salary settlement last year, there will be an increase effective December 16, 2006 for librarians and on January 1, 2007 for faculty.

TENURE AND PROMOTION DOCUMENT

One of the big things that has taken up a lot of time this fall has been the whole teaching professor stream document. Lorraine Allan and David Shore, as well as Fred L. Hall and Marilyn Parsons, have worked very hard on this project. They have spent time reading the Tenure and Promotion Document, an enormous task in itself, and adapting the language to establish the new stream. The establishment of the teaching professor stream had already been approved by the Senate and the Board, but the implementation is a tricky matter: exactly how do you describe these positions? It is in its last stages, and the only open question is how many such positions should there be. The current approach is to go for an actual number of authorized positions of this type, and then if it is to be increased in the future, there should be some process involving MUFA through the Joint Committee. The initial allocation is being developed Faculty by Faculty, except for Health Sciences which is a different case entirely.

PROJECT STATUS REPORTS

It was mentioned in the September Newsletter, and perhaps some of you noticed, that on our website we have the status of the construction projects on campus. You can see not only the ones that are actually being built, but also the ones on the wish list. You might think of that in the context of the budget discussion we just had with the Acting Provost.

MULTI-YEAR AGREEMENTS WITH THE PROVINCIAL GOVERNMENT.

The University, like other Ontario universities, is entering into a multi-year agreement with the provincial government about undergraduate and graduate enrolment, accessibility, and quality. The provincial government asked specifically for faculty associations to be consulted. McMaster's draft of the multi-year agreement was submitted to the province without being shown to us, but we have seen it since. It is not in its final form and we have asked for some clarifications. One of the things it lacks is something about undergraduate numbers and something about hiring: what

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President's Report *(continued from p. 1)*

are the expectations for hiring faculty to handle increased graduate enrollment? These are things that are vitally important to us. As you know, it used to be the case that Senate would approve target enrolment for undergraduate education, probably for graduate, too. The last time this was done was in the late 90s where the target was something like 14,900 undergraduate students. I might be slightly off on the dates and the numbers, but since that time we haven't had that discussion in Senate. Instead, Senate receives information bulletins from the Enrollment Management Team. We ought to try to promote proper consultation about enrollment growth, and some kind of decision about "the right size" for McMaster.

RETIREMENT BENEFITS

An issue about post-retirement benefits has come up. We became aware last summer that the Administration had frozen the package of benefits for new retirees in 2002, apart from annual increases to the scheduled fees for the Dental Plan. In 2002, the salary settlement gave a benefit to faculty for the first time which was explicitly not extended to retired faculty, that is, dental implants. As of 2002 Human Resources has put all retired faculty on the same plan.

Previously, the situation was that you would be entitled to continue having the benefits that were effect when you retired. Under that system, of course, if you change benefits frequently that gives a proliferation of plans. From a logistical, administrative point of view, it makes sense that the University would like to streamline that process. We only found out about this last summer when one of our members, just retired, wanted to access a benefit improved in 2005, but was denied. The Faculty Association's position is that there was no authorization for freezing the benefits to retirees; that such things should be decided by the Joint Committee agreements which govern our salary negotiations. We can't find anything in those Joint Committee agreements that authorizes the Administration to freeze that package. One might think, and personally I do think, it makes sense to freeze those benefits at an acceptable, reasonable level. They are already very good compared to other Ontario

universities. But it hasn't been done yet, and the membership should approve it if it is going to be done. This issue has been a sticking point in the Joint Committee that has yet to be resolved.

REDUCED WORKLOAD PLANS.

The end of mandatory retirement has possibly focussed attention not just on incentives to retire, but also on something like reduced workload plans. That has been looked at recently. Our position is that the policy that is in effect is a pretty good one. More people may be interested in this option in the future.

RICHARD STUBBS'S LETTER.

Richard Stubbs's letter about the University's budget was written in response to Peter George's June newsletter called, "A Budget Crisis". There has been no formal response by the Administration to Richard Stubbs's letter or the issues raised in it. I think that is disappointing. We will continue our efforts, working with the Acting Provost, to encourage an open and informed discussion about the state of McMaster's finances.

TRAVEL POLICY.

There is a review of the travel policy underway. This is of great interest to people who travel using research accounts. All of their travel claims go through Research Services and Financial Services, and it can take six to eight weeks before reimbursements are processed. I hope that all of you filled out the travel policy survey. Herb Schellhorn is our representative on that committee: the only faculty member on a committee of ten. We are informed that 70% of the travel claims processed are for research travel.

CAUT AND OCUFA.

We as an Association spend a lot of money supporting two organizations, the Canadian Association of University Teachers (CAUT) which is the national organization and the Ontario Confederation of University Faculty Associations (OCUFA). It might be a good idea for you to take a look at their web sites some time and see what they are doing.

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Call for Nominations

The MUFA Faculty/Librarian Awards for Outstanding Service

PURPOSE

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.

THE AWARDS

Each year there will be a maximum of three awards in the amount of \$1,500.

ELIGIBILITY

The awards are open to all members of the McMaster University Faculty Association (MUFA).

PROCEDURES

1. The MUFA Executive has appointed a chair and committee drawn from amongst the categories of faculty, professional librarians, staff, students, and alumni. The Secretariat to the committee is the MUFA Executive Director.
2. The period of the award is a calendar year.
3. Nominations
 - a. Nominations must be e-mailed (mufa@mcmaster.ca) or mailed to MUFA (Hamilton Hall 103A) no later than

MARCH 7, 2007

- b. The nominator must attach a supporting narrative of not more than 750 words.

- c. Each nomination must be supported by a minimum of 2, and not more than 4 reference letters. These reference letters must be e-mailed or mailed, either through the nominator or independently. Reference letters should not exceed 500 words.

- d. Position and contact information for the nominator and all references must be clearly indicated.

4. The Committee will review the nominations. Among the factors considered by the Committee will be:

- enhancement of the reputation of McMaster University
- provision of excellent service
- demonstrated innovation
- breadth and depth of impact
- strength of support in nominations

5. The faculty/librarians selected to receive the awards will be invited to attend a special reception following the Annual General Meeting in the spring and will be presented with their awards at that time. Pictures of the individual recipients and a brief summary of the rationale for their award will be published in the MUFA *Newsletter* and on the MUFA Web page.

6. Each faculty/librarian who is nominated for an award will receive a letter of commendation from the MUFA President.

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

Representatives from our Executive go to their meetings. In brief, their main function is lobbying the government at all levels.

COMMUNITY RELATIONS.

At our last Executive meeting we had a visit from Brian McHattie, who has just been re-elected as the council member for Ward 1, the ward that contains our neighbours here in Westdale and Ainslie-Wood. He spoke about a full range of issues: how the University lives with the community; the impacts of the University on the community; truck traffic; noise; student housing. He was asked at the end for his recommendations. What could the University do to improve the situation between the University and the community? His number one recommendation was that there should be a more open discussion about growth at McMaster. I think he would like to see some review for the impact of McMaster's development on the surrounding community. He suggested, perhaps, that there should be a community representative on the Planning & Building Committee. At any rate, this is something the Executive has taken an interest in on your behalf. Our next step is to invite Brian McCarry to an Executive meeting. He is chairing a committee which is looking at possible revisions to the McMaster Campus Plan.

AWARDS.

There are two teaching and service awards which are very public and prestigious, sometimes bringing money.

There's the OCUFA Teaching and Academic Librarianship Awards (we had two winners last year) and the MUFA Service Awards. If you know outstanding people who should be recognized in these ways, your nominations would be very welcome. In the case of the OCUFA Awards, it is a substantial labour for the nominee to actually do it, so you might talk to the person first.

2007/08 EXECUTIVE.

We will be looking shortly to renew the Executive and committee structure by asking new people to be involved. If you know of people, or you want to be involved yourself, please make that known. And

again, as with so many other things, input of members is very important and can always be communicated to the Faculty Association office through e-mail (mufa@mcmaster.ca).

I. Hambleton

Dues Holiday in March

Once again, we are pleased to announce that we are projecting a surplus of income over expenditures for the fiscal year 2006/07. As a result the MUFA Executive voted unanimously to reduce the mill rate from 5.0 to 0 for the month of March giving each MUFA member a little something to look forward to! We are also pleased to report that MUFA reserves continue to be in a healthy state.

Don't Forget, when you are preparing your tax returns, MUFA dues are tax deductible.

*Gianni Parise,
MUFA Treasurer*

Load Teaching Document Revisited

At its meeting on January 16, 2007, the Executive struck a sub-committee to review the *Guidelines for the Implementation of Load Teaching* and the *Memorandum of Agreement regarding the Teaching of Day Classes and Teaching in the Twilight (5:30-6:20 pm) Hour*. Both documents are in the *Faculty Handbook* and can be found on the MUFA website (<http://www.mcmaster.ca/mufa/handbook/loadteach.html> and <http://www.mcmaster.ca/mufa/handbook/teachday.htm>) Members are encouraged to read the documents and send comments and suggestions to the sub-committee via the MUFA Office (mufa@mcmaster.ca or Ext. 24682). Members of the sub-committee are: Barbara Carpio (Chair), David Hitchcock, Gianni Parise, and Colin Seymour.

Passages

BRIAN LATTO, Professor Emeritus, Mechanical Engineering, December 14, 2006

Welcome New Members

Denise Gosselink	Engineering 1
Eileen Hutton	Midwifery Programme
James Wadsley	Physics & Astronomy

The MUFA Librarians have chosen **Liz Bayley** (Head of Systems & Curriculum Integration Coordinator for the Health Sciences Library) to replace **Jennifer McKinnell** on the MUFA Executive Committee. We welcome Liz and wish Jennifer well as she begins her maternity leave.

Pregnancy/Parental Leave Policy REVISED

At their December meetings, the Senate and Board of Governors approved revisions to the Pregnancy/Parental Leave Policy for Faculty and Librarians (SPS 19), effective January 1, 2007. The revised document is on our website at <http://www.mcmaster.ca/mufa/handbook/sps19.html>

Rental Property

Available immediately — gorgeous property for rent in Ancaster. Enjoy the peace and serenity of country living with the convenience of all amenities



just minutes away (less than 10 minutes from MUMC). Spend your evenings relax on the large 18'x24' deck that overlooks the half acre mature treed lot. This beautiful 3+1 bedroom brick bungalow has many recent upgrades including new windows, kitchen, expansive deck, berber carpet in basement, gas furnace and more. This home has gleaming hardwood floors, finished basement and is situated close to schools, conservation, Community Centre and downtown Ancaster Village. \$1800/month plus utilities. If you would like more information, please call 905-648-9960 or view <http://realservices.ca/gallery/H240277/>

Rental Property Dundas/Flamborough 10 minutes from McMaster. Two-bedroom Century house on a local estate with separate garage. Available February 1, 2007. For more information, phone 905-628-2870.

For Sale Residence in Westdale, five minutes from McMaster, quiet. Ideal for family of 3-4 persons For more information, call 905-528-6697.

Rental Property Three-bedroom house in Dundas available for rent commencing April for a period of twelve months. Located in a quiet neighbourhood, the house is close to all amenities, and is perfect for a couple or small family. Pets are allowed (yard is fenced), but no smokers please. Please contact Jane or Andrew at 905-627-9347 for more details.

2007/2008 Executive

If you are interested in serving on the Faculty Association Executive or know of someone who would make an excellent candidate, please complete the form below and mail to the Nominating Committee, Faculty Association, Hamilton Hall 103A. If you prefer, give us a call (ext. 24682) or drop us an e-mail note (mufa@mcmaster.ca). DEADLINE – FEBRUARY 15, 2007

CANDIDATE _____

FACULTY _____

RANK _____

PORTFOLIO PREFERENCE _____
(E.G., academic affairs, grievances, human rights, library, membership, OCUFA, pension, public relations, remuneration, tenure)

DEPARTMENT _____ CAMPUS ADDRESS _____

EXTENSION _____ E-MAIL _____



A voluntary organization such as MUFA can succeed in serving the interests of its membership only to the extent that the members participate in formulating and executing policy. At any given time, approximately two dozen individuals carry the burden for all of the

members and after a few years most of them are exhausted by the tasks which they have voluntarily borne. Their valuable experience and wisdom is then lost to us. The best way to lessen this attrition of talent is for more of the membership to give some time and effort to the Association. If you are not interested in putting your name forward for the Executive Committee, please use the form below to let us know if you would like to participate in MUFA's efforts by serving on one of the following committees.

✂-----

Yes, I am interested in working more closely with the Faculty Association. My interests are:

- | | | | | | |
|------------------|--------------------------|------------------|--------------------------|--------------------------|--------------------------|
| MUFA Council | <input type="checkbox"/> | Membership | <input type="checkbox"/> | Grievances | <input type="checkbox"/> |
| Academic Affairs | <input type="checkbox"/> | Pension | <input type="checkbox"/> | Tenure | <input type="checkbox"/> |
| Human Rights | <input type="checkbox"/> | Public Relations | <input type="checkbox"/> | <i>Ad Hoc</i> Committees | <input type="checkbox"/> |
| Library | <input type="checkbox"/> | Remunerations | <input type="checkbox"/> | Special Assignment | <input type="checkbox"/> |

Are there other areas where the Faculty Association might be useful to its members? _____

NAME _____ EXTENSION _____

DEPARTMENT _____ E-MAIL _____

Return form to McMaster University Faculty Association, HH 103A