

 <h1 style="font-size: 2em; margin: 0;">Newsletter</h1> <p style="margin: 0;">McMaster University Faculty Association APRIL/MAY 2007, Volume 33.5 Ian Bruce, EDITOR</p>	<p>in this issue:</p> <p><u>2007/08 Executive</u> <u>President's Report</u> <u>MUFA Service Award</u> <u>Inclusive Community</u> <u>New Members</u> <u>Project Status Report</u> <u>Housing</u> <u>Retirement</u> <u>Faculty Salary Statistics</u></p>
--	---

Executive Committee for 2007/08

Here are the members of the Executive Committee of the McMaster University Faculty Association for 2007/08. Their terms of office began on May 9, 2007.

President	Vice-President	Past President
Peter Sutherland Physics & Astronomy C 105B, Ext. 24656 pgs@mcmaster.ca	Richard Stubbs Political Science KTH 511, Ext. 23890 stubbsr@mcmaster.ca	Ian Hambleton Mathematics & Statistics HH 320, Ext. 27302 hamblton@mcmaster.ca

Members at Large

Ian Bruce Elec & Comp Engineering	ITB A213, Ext. 26984	ibruce@mail.ece.mcmaster.ca
Barbara Carpio Nursing	HSC 3N25B, Ext. 22607	carpio@mcmaster.ca
Trevor Chamberlain Finance	MGD 304, Ext. 23980	chambert@mcmaster.ca
Juanita DeBarros History	CNH 613, Ext. 24149	debarr@mcmaster.ca
David Hitchcock Philosophy	UH 304, Ext. 23464	hitchckd@mcmaster.ca

Anju Joshi Health, Aging & Society	KTH 204, Ext. 23242	joshia@mcmaster.ca
Jennifer McKinnell Health Science Library	HSC 2B17, Ext. 24381	mckinn@mcmaster.ca
Gianni Parise Kinesiology	IWC AB119, Ext. 27353	pariseg@mcmaster.ca
Herb Schellhorn Biology	LS 433, Ext. 27316	schell@mcmaster.ca
Colin Seymour Med Physics & Appl Radiation	NRB 231, Ext. 26289	seymouc@mcmaster.ca

President's Report

[delivered at the May 2, 2007 Annual General Meeting]

Here is my final report as MUFA President on various issues and events discussed by the MUFA Executive over the past year.

1. Drug Formulary

Last year as part of the salary settlement, we agreed with the Administration to set up a committee to study the introduction of a drug formulary. The understanding we had was that such a scheme would result in benefit cost savings, which could then be at least partially used to fund benefit improvements in areas of interest to our members. The committee was formed, with the following faculty and librarian representatives: Christopher Longo (Chair), Ken Cruikshank, Wayne Lewchuk, Olga Perkovic, Joanne Pierazzo, Herb Schellhorn, and Mike Veall. They met a number of times throughout the year and explored many aspects of this complicated issue. At this point no specific cost savings have been identified.

2. CP/M Plan - revised

A working group including Peter Sutherland and Ken Cruikshank studied the CP/M policy and recommended a number of improvements, which have now been adopted by the Executive and the Joint Committee. The faculty member's appeal process was strengthened and the breakpoint revisions arising from our last salary negotiation were included. The revised document can be found on the MUFA website in Section D of the Faculty Handbook.

3. Tenure & Promotion Document - revised

This was a major effort by a number of people, including Lorraine Allan, David Shore, Fred L. Hall, and Marilyn Parsons. The new category of Teaching Professor was introduced into the "yellow document" and the consequential changes made throughout. There are still some changes to be made to the document and associated policies. The committee hopes to have the final version ready for Senate approval in May.

4. Mandatory Retirement

The Executive and the Joint Committee considered the effect of the elimination of mandatory retirement on University policies and benefit arrangements. The document "Elimination of Mandatory Retirement: Q & A" on the MUFA website explains how benefits and pensions will work in the new environment.

5. University Budget

The University budget crisis has been an area of constant discussion and concern during this year. The Acting Provost initiated a wide-ranging process of consultation, including meetings with groups of faculty members (about 30 at a time), two meetings with all the Chairs and Directors, participation in our General Meeting of December 6, 2006, and a Town Hall meeting on March 21, 2007. In addition, I have discussed budget issues directly with the President in our monthly meetings, and the Joint Committee has received regular updates on the process. There has also been a further exchange on "g- mufagab" arising from an open letter from Richard Stubbs, and the subsequent responses. In the end, however, the responsibility for developing and implementing the budget framework rests with the President, the Acting Provost and the Finance Committee of the Board of Governors. Tomorrow I will be attending the May 3, 2007 meeting of the Board to hear the latest about budget planning.

6. Pregnancy/Parental Leave Policy - Revised

This important policy was extensively revised this year, to clarify and simplify the presentation of the options available. The revised document is on the MUFA website under "Leaves" in both the Faculty and Librarian Handbooks.

7. Community Concerns (meeting with Brian McHattie)

The Executive invited City Councillor Brian McHattie to attend one of our meetings. We discussed a number of issues and concerns relating to McMaster's role as a Westdale neighbour, including zoning laws and student housing, drinking on campus, noise and vandalism.

8. Travel Policy & Procedures

A committee was formed to look for improvements in reimbursement and accounting procedures for research and administrative travel. The faculty representative on this committee was Herb Schellhorn, who kept the Executive informed about this process. The first report of this committee was approved by the Joint Committee at its meeting of April 12, 2007. The next step will be a detailed study of how to implement the recommendations.

9. Retirement Benefits

The issue about retirement benefits mentioned in my December report was settled by the Joint Committee at its meeting of January 23, 2007. Faculty members will be entitled to continue the same benefits in retirement as were in force on the date of their retirement, apart from certain explicitly stated exclusions (e.g. dental implant coverage).

10. Load Teaching Document/Teaching Day Document

Revisions to this policy to include the new Teaching Professor category are still being considered by the Executive. When completed and approved, it will be sent to the Joint Committee.

11. Campus Plan

Brian McCarry, chair of a committee looking into the official campus plan, participated in one of our Executive meetings. We discussed some of the community concerns (from our meeting with Brian McHattie), and the approvals process for new construction on campus.

12. Librarian Joint Committee

This committee has been revived and reconstituted to provide a forum for communication and policy development on issues affecting the University libraries. The Administration will be represented by the University Librarian, the Health Sciences Library Director, and a delegate named by the Provost. MUFA will be represented by two research librarians and a delegate named by the MUFA President. The committee will report to the Joint Committee.

Ian Hambleton



MUFA Service Award

Following MUFA's Annual General Meeting, a special reception was held in honour of the recipient of the MUFA Faculty/Librarian Award for Outstanding Service. The award was presented to Henry Jacek in recognition of his outstanding contributions to the University. The selection committee, chaired by Past President Betty Ann Levy, included student Azim Kasmani, staff representative Anne-Marie Kniehl, librarian Linda Michtics, and faculty member Ken Cruikshank. Dr. Levy read the following citation on behalf of the selection committee.

In choosing **HENRY (HANK) JACEK**, the Committee recognizes his enormous contributions, both inside McMaster and externally in the community, province and country, that have greatly enhanced the reputation of McMaster.

Hank has served McMaster in many ways. To list a few, he has served on Senate and the Senate Appointments Committee; been Chair of the Budget Committee; served on the University Planning Committee and the University Capital Priorities Committee; served as Chair of the Department of Political Science, as President and Chair of the Board of Directors of the McMaster Savings and Credit Union, and as Vice-President, President, and Past President of the Faculty Association.



His provincial and national contributions include service as Vice-President and President of the Ontario Confederation of University Faculty Associations (OCUFA), and as a member of the Board of Directors of the Canadian Association of University Teachers (CAUT). Since 2004, Hank has been Director of the Ontario Legislative Internship Program. Hank takes great pride in his students and acts as a mentor to them while in the Program and after they have left. On the local scene, Hank has provided leadership to the United Way campaign and the Dundas Heritage Association. For his discipline, Hank has served on the Board of Directors of the Canadian Political Science Association and has acted as Chair of the Ontario Graduate Scholarship (OGS) committee for Political Science.

Finally, Hank has long been one of our main “media spokespersons” on political issues. His work has greatly enhanced the reputation of McMaster University.

Creating and Nurturing an Inclusive Community at McMaster

Administrators, faculty, staff and students are at an important crossroad at McMaster as we collectively strive to enact the stated objectives contained in Redefining Directions. Within that important document, the third central guiding objective is “building an inclusive community with a shared purpose”. At the same time as we begin to implement the new directions, we are in the position of replacing or renewing the Provost, VP Research, AVP Academic and AVP Student Affairs. How can we ensure the selection and appointment of leaders who understand the complexity of “inclusiveness” in the academic community that is McMaster? What does it take to create an inclusive community?

The
range
of what
we
think
and do
is
limited
by what
we fail
to
notice.
And
because
we fail
to
notice
there is
little we
can do
to
change

until
we
notice
how
failing
to
notice
shapes
our
thoughts
and
deeds.

R.D.
Laing

The reactions to the recent demonstration by women wearing head scarves on campus have illustrated, once again, the thinness of the veneer of acceptance we have of people who are perceived to be “different”. This most recent incident of intolerance can be reframed as a time of opportunity as the University builds a leadership team who are truly representative of (and responsive to) the growing diversity of our community, our student body, and our faculty and staff.

Faculty renewal has also received recent attention, and initiatives such as the faculty retirement incentive program likewise provide opportunities for true change toward our objective of creating a tolerant and accepting a community of discourse and scholarly work.

MUFA is a key player in policy development and implementation on campus, and as such should be sensitive and responsive to diversity, and ultimately reflect that diversity. We therefore urge our colleagues and representatives on the selection and renewal committees to take this opportunity to broaden the diversity in leadership.

Barbara Carpio, MUFA Human Rights Chair (2006/07)
Juanita DeBarros, MUFA Human Rights Chair (2007/08)



Revenue Canada Max

The enlarged Revenue Canada maxima were in obscure places in the 2003 and 2005 federal budgets. The maximum used to be \$1722 for many years. It is now being increased each year. For anyone who retired in 2006, the maximum was \$2111, and this is the number that appeared in everyone’s pension statement that referred to June 2006. The relevant schedule for what the maximum will be in the future is:

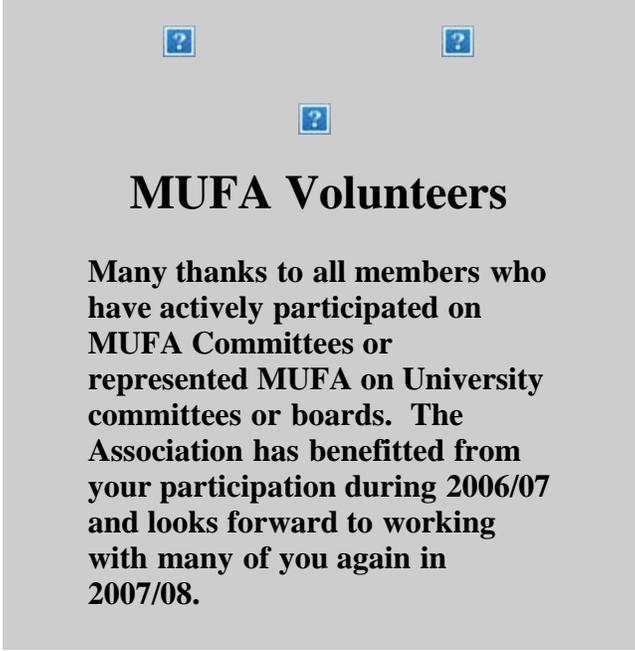
retirement on any date in 2007 — \$2222
retirement on any date in 2008 — \$2333
retirement on any date in 2009 — \$2444

For retirement in years 2010 and later, this maximum number will be “indexed” to some reference wage, but (so far) the government has not been more explicit than this vague statement.

It is important to remember that these figures are relevant only if an individual’s calculations with the standard McMaster formula is constrained by the Revenue Canada maximum on defined benefit pensions.

*William Scarth
Professor of Economics*

[For those who are new to the pension “maximum” issue, you might want to check out <http://www.mcmaster.ca/mufa/newsFeb-Mar03.html> for an introduction. Ed.]



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 2006/07 and looks forward to working with many of you again in 2007/08.

Welcome New Members

Richard Deaves	Finance & Business Economics
Sorina Dumitrescu	Electrical & Computer Engineering
Wael El-Dakhkhni	Civil Engineering
Kathy Georgiades	Psychiatry & Behavioural Neurosciences
Ari Shali	Pathology & Molecular Medicine
Bronwen Thomas	Rehabilitation Science

University Club Exhibit



Toronto-based artist Sally Glanville will be exhibiting three major groups of her work beginning Saturday, April 28, and continuing through the Canada Day weekend, July 1. Sally is known in the Hamilton/Dundas area as an artist, printmaker and educator. She will be exhibiting her latest pieces which she thinks of as a form of “printmaking”. They are photo-montage pieces created by layering both photographic and drawn elements. In addition there will be gouache paintings of exotic birds and finally costume drawings inspired by famous actors in famous movie roles.



Project Status Reports



Housing

One bedroom, bright, furnished, quiet, private entry apartment in home of retired academic. Garage parking. Country setting. Campus 15 minutes by car, 30 minutes by bicycle on

adjacent trail. Suits
single grad student,
post-doc, or junior
faculty. No pets. No smoking. \$750
monthly all inclusive; minimum lease 1 year;
renewal/extension negotiable. Available
September 1, 2007. Contact:
beattiec@mcmaster.ca



Be Prepared for **RETIRING**

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: click on "Working at McMaster A-Z"; click on "R"; click on "Retirement Support Services"; click on "McMaster Retirees & Retiree Benefit Plans"; 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 <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 \$30. 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).

Faculty Salary Statistics 2006/07

Now that the school year is almost done, it's probably time to start thinking about some "You time". Well, at Travel CUTS we think "You time" should be unforgettable and so we've listed some incredible experiences just for you!!!

DISCOVER EGYPT- \$752.00.

Departs 17 June on a 15 day trip. Cairo, sailing on the Nile, and the Valley of the Kings...all in one trip!!

CLASSIC VIETNAM- \$636.00

Departs 11 June on a 10 day trip. Travel the length of Vietnam from Ho Chi Minh to Hanoi

TRIBAL THAILAND- \$540.00

Departs 15 July on a 15 days trip. Bangkok, Chang Mai and a hilltribe trek....

CHOQUEQUIRAO TREK- \$675.00

Departs 17 June on a 9 day trip. Lima, Cuzco and a trek in the breathtaking Andes

These prices are land only but contact Travel CUTS and we'll add on our EXCLUSIVE airfare to get you there. Simple yet unforgettable!!! Isn't it time for "You time"?

Contact Jen or Janice at Travel CUTS in the Student Centre Tel: (905) 777 9886.

May 18, 2007

pdk