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Newsletter

McMaster University Faculty Association

October/November 2007 — Volume 34.2 — Ian Bruce, Editor

Re-balancing the BUDGET

The October 26, 2007 'Joint Message from the President and the Provost' to update the McMaster community on the University budget is both timely and informative and, therefore, most welcome. However, the 'Message' is troubling in that it highlights the continuing failure of the senior administration to allocate appropriate funds for developing the core tenure and tenure-track faculty who are ultimately responsible for sustaining McMaster's reputation for excellence in teaching, research and scholarship. The 'Message' underscores this funding imbalance in a number of ways.

First, while the senior administration was finalizing a faculty-reducing, cost-cutting exercise, it must have been apparent that the year-end revenue increase was sufficient not only to eliminate the deficit, but also to allow for 'discretionary' spending. It is most disappointing that rather than reinvest the surplus in hiring more tenure and tenure-track faculty, the senior administration chose to put the money into hiring administrative staff and major infrastructure projects.

Second, for many years now the senior administration has told us at the beginning of the academic year that we face a budgetary crisis, only for them to turn around at the end of the year and announce a budgetary surplus. These regular end-of-year surpluses are then used by the senior administration for projects

to which it is committed but which have not been widely discussed or approved by the general McMaster community. The senior administration can only cry 'wolf' so often. Unfortunately, it has become almost impossible to believe any Fall budgetary pronouncement by the senior administration which predicts a year-end deficit. The least that should be done is for the senior administration to draw up and circulate a proposal that sets out options for spending any surplus. The proposal could then be widely circulated and debated within the University community and voted on by Senate.

Third, the 'Message' states that "without reliable, stable funding, future revenue projections remain difficult to forecast. It wouldn't be financially responsible to include revenue in the budget forecasts that is not assured". And yet despite the lack of assured funding in the past, the senior administration has recommended to, and received approval from, the Board of Governors for major building projects, some of which have required top-up funding and most of which incur long-term, on-going costs in terms of heating, lighting, cleaning, staffing, maintenance and so forth, which come out of the operating budget. In addition, the senior administration has proposed the development of a Burlington Campus without a proper quantitative analysis of demand for the

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programs to be offered and, therefore, the likely revenue stream that will be generated. In other words, the senior administration is happy to move forward on the Burlington Campus without assurance of secure 'stable funding', but balks at bringing in desperately needed full-time tenure and tenure-track faculty on the grounds that there is no assurance of on-going funding. The senior administration's disturbing tendency to start new building projects while at the same time under-funding academic programs must be addressed.

Fourth, and a related point, the 'Message' states that "Over the past few years, budgeting at McMaster, *as at other Ontario universities*, has not been easy" (emphasis added). The implication here would seem to be that, like other Ontario universities, McMaster faces constraints in terms of what it can do to improve its situation. Yet such a position is misleading. While McMaster has been either treading water or sinking in terms of its core, tenured faculty complement, other Ontario universities have been adding tenure and tenure-track faculty in preparation for the double cohort hitting graduate school. The lack of planning and foresight by this University's leadership over the last few years is deeply troubling. Other Ontario universities have made major investments to ensure strong performances in the future by hiring substantial numbers of new, tenure and tenure-track faculty. For example, reports to the Province's Ministry of Training, Colleges and Universities show that in 2005/06 while McMaster was making only four net new hires of full time tenure and tenure-track faculty, the University of Western Ontario and the University of Waterloo — universities similar to ours — made 32 and 19 net new tenure and tenure-track hires respectively. Similarly, last year, 2006/07, while McMaster was cutting eight positions from its core faculty, the University of Ottawa was making 57 net new tenure-track hires. McMaster's reputation for teaching, research and scholarship in the future will depend on the quality, quantity and dedication of the faculty we hire now. The lack of hiring over the past few years places McMaster's long-term reputation in jeopardy.

Fifth, the 'Message' notes that "there will be opportunities to get involved and help find solutions". The last Town Hall Meeting addressed by the current Provost led to a good discussion of some key issues.

However, last year, when faculty members were given an opportunity to speak at a series of meetings held by the Acting Provost, it was clear that the prevailing consensus was that there was a need to hire more core, tenured faculty to accommodate the massive increase in enrolment over the last five years. Frustratingly, the senior administration chose to ignore this advice. It cut the number of faculty positions and ensured that funds were made available for infrastructure projects. It is to be hoped that the most recent meeting becomes the model for future discussions and that the views of faculty members are properly considered and not simply heard and discarded. Delivering a 'message' is very different from true consultations with those faculty who attempt to get involved and who propose solutions.

Sixth, the 'Message' ends by referring to the need "to resolve the budget situation". Yet the Financial Statement for 2006/07 sets out why the University is in a strong financial position. Revenue has grown by 83% over the last six years to more than \$730 million. Last year net assets rose by \$64.6 million, or approximately 9%, to \$693 million. Recent analyses by both Standard and Poor's and Dominion Bond Rating Service (DBRS) provide extremely positive reports on McMaster's financial position. DBRS indicates that the net assets of the University are around 127% of liabilities. This is one of the best assets to liabilities ratios of any university in the country. We do not face a financial crisis. Indeed, the University has considerable resources. Properly handled, the University can both markedly expand the faculty complement and maintain a balanced budget. This can be done by a University leadership that is committed to continuing McMaster's reputation for excellence in teaching, research and scholarship well into the future.

Overall, the 'Joint Message From the President and Provost' and the Annual Financial Report for 2006/07 demonstrate a need to rethink the senior administration's preoccupation with the development of McMaster's physical infrastructure, especially new buildings. This has led to severe restrictions in terms of the development of the faculty who are ultimately responsible for the University's reputation for teaching, research and scholarship. Commitments to operating new buildings have severely limited the availability of

funds for developing Faculties and departments. This policy will make it increasingly difficult to sustain McMaster's reputation for excellence. The proper balance between investing in the physical and human assets of the University has been lost. It needs to be restored immediately.

The MUFA Executive

Many thanks to the following for volunteering to serve on the MUFA Council: **Nancy Bouchier** (Kinesiology); **Peter Graefe** (Political Sciences); **Nick Provatas** (Materials Science); and **Jean Wilson** (Interdisciplinary Studies)

Welcome New Members

Tristan Carter	Anthropology
Jun Chen	Electrical & Computer Eng
Antony Christensen	Sociology
Bruce Christensen	Psychiatry & Beh Neuro
Gordon Craig	Mathematics & Statistics
Jonathan Dushoff	Biology
Joseph Gabriele	Psychiatry & Beh Neuro
Hayden King	Indigenous Studies
John MacLachlan	Geography & Earth Sci
Lovela Manankil-Rankin	Nursing
Rick Monture	Indigenous Studies
Darie O'Reilly	CE&B
Laura Parker	Physics & Astronomy
Andy Schmalz	Kinesiology
Eckhard Schumann	Accounting & Fin Mgt
Ethan Vishniac	Physics & Astronomy
Christopher Winn	Rehabilitation Sciences
Feng Xie	CE&B
Gerard Yun	School of the Arts

Executive Strikes Budget Advisory Committee

At its meeting on October 2, 2007, the MUFA Executive created the Budget Advisory Committee to be chaired by the MUFA Vice-President. The Committee will provide the MUFA Executive with continuing analysis of the University budget and financial statements; assess budget trends and review current budget developments; and provide an annual report which will be reviewed by the MUFA Executive for distribution to the MUFA membership. John Berlinsky, Trevor Chamberlain, Ken Cruikshank, Ann Herring, Khalid Nainar, Gladys Peachey, Herb Schellhorn, and Richard Stubbs (Chair) will serve on the Committee for the 2007/08 academic year.

35th Annual OCUFA Teaching & Academic Librarianship Awards for 2007

Call for Submissions

OCUFA is proud to celebrate the outstanding achievement of faculty members and academic librarianship at Ontario universities — and recognizes their contribution to academe through its annual awards.

Nominations are invited from any group or individual within the university community. Since 1973, award recipients have been selected annually by an independent OCUFA committee that consists of faculty members, librarians, and student representatives.

Guidelines for organizing a nomination are available on the OCUFA website and should be consulted by prospective nominators. For more information on this year's awards, please visit: www.ocufa.on.ca/awards/

Nominations for 2007 awards must be received in the OCUFA office no later than **February 22, 2008**.

The original and six copies of the submission should be sent to:

OCUFA Teaching and Academic Librarianship Awards
83 Yonge Street, Suite 300
Toronto, ON M5C 1S8

Please direct inquiries to 416-306-6036.

Alexander (Sandy) McKay

Professor Emeritus, Classics

1924 – 2007

When Alexander 'Sandy' McKay became a member of the faculty at McMaster in 1957, after taking degrees in Classics at Toronto, Yale, and Princeton, he joined a university with which his family had a long and close relationship: his grandfather, Alexander Charles McKay, had been Chancellor between 1906 and 1911, and his uncle, Edward Carey Fox, had been a member of the Board of Governors for over fifty years and Chancellor between 1950 and 1956.

Sandy McKay served McMaster with dedication and distinction for 33 years. He was twice Chair of Classics, and in 1968, with the re-organization of the University's administrative structure, he was made the founding Dean of the new Faculty of Humanities. He was a proponent of a broad liberal education and envisioned a Faculty that would be firmly grounded in the traditional disciplines, but open to change as new disciplines emerged. He was himself a gifted lecturer and as a graduate supervisor unfailingly generous of time and counsel.

His scholarly interests embraced many aspects of Classical culture, but it was as an exponent of the poetic world of Vergil that he was to leave his mark.

Indeed, his association with the Roman poet was so identifying that in some circles he was known simply as 'Doctor Vergil'. His first Vergilian study appeared in 1957, his last exactly fifty years later; filling the interval a lifetime's harvest of important books, articles, and presentations. He was also a prolific appraiser of the work of other scholars, publishing more than 120 reviews of books written in several languages.

His scholarly work, together with his outstanding public service, especially in the promotion of the arts in Canada, brought Sandy McKay a host of awards and distinctions: Fellow and President of the Royal Society of Canada, Senior Killam Fellowship, the Queen's Jubilee Medal, Honorary Life-President of the Vergilian Society of America, honorary degrees from five Canadian universities, investiture as Officer of the Order of Canada. Sandy took a natural delight in these honours, but wore them lightly.

With the death of Sandy McKay the world of Classical scholarship has lost a star, McMaster University a part of its history, and all of us a much loved colleague.

Nec meminisse pigebit (Vergil).

Howard Jones
Professor Emeritus of Classics

Other Passages

Alan Smith, Professor Emeritus, Physical Education & Athletics, September 19, 2007
Gordon Stewart Vichert, English, November 12, 2007

Working with You in Mind

Just about four years ago I was asked by the AVP Student Affairs and Dean of Students, Phil Wood to chair a committee whose general mandate would be to support students in difficulty. We have come to define a student in difficulty as any student who encounters major obstacles to the successful completion of their academic program.

With this in mind, our committee is large with a broad membership base. Some of the committee members include the AVP Academic, Fred Hall, the AVP Student Affairs and Dean of Students, Phil Wood, the Director of Human Rights and Equity Services, Mark Walma, and the Ombuds' office represented by Shelly Lancaster. The Centre for Student Development, Campus Health Centre, Chaplaincy, Security, Housing, Judicial Affairs, and International Student Services are also amongst those represented. With such a broad base of members representing different areas within the University community, the committee is well positioned to respond to the challenges of making sure students, faculty and staff get the assistance needed to find solutions to difficult student situations.

One of the ways we have tried to reach out to the community of faculty and staff is through the distribution of 'Connections'. With this newsletter you will receive our second version of **Connections** or the "orange folder". It replaces our first version done about two years ago, "the yellow folder".

Connections is designed to help you identify and appropriately refer students experiencing difficulty, particularly difficulties of an emotional, health, mental health, or behavioural nature. It walks you through the process of listening carefully, asking questions, acknowledging students' thoughts and feelings and pointing them in the direction of help. It also lists campus resources that can be of help to students, and provides direction on responding to emergency situations, as well as situations requiring immediate referral.

Keep your copy of **Connections** close at hand and you will be reassured in knowing that you have a resource that will be helpful to you if and when you are faced with a student in difficulty.

*Desmond Pouyat
Director, Centre for Student Development*

Know Your Benefits

Are Your Paramedical Specialists Licenced?

Health practitioners must be licenced, registered or certified by a government-recognized regulatory body to be eligible under the McMaster Medical Plan. To ensure that you are receiving treatment from qualified and regulated professionals, enquire about the qualifications of any practitioner before undergoing treatment. This can be complicated. Here's an example.

Doctors of Osteopathy (DO) are physicians (MD) who have additional qualifications in osteopathy. They are regulated and certified by the College of Physicians and Surgeons of Ontario. Services by these practitioners are eligible for reimbursement by SunLife.

Diplomas in Osteopathic Manual Practice (DOMP) are not members of any regulatory agency recognized by the Ontario government. Therefore, services by these practitioners are not covered under our medical plan. Some DOMPs may have additional credentials for services such as massage therapy or physiotherapy; their services may be covered if the appropriate credentials are indicated on the receipt and are eligible under our plan.

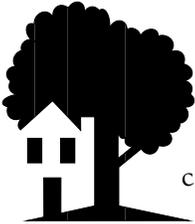
Do not hesitate to contact the SunLife Customer Care Centre (1-800-361-6212) if you are not sure whether a particular treatment or service is covered under the McMaster Plan.

Project Status Reports

(as of November 7, 2007)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Status
Project & Budget Approved			
Building Complex for the Faculties of Engineering, Science & Health Sciences, Phase 1	Winter 2009	\$38,000,000	Foundation work complete. Backfilling to commence shortly. Concrete work progressing to first floor. Site services work continuing.
Burke Science Bldg - Phases 1, 2a & 2b	Spring 2008 (Phase 2b)	\$41,000,000	Phase 1 (BSB south wing) - All floors completed Phase 2a (BSB east wing) - All floors completed Phase 2b (BSB north wing) - One isolated area completed. Demolition & asbestos removal work complete. Work on 2 nd & 3 rd floors 75% complete.
General Science Bldg, Phase 3			Phase 3 (GSB) - Work completed
McMaster Front Entrance Improvements, Phase 2	Summer 2008	\$5,000,000	Design work complete. First stage of landscaping to be implemented with construction of new Engineering building in 2008
MUMC Biosafety Lab 3 (FHS)	Spring 2008	\$2,500,000	Engineering design work complete. Tendering to commence shortly.
MUMC Life Safety Systems	Spring 2008	\$6,200,000 (McMaster share)	Project is approximately 84% complete. Fire alarm work and sprinkler work progressing well. Building control work 80% complete.
Ronald V. Joyce Stadium / Underground Parking Garage	February 2008	\$33,500,000	Tendering 96% complete. 95% of garage-related concrete has been poured. 90% mechanical/ electrical site work complete. Stadium participant areas work well underway. Steel beams to support seating is being installed - approximately 40% complete. Mechanical & electrical work keeping pace
Project Approved & Budget Pending			
Project Not Approved & Budget Pending			
Building Complex for the Faculties of Engineering, Science, & Health Sciences (Phase 2)			
Burlington Campus	Fall 2009	\$35,000,000	Business plan & functional plan currently being developed

Project Not Approved, Under Consideration			
Liberal Arts Building			A space audit of existing space within the Faculties of Social Sciences & Humanities is in progress to determine future space needs
Thode Library Learning Commons			
For Future Consideration			
Above Ground Parking Structure			On hold pending a campus wide parking review
Sports Arena			Would be looked at offsite
Tennis Courts			



FOR RENT One-Bedroom Condo. Downtown Hamilton.

Newly renovated kitchen with pine cabinets and ceramic counters, and dishwasher; jacuzzi tub; double-paned solarium windows; underground parking. Perfect for a single or a couple. \$1,000/month (includes utilities and property maintenance). Contact Lawrence at 905-525-5250 or griersle@mcmaster.ca.

FOR SALE Westdale Home — 104 Dalewood Crescent. This unique family home is located on one of the most sought-after streets in Westdale. Living room features a gas fireplace and lovely bow window. Natural gumwood trim on ground floor and access to a screened porch off the living room. Eat-in kitchen has been updated with Hanover cupboards. Fantastic, spacious, ground floor family room addition, complete with 3-piece bathroom. Upstairs, three bedrooms and bathroom; the master bedroom has a walk-in closet, plus two additional closets. The finished attic is ideal for a teenage retreat and lots of storage. The basement is partially finished and fully insulated. Asking Price: \$529,000. For more information, contact the owners, George & Margaret Edrupt (905-522-2653). Preview on www.bytheowner.com.

This Newsletter is published monthly between September and May by the Faculty Association at McMaster University. The Association's Executive for 2007/08 is composed of the following members:

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| President | Peter Sutherland |
| Vice-President | Richard Stubbs |
| Past-President | Ian Hambleton |
| Academic Affairs | Gianni Parise |
| CFA Observer | Barbara Carpio |
| Human Rights | Juanita DeBarros |
| Library | Jennifer McKinnell |
| Membership | Gianni Parise |
| OCUFA Director | Richard Stubbs |
| Pension | Trevor Chamberlain |
| Public Relations | Ian Bruce |
| Remuneration | Herb Schellhorn |
| Spec Enquiries & Grievances | David Hitchcock |
| Tenure | David Hitchcock |
| Treasurer | Colin Seymour |



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| Executive Director | PhyllisDeRosa Koetting |
| Administrative Assistant | Kelly McCaughey |
| Returning Officer | Ernie Mead |

Opinions expressed in this Newsletter are those of the authors and do not represent the views of the Association or of its Executive unless so specified. Anyone wishing to contribute to the MUFA Newsletter is invited to send submissions to the Faculty Association Office (HH-103A, e-mail: mufa@mcmaster.ca, ext. 24682). Deadlines are the 15th of each month. All submissions will be published at the discretion of the Editor.

Current and past issues of the MUFA Newsletter are posted on the MUFA website (www.mcmaster.ca/mufa).

Salary & Benefits

The faculty/librarian remuneration negotiations will begin shortly with the exchange of position briefs on December 15. Negotiations will begin in earnest in January 2008. The Faculty Association Remuneration Committee has met twice to discuss strategy and issues and has sent out a survey to members to obtain feedback on priorities. The results of the survey are a useful guide to help the Committee to focus its efforts,

but additional comments you may have are welcome. Focus groups have been used in the last few negotiations and we will continue to use these in the new year. If requested, please consider participating in a focus group. It is a great way to become informed about the work at hand and to contribute directly to the remuneration process. If you have any questions or comments please send them to mufa@mcmaster.ca.

Herb E. Schellhorn

Letter to the editor:

As the next round of negotiations with the University is beginning in December, I am writing to encourage those members who hold a CLA to take the time to contact members of the Remuneration Committee with their issues. There may be salary and benefit issues that are particular to CLAs of which the committee should be made aware.

One such issue is the low current salary floors for faculty. Low salary floors for lecturers and assistant professors do not impact many of our members in Faculties where appointments are usually above the floor. They do, however, affect the great majority of first-time appointments in the Faculties of Humanities and Social Science. The August 2007 University of Toronto Faculty Association settlement provides a promising model for ameliorating remuneration for these members. The raising of salary floors and salaries for their lowest-paid members was identified as an association priority in the settlement, and a joint working group to report on that issue for future negotiations was struck.

In addition to the 3% salary increase for faculty and librarians, the agreement specified a minimum Across-the-Board (ATB) increase for the bottom quartile of faculty and librarians of \$3060 in 2007 and \$3150 in 2008. For an association member appointed at the Assistant Professor floor of \$55015, a 3% increase equals \$1650. The negotiated ATB increase essentially doubles the pay increase for the lowest paid faculty members. I believe negotiating a similar ATB increase at McMaster would go some way to ensure that the salary of the bottom quartile of our members is brought into line with comparable Ontario universities.

I encourage all members to contribute their views on these issues to the Remuneration Committee.

Sincerely,
Govind Rao, Department of Political Science

MARK YOUR CALENDARS

MUFA General Meeting
Monday, January 7, 2007 — 3:00 pm
Convocation Hall (University Hall, 2nd Floor)

The salary brief will be discussed and approved at this meeting.