

NEWSLETTER

SEPTEMBER 1996, VOLUME 23.1, Robert H. Johnston, EDITOR

PRESIDENT'S REPORT

The Year Ahead

Welcome back to term, and a special welcome to our many new members. Traditionally, the MUFA president leads off the fall issue of the Newsletter with a column on the year ahead and so the title above. It hardly seems like a year ahead to this president. I am in my fifth month in office and have yet to see the summer slowdown I was assured of. It now feels like it's almost time for the mid-year report. What sympathy I have now for those who struggled through the summer of the Social Contract.

The main MUFA activity this summer has been the Benefits Review of which you have all heard. In order to settle our negotiations last spring, we had to agree to postpone the discussion of benefits to a second round of negotiations which have progressed over the summer. We have focused on items which offered the opportunity to improve the efficiency of our benefit plans, namely by excluding some drugs and changing the dental recall frequency. You have heard of both of these directly from the Benefits Review Committee. Benefit plans are exceedingly complicated, however, and there is much that we have not yet been able to do. Watch for more developments in this area.

Before turning to the coming year, let me say a bit more about the past. The major recent event in the life of the Faculty Association was, of course, the acquisition of many new members through the new 'opt out' provisions for CP/M faculty. As a result, I can report we now have about 180 more members than last year. 21 members of the CP/M scheme have opted instead to support the University Centre project. This increase in membership (from about 560 last year), as promised in the spring, will necessitate a review and likely allow a reduction in our mill rate. You will hear more about this as we approach our fall general meeting. It is worth noting that while the opt-out provisions have increased our membership, downsizing of the University has had the opposite effect and recent retirements have meant a loss of about 60 members.

The second major event of recent times in the life of MUFA and of McMaster in general (alluded to in the last paragraph) was the loss of so many valuable members to early retirement. MUFA lost past presidents, executive members and committee members and such support is hard to replace. We will miss their efforts in this Association as well as their wisdom and humour. We will all miss them as well in the classroom, but that is another story. I sincerely hope that we can involve our new members in the activities of MUFA to breathe new life into the Association.

So, what of the year ahead? It looks like a very busy year. On the other hand, when did a president ever say, this looks like a quiet year? There are both external and internal pressures to which we must respond in the current year and I am sure the Executive will be kept busy.

The external pressures from the provincial government are surely going to continue. Although a Review of Post-Secondary Education is underway in the province and that may delay some of the restructuring that is likely to be called for by the government, we will have to be involved in fashioning responses to that advisory panel. As many of you know, we put a major effort into putting out a flyer for the Hamilton days of protest and we can build on that effort in preparing our current response.

Related to the government cuts to universities, McMaster will be mounting a day of action/day of protest this fall that involves both students and faculty. Hank Jacek has been working on our behalf with the planning committee for this event and you should hear details about the plans for this in the near future.

Internal events will, no doubt, continue to occupy us as well. The last two Presidents of MUFA have written about CAWAR problems and the efforts to resolve the problems. I hope I will be the last to write about them, or at least

about the current issues. For those of you new to our newsletters and those who have forgotten what issues were involved, I will try to summarize in a few sentences recognizing that this will be quite a crude summary.

In recent years funding for CAWARS (continuing appointments without annual review) in some areas of research has dried up and some individuals who have lost funding have reminded the administration that they have promises to the effect that under such circumstances they would be converted to regular faculty appointments. Some of these promises were in writing, some were verbal, some were from a previous President, and some were from others in administrative positions down to the level of a department chair. What constituted an obligation of the University and how individuals should be accommodated are the key issues in this debate. Many of the individuals with written promises have already been converted to regular appointments and others with similar promises have had those promises confirmed. Both the President and the Provost have indicated they wish to bring the issue to a satisfactory conclusion. For the first time, things seem to be moving in the right direction and with more haste than in the past. I hope to be able to report in a later *Newsletter* that the issue is resolved or is moving rapidly towards resolution.

Another issue you are going to hear about this fall and winter is the OCUFA review. A review team has been struck, prompted by Carleton's withdrawal from OCUFA a few years ago and by Queen's notice of intent (filed in June) to withdraw in a year's time. Western has also been very vocal about OCUFA shortcomings and has indicated that it will hold a vote this fall on whether to withdraw from OCUFA. If either Queen's or Western withdraws, it will be hard to avoid the whole structure collapsing.

There are a number of concerns associations have had about OCUFA though the main one seems to be differences of opinion about what the priorities should be. For example, although not a recent concern, many felt that in the past OCUFA was using too much financial and political capital speaking out on issues that were not priority issues for faculty þ such as limiting fee increases for students. More focus on what are seen as faculty issues has been called for. There are many other issues, including funding levels, being addressed by the review team and you will hear about them in due course. MUFA is well represented on the review team by Hank Jacek, our current OCUFA Director and Past-President and I hope he will write a longer article on this review process and developments in this area in the near future.

Bargaining, of course, is ever with us. As I have already reported, we have been busy talking about benefits over the summer. Our agreement in the spring spoke of many benefits we would negotiate over the summer. As it turns out, we have focused on only a few of these, namely the ones that seem to offer the biggest savings with the least inconvenience to members. Whatever happens with this round of benefit negotiations, it looks like benefit discussions will have to continue in some form for the foreseeable future.

We will also be back to the bargaining table with our regular round of bargaining within a couple of months. Coming out of the Social Contract, and the contract differences it produced, together with the budgetary restrictions of recent times, has led to a wide range of types of settlements across the province, some focusing on scale, others on career progress/merit, and a large number of stalled negotiations. Toronto, York, Queen's and Waterloo are four of the major universities that have yet to settle for July 1, 1996. It is difficult at this stage to assess how our settlement for July 1 past stacks up, but it is possible to identify both better and worse settlements in the province. I would guess that when all the information is in, we will probably appear to be in the bottom half of the settlements in the province. That is not the whole story, however, because it is important to keep in mind how we, and the others, were set back during the Social Contract as well. We will be documenting these points in our salary brief later in the fall and you can all judge for yourselves.

To anticipate the next round of negotiations, we would like to hear from members about the priorities in negotiations. Should the focus be on CP/M? Should it be on improved benefits? Should we make a large and forceful case for improved PDA accounts? Should we forget about all these matters and try to get assurances about replacement of faculty who, for one reason or another, leave the University? Write to the MUFA office (Attn: negotiations) or e-mail mufa@mcmaster.ca.

Les Robb

Announcements

Best Wishes to Retiring MUFA Members

We wish those members who have recently retired every happiness and look forward to seeing them at the annual luncheon in their honour (this year on October 7), hosted jointly by the Presidents of the University and the Faculty Association.

E. A. Ballik	Carl Ballstadt	Claude Billigheimer
Laurel Braswell-Means	I. David Brown	Richard Brymer
Tom Cain	John Campbell	W. Brian Clarke
Gerald Cohen	Joan Coldwell	David Counts
Stelio Cro	Jim Crocket	Cameron Crowe
J. Csima	John A. Davies	Frank Denton
Allen D. Dingle	D. Joan Eagle	Karl Freeman
Paul Fritz	David Goodings	Louis Greenspan
H. D. Grundy	Jack Haas	Archie Harms
Simon Haykin	Liz Inman	Harvey Levenstein
Gary Madison	A. J. McComas	Gerry Middleton
R. E. Morton	B. J. W. Mueller	Patrick S. Nicholson
Ruth Pallister	Graham Petrie	Richard Preston
Ludvik Prevec	Michael Radner	E. L. Regoeczi
Norman Rosenblood	Randolph E. Ross	David P. Santry
E. J. Sargeant	Grant K. Smith	Nicholas Solnstseff
R. M. Soverby	George Sweeney	M. L. Tiku
Wai Keung Tso	Marianne Walters	Paul Younger

Past Presidents in the News

Congratulations to **JEAN JONES** (1985-86) who was named a Member of the Order of Canada and to **SHEPARD SIEGEL** (1993-94) on his election as a Fellow of the Society of Experimental Psychologists (only the sixth Canadian Fellow).

How's Your PDA Today?

It has been brought to our attention that our PDAs are being required to pay for more and more items that formerly were covered in departmental or other University budgets. For example, we have heard of instances where the Toronto phone line, which used to be provided by the department, is now optional þ though only if you are willing to pay for it through your PDA or other account. In other cases, manuscript typing is disappearing (or has become so low on the list of priorities) that reasonable response time requires one to contract privately and pay out of a PDA or other account. The provision of supplies in some departments is more limited, too, than in the past. The library has cut back on journals and books in a major way and material that one previously could count on being provided, no longer is provided.

What departments provide to faculty members and what they expect them to pay for themselves varies a lot across the University, but what we now seem to notice is that the things provided are everywhere shrinking in number. The fact is that the PDA we negotiated has become worth less and less.

In order to document what has been happening, we ask that you think of changes in your department, your Faculty, or the University since last fall or, in the last few years, and let us know what changes were made that required using your PDA in new ways. Please write a note to the MUFA office (marked "Attention: PDA Survey") or email mufa@mcmaster.ca (with the subject: PDA Survey). We will report on our responses in a later *Newsletter*.

R. Craig McIvor

Professor Emeritus, Economics

Craig was born in 1915, the only child of a farming family who lived near Owen Sound. He secured a BA degree from the University of Western Ontario in 1937, a Master's in 1939 and a PhD in 1947 þ both graduate degrees were from the University of Chicago. His mentor and later friend was the famous Chicago economist, Frank Knight. Craig began his professional career at Western where he taught from 1940 to 1946. He then joined McMaster and moved through the ranks quickly, being promoted to the University's highest rank of professor in 1951. While at McMaster he excelled in all areas. He was a demanding but popular teacher and was instrumental in improving the undergraduate curriculum at several stages of his career. He published eight books and monographs. The best known of these works dealt with two topics: Canadian post-war monetary policy, and the formation and efficiency of cooperatives. Craig also published more than thirty articles in professional journals, as well as several reports and book reviews. Craig's record of research publication is particularly notable, not only because of the high quality and volume, but because most of it took place in a period where the publication records of most academic social scientists was modest.

Craig made substantial contributions to the administration of the University. He performed effectively on a variety of planning, curriculum and policy committees, but I want to mention two specific contributions. He served as Chair of Economics for six years at a time when faculty recruitment was very important, as the Department was preparing to introduce a PhD program. He was successful in attracting three established scholars to make our program instantly credible: Frank Denton, David Winch and Bill Scammell. He also started the process that resulted in the eventual appointment of Syed Admad, a fourth senior scholar. As well, he set the stage for sustaining the Department's strength by recruiting Mel Kliman, Ernie Oksanen, Byron Spencer, Jim Williams and our current President, Peter George, among others. As Dean of Social Sciences for five years, just before his retirement in 1981, he guided the Faculty with a gentle but firm hand. He represented the Faculty effectively in University councils, aided in the recruitment of academically strong faculty and governed the Faculty in a fair manner.

Craig's excellence has been recognized both internally and externally. At McMaster, he received many plaudits and awards but probably the most notable honour was the striking of the R. C. McIvor medal. This medal is given annually to the full-time graduating student in Social Sciences who has earned the highest academic average. This year that meant the best student of the more than 1,000 who graduated from the Faculty.

Externally, Craig's research performance was widely recognized as he was asked to serve on several government commissions including the research staff of the Royal Commission on Banking and Finance (the Porter Commission), the Ontario Commission on Taxation where he made his greatest contribution and the Ontario Advisory Committee on Confederation. All of his professional activities led to perhaps his greatest honour þ the induction into the Royal Society of Canada. Being made a Fellow of the Royal Society is a relatively rare honour for McMaster social scientists. At present, only three active faculty members have been awarded this honour.

I now want to share with you some personal reflections of Craig, and of Craig and Marion.

First, I want to thank Craig and Marion for their hospitality over the years. I have been the beneficiary of many social events hosted by the McIvors while Craig was Chair and Dean. I am a particular devotee to Marion's shrimp mousse,

and I learned that if I stayed to the end of a party, she would offer me the remains to take home.

Craig was a pleasure to have as a travelling companion. He was always considerate and I have never met anyone who could better choose the line with the shortest wait, whether to check luggage or pass through customs and immigration. He was also an expert on judging the waiting time at a restaurant.

We shared a fondness for mixed nuts and we could make a bowlful disappear very quickly, especially if Marion was not observing Craig.

Last, I want to comment on Craig's response to questions. Often when one would ask him a question, he would put his feet on his desk, think a bit and deliver a clear answer. There were other times when he did not want to give an answer, and he would respond in what became known as "McIvorese", especially when he responded in writing. There were a lot of "for the most part", "chiefly", "on the one hand", "moreover". In these cases it was very difficult to interpret the answer!

I want to close by indicating that it was a privilege to have known Craig since I joined McMaster in 1962. He gave me sound advice throughout the years and I am indebted to him for introducing me to Canadian Tax Policy, through the part-time research appointment he arranged for me with the Ontario Tax Commission. Craig had a marvellous turn of phrase and dry humour that I, and others, envied. Even when visiting him on occasions over the past two years, he spoke amusingly of past events and one of the best conversations I can recall was when Peter George accompanied me on the day Peter's appointment as President was approved by the Board of Governors. We had a very good time reminiscing and telling Deans' stories. When Peter and I were walking back to McMaster after our talk with Craig, we agreed he had the most difficult issues to deal with, had the best wit and was the best storyteller. Craig was a superb human being, academic, and administrator. His personal qualities are best summarized in his obituary which listed his gentle calmness, commitment to justice, equity and spiritual values, his buoyant optimism and embracing sense of humour.

*Jim Johnson
Dean, Faculty of Social Sciences*

Benefit Deductions 1996/97

There are three changes in deductions for benefits that took place on July 1 of this year that some of you have inquired about. One concerns our out-of-province medical coverage; another, pension contributions, and the third concerns long term disability (LTD) premiums.

During the Social Contract, the University agreed to pay the \$90 per year for out-of-province medical coverage while faculty took a reduction in salaries of \$90 per year. The effect was to save us income tax since when we pay for the coverage ourselves, we have to pay out of after-tax income, while if the University pays, it is not counted as a tax benefit (hence it is as if we pay out of pre-tax income). On July 1 this year we reverted to the pre-Social Contract arrangement with our salaries going up by \$90 and a deduction for out-of-province coverage starting. This happened partly as an oversight because we were involved in continuing discussions about the coverage. We (in MUFA) thought the Social Contract arrangement would continue until we had a new scheme in place (we have been seeking a new insurance carrier and new arrangements for out-of-province medical coverage) while the administration thought we would revert to the pre-Social Contract plan, which we did. In any event, we hope to have a new, substantially cheaper plan in place in the near future. Watch for news on this.

Also during the Social Contract we had negotiated reduced pension contributions (a partial pension holiday). Contributions returned to their normal levels as of July 1 as a pension holiday was not part of our package for the current year.

The third change involves a very minor change in Long Term Disability Insurance (LTD). LTD is a plan we (staff and faculty) pay for ourselves and when the insurance company raises the premium we must respond: either we accept the

increase, or we must seek different coverage or a new carrier. In this case, there was a slight increase in premiums which we learned about in June and agreed to accept for the current year. The premium increased from .65% to .70% (plus retail sales tax of 8% in both cases) and you might have noticed the slight increase in premiums.

Les Robb

SALARY STATISTICS 1995/96