



# Newsletter

McMaster University Faculty Association

September 2006 — Volume 33.1 — Ian Bruce, Editor

## President's Report The Year Ahead

Welcome to the start of the new term! I would like to update the Association's members on what has happened over the summer, and to let you know what issues we expect to be important in the coming year. New faculty members can find some background on these and other topics of interest on the MUFA website.

### **New University Librarian**

On behalf of all our members, I would like to extend a particular welcome to our new University Librarian, Jeffrey Trzeciak. These are times of change and innovation for libraries, and we look forward to new developments.

### **Drug Formulary**

Members will recall that we left open for future discussion the establishment of a drug formulary to control a major component of our benefits cost. A joint committee has been formed to investigate this proposal, and we can expect a number of information and educational initiatives over the next few months to identify and address concerns about this proposal. Any implementation of such a plan will depend on a positive vote of the membership. Our representatives on the joint committee are: Ken Cruikshank (History), Wayne Lewchuk (Labour Studies/ Economics), Christopher Longo (Health Services Management), Olga Perkovic (Library), Joanne Pierazzo (Nursing), Herb Schellhorn (Biology), and Mike Veall (Economics).

### **CP/M Plan**

An important part of faculty remuneration is the Career Progress/Merit Scheme. It was agreed during faculty salary negotiations last winter that a joint committee would be formed to evaluate the effectiveness and design of the CP/M plan, to see if it could be improved. The committee has been established and we can expect its report sometime during this year. Our representatives are: Peter Sutherland (MUFA Vice-President) and Ken Cruikshank.

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

### **Long Term CLAs (Teaching Professors)**

The Senate/Faculty Association Committee consisting of Fred L. Hall, Marilyn Parsons, Lorraine Allan and David Shore has been working over the summer on alterations to the Tenure and Promotions document. In the first meeting of the Executive committee on September 12, 2006 we discussed the current proposals, and made some suggestions for changes. Two issues still under discussion are (i) the conditions for possible termination of 'teaching-track' appointments, and (ii) the future ratio of teaching-track to regular tenure-track appointments at McMaster. The final version must be approved by our Executive and the Senate Committee on Appointments before going to Senate.

### **Elimination of Mandatory Retirement**

We recently received a report on the implications for our benefits and pension when mandatory retirement is eliminated on December 12, 2006. Note that at McMaster, those faculty who turn 65 on or after July 1, 2006 will not have to retire. The Executive found a number of areas of concern in the draft proposals, and these items will be negotiated in the Joint Committee. There is also a draft policy under development on reduced workloads before retirement, which may be of interest to some faculty members as a transition from full-time service to retirement.

### **Pregnancy/Parental Leave Policy for Faculty and Librarians**

The policy on pregnancy and parental leave has been completely rewritten, and the result looks clearer and more inclusive than before. The Executive has just approved what should be close to the final version, so we can expect this to be finished fairly soon.

### **Parking Fees**

An uproar was created on campus when the new parking levy was announced for the construction of the parking garage under the new stadium. Many members felt that it was unfair to charge every parking space user for future parking they might never use. Questions have been raised about consultation prior to this decision, and we plan to discuss this general principle in the Joint Committee.

## **Campus Project Status Reports**

Members can now find details of all currently approved campus construction projects on the MUFA website and in the *Newsletter* (see p. 6 below). These reports are the project status reports received by the University Planning Committee, so should provide a timely and accurate picture of all such projects from the beginning to final completion.

### **University Budget Crisis**

Our President, Peter George, described current "Budget Challenges" in his July newsletter, and urged everyone to become involved in finding solutions to our financial problems. The Executive plans to become involved in this issue, at least at the level of making a serious attempt to understand the scope of the problem. We would also like to promote an informed discussion between the Administration and our membership, since finances have a direct impact on academic quality of life in every area of our activities. If difficult choices must be made, then the whole University community must be fully consulted. I would suggest that there is something wrong with a budget model for McMaster that reports an operating surplus year after year in our audited financial statements, but shows most if not all Faculty budgets in deficit.

### **McMaster's Reputation**

We heard about the recent decision by McMaster to withdraw from the *Maclean's* well-publicized annual survey of universities across Canada. McMaster is not the only university to make this decision, and perhaps the data collected by *Maclean's* is flawed, incomplete or unfair to McMaster in some respect. Fairly or unfairly, McMaster's ratings have been steadily going down for a number of years, and it is tempting to blame the survey. On the other hand, some of the specific indicators where McMaster has declining scores (e.g. large class sizes, average grades of entering students) do seem to point out areas of real concern which we should not dismiss.

### **McMaster's Growth**

Your Association is concerned that the Senate has not formally voted on and endorsed the current

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## Welcome New Members

Todd Alway	Political Science	David Musson	Anaesthesia
Gavin Andrews	Health, Aging & Society	Bridget O'Shaughnessy	Economics
Maria-Ines Arratia	Anthropology	Janet Padiak	Anthropology
Luc Bernier	Geography & Earth Sci	Terry Petrenchik	Rehabilitation Science
Mickie Bhatia	Biochemistry & Biomed	James Potvin	Kinesiology
Corneliu Bjola	Political Science	Jiaping Qiu	Finance & Bus Economics
Shayne Clarke	Religious Studies	Kristine Rogers	Nursing
Brad Doble	Biochemistry & Biomed	Mark Rowe	Religious Studies
Tracy Farmer	Anthropology	Pramathanath Sastry	Mathematics & Statistics
Yu-Jing Gao	Anesthesia	Helene Strauss	English & Cultural Stds
Mathew Grasselli	Mathematics & Statistics	Eli Tshibwabwa	Hsc Education Service
Megumi Harada	Mathematics & Statistics	Uma Verma	Economics
Bonny Ibhawoh	History	Brenda Vrkljan	Rehabilitation Science
Gloria Isaza-Zapata	Surgery	McKenzie Wang	Mathematics & Statistics
Leanne Joanisse	Sociology	Joanna Wilson	Biology
Peter Keir	Kinesiology	Christopher Wynder	Biochemistry
Polychronis Koutsakis	Electrical & Comp Eng	Linda Woodhouse	Rehabilitation Science
Xinghua Liang	Accounting & Fin Mgmt	Peidong Wu	Mechanical Engineering
Vladimir Mahalec	Chemical Engineering	Shintaro Yamaguchi	Economics
Sara Mann	Hum Resources & Mgmt	Toru Yoshikawa	Marketing
Kathy McCoy	Medicine	Rachel Zhou	Social Work

## Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those faculty and librarians who have retired during the 2005/06 academic year. We look forward to seeing them at the annual luncheon in their honour (this year on November 1, 2006) hosted jointly by the Presidents of the University and the Faculty Association.

Naresh Agarwal	Human Res/Labour Rel	Bernadette Lynn	Accounting
Lorraine Allan	Psychology, Neur&Beh	Cottie Ofosu	Nursing
Donald Carr	School of the Arts	Barbara Russer	Chemistry
Katherine Dunbabin	Classics	Michael Stein	Political Science
John Ferns	English & Cultural Stds	Dave Verma	Family Medicine
Mark Hatton	Pathology & MolMed	Gary Warner	French
Elise Hayton	Mills Library	George Wesolowsky	Management Science
Gyan Johari	Materials Science	Ed Younglai	Obstetrics & Gynecology
Howard Jones	Classics		

### Passings

Carm McMullen, Professor Emeritus, Physics & Astronomy, July 30, 2006

# Committee Structure

## 2006/2007

### STANDING COMMITTEES

\*Chair of Committee

<b>Academic Affairs</b>			
Mary Silcox*	English & CulStds	27314	silcox
<b>Clinical Faculty Observer</b>			
Trevor Chamberlain	Finance	23980	chambert
<b>Human Rights</b>			
Barbara Carpio*	Nursing	22607	carpio
<b>Joint Committee</b>			
Ian Hambleton	Math & Stats	27302	hambleton
Herb Schellhorn	Biology	27316	schell
Peter Sutherland	Physics & Astronomy	24656	pgs
<b>Librarians Negotiating Committee</b>			
Nora Gaskin	Mills Library	22070	gaskinno
Jennifer McKinnell	HSc Library	24381	mckinn
Herb Schellhorn	Biology	27316	schell
<b>Library</b>			
Jennifer McKinnell*	HSc Library	24361	mckinn
<b>Membership</b>			
Juanita DeBarros*	History	24149	debarr
<b>Nominating Committee</b>			
Kathy Ball	Thode Library	23881	katball
Ian Hambleton	Math & Stats	27302	hambleton
Betty Ann Levy*	Psychology,Neur&Beh	23019	levy
Peter Sutherland	Physics & Astronomy	24656	pgs
Imre Szeman	English & Cultural Stds	23725	szeman
<b>OCUFA Director</b>			
Peter Sutherland	Physics & Astronomy	24656	pgs
<b>Pension Committee</b>			
Trevor Chamberlain	Finance	23980	chambert
Sherman Cheung	Finance	23986	scheung
Ian Hambleton	Math & Stats	27302	hambleton
Anju Joshi*	Gerontological Stds	23242	joshia
Paul Otto	AssocUnivLib	23995	ottop
Peter Sutherland	Physics & Astronomy	24656	pgs
<b>Public Relations</b>			
Ian Bruce*	Elec&CompEng	26984	brucei
<b>Remuneration</b>			
Ian Hambleton	Math & Stats	27302	hambleton
Herb Schellhorn*	Biology	27316	schell
Peter Sutherland	Physics & Astronomy	24656	pgs
<b>Special Enquiries &amp; Grievances</b>			
Trevor Chamberlain*	Finance	23980	chambert
Colin Seymour	Medical Physics	26289	seymouc
<b>Tenure</b>			
David Hitchcock*	Philosophy	23464	hitchckd
<b>Treasurer</b>			
Gianni Parise	Kinesiology	27353	pariseg
<b>Returning Officer</b>			
Ernie Mead	Math & Stats	23419	mead

### UNIVERSITY COMMITTEES & BOARDS

<b>Bookstore Board</b>			
Paul Faure	Psychology,Neur&Beh	26393	paul4
Jennifer McKinnell	HSc Library	24381	mckinn
<b>Disability Access, McMaster Univ Cte on (MUCDA)</b>			
VACANT			
<b>Enrolment Management Team</b>			
Patrick Bennett	Psychology,Neur&Beh	23012	bennett
<b>Labour Practices Committee</b>			
Robert O'Brien	Political Science	23705	obrienr
<b>Levels &amp; Promotions Committee (Librarian Classification)</b>			
Andrea McLellan	HSC Library	24169	mclell
Donna Millard	Mills Library	22070	millard
<b>McMaster Day Care</b>			
Maureen MacDonald	Kinesiology	23580	macdonmj
<b>Parking Appeal Board</b>			
Linda Michtics	Thode Library	23882	michtic
<b>Pension Trust</b>			
Trevor Chamberlain	Finance	23980	chambert
Sherman Cheung	Finance	23986	scheung
Paul Otto	AssocUnivLib	23995	ottop
<b>President's Advisory Committee on Building an Inclusive Community</b>			
VACANT			
<b>President's Advisory Committee on Relations with Community</b>			
Dan Goldreich	Psychology,Neur&Beh	28666	goldrd
<b>President's Advisory Committee on Security Services</b>			
Helen Ostovich	English & CulStds	24496	ostovich
<b>President's Advisory Committee on Transportation &amp; Parking</b>			
Barbara Carpio	Nursing	22607	carpio
Linda Michtics	Thode Library	23882	michtic
<b>Rudy Heinzl Award of Excellence Committee</b>			
Anne Savage	English & Cultural Stds	23729	savage
<b>Travel Advisory Group</b>			
Heather Arthur	Nursing	26140	arthurh
John Weaver	History	24135	jweaver

### AD HOC ASSOCIATION & UNIVERSITY COMMITTEES

<b>CP/M Scheme, JC Sub-Committee to Review</b>			
Ken Cruikshank	History	24850	cruiksha
Peter Sutherland	Physics & Astronomy	24656	pgs
<b>Fair Employment Coalition</b>			
Don Wells	Labour Studies	24122	wellsd

## FACULTY ASSOCIATION COUNCIL

*[There are several vacancies on Council. If your Department is not represented, why not call the Association office and volunteer your services? If your name is listed and you no longer feel able to serve on Council, please inform the MUFA Office.]*

<b>Prescription Drug Formulary, JC Sub-Committee to Study</b>			
Ken Cruikshank	History	24850	cruiksha
Wayne Lewchuk	Labour Stds/Economics	27293	lewchuk
Christopher Longo	Hlth Services Mgmt	23896	clongo
Olga Perkovic	Mills Library	26007	perkovi
Joanne Pierazzo	Nursing	26510	pierazj
Herb Schellhorn	Biology	27316	schell
Mike Veall	Economics	24591	veall
Phyllis DeRosa-Koetting (observer)	MUFA	24682	mufa
<b>Tenure &amp; Promotion Drafting Committee</b>			
Lorraine Allan	Psychology	23023	allan
David Shore	Psychology	23013	dshore

## OBSERVERS NEEDED

Required: faculty and librarians who are members of the Faculty Association — yes, RETIREES also qualify — to serve as observers for appeal and grievance hearings. The role of the Observer is to report on the adequacy of the procedures, with a view to making recommendations to improve relevant policies, not to comment on the conduct or the judgement of the tribunal. Hearings usually take place over one or two days. For more information, send us an e-mail ([mufa@mcmaster.ca](mailto:mufa@mcmaster.ca)), give us a call (24682), or drop us a line (HH 103A).

### House for Rent

Large, furnished second and third floors of house. Large eat-in kitchen, dining room, living room. Three plus two bedrooms. One and one-half baths. Southeast of downtown Hamilton. \$1,050 per month plus utilities. Contact 905-540-8666 for more information.

Anaesthesia	Bob Lee	75177	rmkwlee
Anthropology	Wayne Warry	23901	warrywa
School of the Arts	VACANT		
Biochemistry	VACANT		
Biology	Pat Chow-Fraser	27338	chowfras
Business Faculty	Willi Wiesner	23985	wiesner
Chem. Engineering	Kim Jones	26333	kjones
Chemistry	Adam Hitchcock	24749	aph
Civil Engineering	Ioannis Tsanis	24415	tsanis
Classics	Michele George	23452	georgem
C E & B	Harry Shannon	23162	shannonh
Comp & Software	Antoine Deza	23750	deza
Economics	Martin Dooley	23810	dooley
Elec & Comp Eng	Natalia Nikolova	27141	talia
Eng Physics	Alexander Berezin	24546	berezin
English & Cul Stds	Mary Silcox	27314	silcox
Family Medicine	Helen McDonald	26657	mcdonal
French	VACANT		
Geog & Geology	Robert Wilton	24536	wiltonr
History	Ken Cruikshank	24153	cruiksha
Kinesiology	Digby Sale	23591	saled
Labour Studies	Robert Storey	24693	storeyr
Library	Amanda Etches-Johnson	26006	etchesa
Linguistics & Lang	Jean Wilson	23455	wilsonj
Materials Science	Tony Petric	27242	petric
Math & Statistics	Peter Macdonald	23423	pdmmac
Mech Engineering	Gary Bone	27591	gary
Medical Physics	Jerry Moran	24279	morang
Medicine	VACANT		
Nursing	Marilyn Parsons	22404	parsonsm
Obs & Gyn	Derek Lobb	22228	lobbd
Pathology &			
Molecular Med.	Rick Butler	22705	butlerr
Pediatrics	VACANT		
Philosophy	David Hitchcock	23464	hitchckd
Physics & Astron.	Jerry Moran	24279	morang
Political Science	VACANT		
Psychiatry & Behavioural			
Neuroscience	Lennard Niles	22224	niles
Psychology, Neuroscience			
& Behaviour	Betty Ann Levy	23019	levy
Rehabilitation Sci	VACANT		
Religious Studies	Anders Runesson	23388	runess
Social Work	Jane Aronson	23789	aronsonj
Sociology	Neil McLaughlin	23611	nmclaugh
Surgery	Frank Baillie	75215	baillief

# Project Status Reports

(as of September 12, 2006)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Status
<b>Project &amp; Budget Approved</b>			
Arthur Bourns Building Ultrahigh-Resolution Election Microscopy Project (CFI)	Fall 2006	\$7,500,000	Project interior work 98% complete. Awaiting delivery of microscope. Landscaping work to commence shortly.
Burke Science Bldg - Phase 2	Spring 2006	\$15,000,000	Phase 2 complete and occupants have moved in.
Burke Science Bldg - Phase 3	Spring 2007	\$8,500,000	Phase 3 has been tendered.
David Braley Athletic Recreation Centre (formerly known as Multisport Complex)	Fall 2006	\$30,000,000	Mechanical & Electrical work 95% complete. Masonry work complete. Interior finishings in office areas complete. Offices, Sports Medicine, Pulse have moved in. Balance of building nearing completion by the end of September 2006.
Energy Management Program (Ameresco)	Fall 2006	\$28,493,533	Phase 3 work 97% complete. Finalizing program and performing minor deficiencies.
Les Prince Hall (formerly known as New Residence)	August 2006	\$20,000,000	Substantial performance complete. Building is occupied. Deficiency work and mechanical system balancing on-going.
McMaster Front Entrance Improvements - Phase 2	Summer 2007	\$5,000,000	Design work 75% complete. Landscaping to be implemented with construction of new Engineering building.
Mills Library Knowledge Commons - Phase 1	Fall 2006	\$1,800,000	Project split into 2 phases. Phase 1 interior construction 90% complete. Furniture being installed. Exterior ramp is under construction. Work on 3 <sup>rd</sup> floor 15% complete.
MUMC Biosafety Lab 3 (FHS)		\$2,500,000	Consultant has been retained. Design work progressing at a moderate rate.
MUMC Library (FHS)	February 2007	\$7,300,000	Construction approximately 75% complete. Project has been sectioned in phases. Phase 1 and Phase 2 complete.
MUMC Life Safety Systems	Fall 2007	\$6,200,000 (Mac share)	Level 1 complete. Level 4 fire alarm complete. Sprinkler work in progress. Building control work 60% complete.
Ronald V. Joyce Stadium / Underground Parking Garage	Sept 2007	\$23,500,000	Design work 95% complete. Tendering complete for concrete, framework and precast. Excavation nearing 50% completion.
Stonechurch Clinic (FHS) - Phase 1	June 2006	\$1,400,000	Phase 1 complete and occupants have moved in.
Stonechurch Clinic (FHS) - Phase 2	February 2007	\$657,000	Phase 2 has been tendered.

<b>Project Approved, Budget Pending</b>			
Building Complex for the Faculties of Engineering, Science, and Health Sciences (formerly known as School of Engineering Practice & Bioengineering)		\$8,000,000	Functional program complete. Architect and Construction Manager working on costing. This project is tentatively grouped with graduate studies and projected growth in Faculty of Health Sciences and Faculty of Science. Project value may approach \$25 million.
<b>Project &amp; Budget Pending</b>			
Above Ground Parking Structure			On hold pending a campus-wide parking review in Spring 2006
<b>Under Consideration</b>			
Graduate Expansion			
Liberal Arts Building			A space audit of existing space within the Faculties of Social Science and Humanities is in progress to determine future space needs.
<b>For Future Consideration</b>			
Sports Arena			Would be looked at offsite
Tennis Courts			
Welcome Centre			

## Are you Considering Early Retirement?

In the past, some faculty members have signed individual agreements with the University concerning the conditions of their retirement. These agreements have covered special (non-standard) access to office space, laboratory facilities and other matters. At present, there is no established procedure, other than the civil courts, for resolving subsequent disputes concerning the interpretation of such agreements. The Faculty General Grievance Procedure applies only to those who “hold the academic rank of professor, associate professor, assistant professor or lecturer”. Professors emeriti are not covered even in the case of disputes concerning an agreement signed prior to retirement. Hence, it is especially important that clear, specific wording be used in such agreements. It is strongly recommended that our colleagues seek the advice of their own lawyers before signing any such agreements.

## Are You Being Considered for Tenure and/or Promotion?

If you are a faculty member who is being considered for tenure and promotion to associate professor or for promotion to professor, you may find it helpful to have a faculty colleague act as an advisor during this process. This colleague can assist in the preparation of your research résumé, teaching dossier and other material. An advisor can also accompany you to interviews at various stages of the process should this prove necessary.

This practice has been informally sanctioned in the past. The Tenure and Promotion Policy explicitly states that a faculty member may be accompanied by a faculty colleague acting as an advisor when appearing before a departmental, Faculty or Senate committee.

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## Faculty Handbook Updates

Revised pages for the *Faculty Handbook*, which was first distributed in October 1999, have recently been mailed out to MUFA members and administrative departments. If you did not receive your package, contact the MUFA Office (ext. 24682, [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca)). If you require another hard copy of the complete *Handbook*, contact the **Bookstore's Custom CourseWare Department** at ext. 23356.

The *Faculty Handbook* is also available on the MUFA web page ([www.mcmaster.ca/mufa](http://www.mcmaster.ca/mufa)).

## Attention ! All *Ta Panta* Collectors

In the early 80s MUFA produced a magazine containing articles, poems and even crossword puzzles, submitted by McMaster faculty. The magazine was called *Ta Panta* and existed for 8 years (one or two volumes per year).

Alas, the MUFA Office is drowning in paper (did someone say we were in a paperless society now?!). In a desperate attempt to find space for our ever expanding empire, we are offering copies of the magazine to whomever might be interested. Not to worry, we have archived sufficient copies of each edition — but what to do with the rest? The thought of unceremoniously dumping them in the garbage was too difficult to contemplate.

There are only 20-30 copies of each number. So if you are interested in obtaining an edition or two, give the MUFA office a call. Operators are standing by while supplies last!

**President's Report** (*continued from p. 2*)  
enrollment numbers at McMaster. The last Senate-approved target for undergraduate enrollment was 14,400-14,900, passed in 1999. The recent practice is for the Enrollment Management Team to report the numbers to Senate for information. In 2003 the Provost put forward three models for the future growth of McMaster, as part of the Refining Directions process, and there was a lot of discussion but no vote in Senate on these alternatives. Since then, two new initiatives have emerged, namely the McMaster Innovation Park and the Burlington Campus. It still isn't clear what is being planned for the main campus or how the new initiatives will affect teaching and research responsibilities for our members. We hope that there is now some recognition of the limits for growth on the main campus, given our physical footprint and our obligation to preserve and enhance the local greenspace environment, and our responsibility to be a 'good neighbour' to the surrounding Westdale community. These obligations and responsibilities are contained to some extent in the official McMaster Campus Plan, but not explicitly or strongly enough (in my opinion). I would like MUFA to be a partner in any modifications to the McMaster Campus Plan.

*Ian Hambleton*