



Newsletter

McMaster University Faculty Association

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Dealing with the Current Economic Condition

The world economy has been dealt a series of damaging shocks. The collapse of housing and financial markets destroyed significant wealth, leading to violent fluctuations in the price of energy and materials and destabilizing automotive and manufacturing sectors, combining to generate widespread, growing unemployment. While defensive measures by governments, flooding the market with liquidity in order to unblock economic activity, could provide relief, it is equally possible that feedback, nonlinear effects, and further shocks will amplify and prolong the crisis. No one knows whether the economy can pick itself up and move on or whether it will deteriorate and be crippled for years.

As a result, virtually every organization in the world is presently engaged in assessing its situation and reexamining its plans and priorities. In that sense, McMaster is no different from all the others. What is our situation? On the income side, as has been widely noted, the value of the University's endowment has shrunk considerably, reducing income required for important continuing needs, while assets in the Pension Plan have fallen to a level which will soon require extra payments. At the same time, one can anticipate that Provincial operating grants will decrease as a result of falling tax revenues. These are the first order effects. Going beyond this, one can safely predict that the demand for university education will not decrease. In fact demand is likely to increase in the face of rising unemployment, as students put their time to good use upgrading their skills. One can also reasonably expect that deflationary pressures, as long as they persist, will help keep a lid on costs.

How will the economic crisis affect our plans and priorities? At present most organizations are cutting back on capital expenditures and avoiding additional debt. McMaster should do the same. Our priorities are excellence in education and research. We must not deviate from these goals. Cutting back on the quality of education shortchanges present students and undercuts the long-term strength of our institution. McMaster has unfortunately just been through a period of rapid expansion of the student body without a commensurate investment in teaching capacity. Adding more students to an already overstressed system or reducing teaching staff is not an option.

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Economic Condition (*continued from p. 1*) Cutting back on research is equally a threat because it diminishes our ability to compete for a shrinking pot of research support. When account is taken of the high mobility of the best researchers, it is clear that any weakening of the University's commitment to research excellence leaves it open to a rapid deterioration which will be hard to reverse.

In difficult economic times, employees are sometimes asked to accept less in order to protect their own jobs and the viability of their organization. In many cases senior management leads the way by refusing pay increases and bonuses. Such arrangements work best in an environment of trust, where reductions are fair and equitable. Unfortunately, trust in the senior administration at McMaster has been seriously eroded by revelations of rich employment contracts, loaded with benefits, particularly post-retirement benefits, deferred compensation, and perquisites such as club memberships and car allowances. The impression is that senior administrators, with the consent of the Board, took good care of themselves and each other at the University's expense. This is exactly the kind of financial excess that underlies the present financial crisis.

In the absence of trust, discussions of how to deal with the economic condition will be severely hampered. Senior administrators must demonstrate that they are serious about protecting the core mission of McMaster and that the economic crisis is not simply an excuse for cutting back on employee salary and benefits. As trust is rebuilt, the discussion must begin on how McMaster can best weather the crisis. That discussion should focus on three questions:

- What is necessary for the University to remain financially sound?
- How will the core mission of education and research be sustained?
- How will the University emerge from this crisis as a stronger institution?

Whatever strategy is adopted, the welfare, needs and aspirations of all members of the University community must be kept in focus.

The economic crisis is a good time for students to remain in university, deepening their knowledge and broadening their skills. However severe recession gives new meaning to the concept of accessibility when both family and university resources are strained. Universities will make what accommodations they can to maintain accessibility, but the situation is unsustainable unless governments step up to the plate. The students' responsibility is to work hard and do well. In difficult times, expectations for what students can achieve should be high.

The economic crisis is not just happening at McMaster but throughout all of society. Layoffs and cutbacks will be widespread and will affect, not only McMaster staff, but also partners and families of McMaster employees and students. When times are bad, those on the lower rungs of the economic ladder suffer the most, even though their needs and costs may be relatively modest. McMaster should take care to minimize the impact of cutbacks on those who can least afford them.

If McMaster is forced to reduce employee costs, the cuts should be progressive, with those at the high end of the scale contributing the largest percentage. A good place to start would be with the extraordinary compensation packages of our senior administration by returning to the traditional formula of reasonable salaries, commensurate with those of senior faculty, plus a standard benefits package.

McMaster can survive and even grow stronger in difficult economic times by reinforcing its commitment to excellence in teaching and research. However McMaster's most senior administrators, academics, and researchers must lead the way if economic concessions are required. If trust in the University's leadership can be restored and if the pain of economic cutbacks is shared fairly across all employee groups and an effort made to protect those who can least afford cuts, then the University will benefit both financially and through the renewed commitment of its employees.

John Berlinsky (on behalf of the MUFA Executive)

[This article does not reflect the opinions of the President's Advisory Cte on the Impact of the Current Economic Situation]

Business Faculty Vote "No" to Dean's Reappointment

In response to a request from several MUFA members in the School of Business, MUFA conducted a mailed ballot among the 60 MUFA members of the 61 faculty in the School of Business, soliciting opinions regarding the possible reappointment of the present Dean of Business, Paul Bates. 44 ballots were received by the December 18, 2008 deadline. Of these, one was spoiled. The remaining 43 were divided as follows:

- Favour reappointment of the incumbent dean: 6
- Oppose reappointment of the incumbent dean: 36
- No opinion: 1

The results of this ballot, which are posted on MUFA's web site, were the subject of a February 21, 2009 article in *The Hamilton Spectator* in which Provost, Ilene Busch-Vishniac, was quoted as saying: "It tells you something about a certain constituency — a very, very important constituency — but there are multiple constituencies we must consider when appointing a dean," naming other Faculties, students, donors and the business community as some.

Because of the lack of transparency of McMaster's process, it is not known whether the Dean Selection Committee has recommended reappointment to the Senate Appointments Committee or, if a recommendation was made, whether or not it was approved and forwarded to Senate. Since Senate will receive whatever recommendation is made in closed session, Business faculty will not know if their Dean has been appointed until, at the earliest, after the Board of Governors meeting in May.

In the meantime the question remains how effective leadership can be provided by a dean whose reappointment is so unwelcome by his own faculty.

MUFA Reps on University Ctes

GEORGE SORGER (Biology) will represent MUFA on the Honour M Award Selection Committee; JOHN BERLINSKY (Physics & Astronomy) will sit on the President's Advisory Committee on the Impact of the Current Economic Situation; and GAIL KRANTZBERG (Centre for Engineering and Public Policy) is MUFA's representative on the Sustainability Steering Cte.

Welcome New Members

Adriaan Buijs	Engineering Physics
Dan Centea	BA of Technology Partnership
Michael Farquharson	Med Physics & Applied Radiation Science
Thomas Hawke	Pathology & Mol Medicine
Maikel Rheinstadter	Physics & Astronomy
Monica Sauer	BA of Technology Partnership
John Wallace	Medicine

RENTAL PROPERTY House for rent July 1, 2009 to June 30, 2010. Three-bedroom, fully furnished century home in downtown Dundas. Large backyard, modern kitchen, washer/dryer, dishwasher, garage, air conditioning. Only a five-minute drive or fifteen-minute bike ride to McMaster (4 km). Rent \$1,700/month plus utilities (negotiable).



Contact grantm@mcmaster.ca or 905-627-0865.

HOUSE FOR SALE Locke Street area. Completely renovated and updated 2 ½ storey brick Victorian. Three bedrooms, 1.5 bath, appx. 1400 sq. ft. Two-car driveway and new appliances. \$290,000. Contact: Imre @ 905-540-3741.

RENTAL PROPERTY 2-year old Ancaster townhouse (Wilson St. & Shaver Rd.) available May 1st. 2+ bedrooms, 1.5 baths, garage + outdoor parking for 2 cars, 5 appliances, central a/c, and walkout to rear yard. Next to large shopping complex that includes Canadian Tire and Wal-Mart. Close to 403; 10 minutes to McMaster. No smoking. No pets. Rent \$1,350 + utilities. Call 905-339-8324 or email sohocanada@sympatico.ca.

MUFF Student Aid

If you are a member of the McMaster University salaried pension plan and have children enrolled full-time in a first baccalaureate degree program at McMaster, they may be eligible to apply for the following scholarships:

THE MCMASTER UNIVERSITY FUTURES FUND GRADUAND AWARD Established in 2000. To be awarded to the child of a member of McMaster University's salaried pension plan who has demonstrated outstanding academic achievement. Recipient must obtain a Sessional Average of 9.5 or greater and be in the final year of their program. Value: \$1,000) For 2009 - One scholarship

THE MCMASTER UNIVERSITY FUTURES FUND IN-COURSE AWARDS Established in 2000. Scholarships to be awarded to the children of members of the McMaster University salaried pension plan who have demonstrated outstanding academic achievement. Recipient must obtain a Sessional Average of 9.5 or greater and be registered as a full-time student (24 units or greater). Value: \$1,800 each For 2009 - One scholarship

Students should submit an application to the Office of Student Financial Aid & Scholarships by **April 15th**.

For more information, visit <http://sfas.mcmaster.ca>, **HIGHLIGHTS, Awards by Application**. There, you will be able to download the **Application**, see **Terms** for all scholarships by application, and a copy of the **Poster**.

If your son or daughter contributes to the community, they may also be interested in applying for a **Community Contribution Award**. Full-time and part-time students are eligible. See **HIGHLIGHTS** for more information.

Full-time students currently enrolled in Level 2 of their program may also want to consider applying for the **Canada Millennium Excellence Award**. For more information go to <http://www.excellenceaward.ca/> and click on 'in-course award'.

Continuing students, post-degree students, and students registered in the McMaster Medical program are not eligible for these awards.

Titles Bookstore is There for You

Rising textbook costs continue to plague students. However, faculty members have significant power to change things for the better when it comes to saving students money on their required texts.

Below are just some of the ways in which Titles, providing complete solutions for required text materials can help faculty members achieve the goal of ensuring the best course materials are available at the lowest possible cost:

Consider USED BOOKS

- In Sept 2008, faculty at McMaster saved students close to \$1 million dollars by adopting textbooks that were available used.

- If a new edition has been released and you still wish to use the edition that you are currently using then we may be able to source it for you.

Custom Courseware/Custom Publishing

- Titles Bookstore is a licensed copyright provider and each year the bookstore produces thousands of coursepacks compiled by faculty for their students.
- These packs are tailored to course content and can be an economical option for your class.
- Our staff negotiates and secures all copyright permissions, remits royalty payments and ensures the intellectual integrity of the materials we produce.

- The entire process involves on-campus services from adopting the coursepacks to providing the end product on the shelves in the bookstore.
- Renewing coursepacks from a previous year is as simple as a phone call.

Early Adoption

- The earlier a faculty member adopts a textbook, courseware or supplementary item, the more value we can add in terms of providing you with optimal choice, selection and service.
- Once you have confirmed an adoption for the upcoming year we can begin to purchase used copies from those students wishing to sell them. We can also maximize the number of used books that are available for incoming students.

Espresso Book Machine

- Titles is proud to be the second university bookstore in the world to have an Espresso Book Machine, allowing us to use Print on Demand (POD) technology to produce perfect bound trade paperback books.
- The EBM has been used to reproduce out of print publications, public domain works and lower cost stationery items required for use in labs.
- This allows a faculty member to select works that may not otherwise be available and customize them by adding their own notes.

If you have any questions please do not hesitate to contact us to learn more about how we can work together and make a positive difference.

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DAN GEAGAN

Professor Emeritus— History
February 6, 2009

Daniel J. Geagan passed away on 6 February 2009, in his 72nd year. He received his graduate education at the American School of Classical Studies at Athens and Johns Hopkins University, and taught at Dartmouth College after serving in the military for two years. He joined the Department of History at McMaster University in 1973 and until 2001 he taught Ancient History, especially ancient Greece, with an emphasis on social and institutional history. His distinguished research and publications on Roman Greece involved the editing and interpretation of inscriptions, dedicatory monuments and documents from several major archaeological sites, including the Athenian Agora, Isthmia and Corinth. He was promoted to professor emeritus in 2001. Apart from being a fine Classical scholar, Dan was committed to social justice and for many years was involved in the Ecumenical Support Committee for Refugees. In 2008, he was made a lifetime member of the New Democratic Party for his continuing and tireless dedication to Canada's social democratic party. Dan will be missed by many fellow scholars and colleagues and those who had the opportunity to work with him in the community.

*Ken Cruikshank,
Chair, Department of History*

[Dan served on the MUFA Executive for three terms: 1989/90; 1990/91; and 1991/92. He was also Chair of the OCUFA Board of Directors in 1991/92.]

Other Passages

HARRY PENNY, Professor Emeritus, School of Social Work, February 8, 2009

Project Status Report

(as of February 18, 2009)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Status
Project & Budget Approved			
Engineering Technology Building	Summer 2009	\$48,000,000 ----- \$38,000,000 (pre B.Tech Programme) ----- \$8,600,000 orig project scope December 2005	Mechanical/electrical systems 75% complete. Internal masonry complete. Drywall work and interior partitions 70% complete. Freight elevator operational. Finish work has commenced in basement.
McMaster Front Entrance Improvements - Phase 2	Summer 2009	\$4,900,000	Design work complete. First stage of landscaping to be implemented with construction of Engineering Technology Building in 2009.
MDCL 2 nd Floor Fitout	Summer 2009	\$26,000,000	Drywall complete. Mechanical and electrical infrastructure 95% complete. Finishing in washrooms complete. Flooring complete. Penthouse work 95% complete. Overall finishing work nearing completion.
MUMC Biosafety Lab 3 (FHS)	Pending	\$2,500,000	Engineering design work complete. Financing being finalized.
MUMC Farncombe Digestive Health Research Institute	Spring 2009	\$3,675,000	Architect and engineers in design development phase.
MUMC Surgical Skills Facility	Summer 2009	\$3,150,000	General layout complete. Detail design progressing.
Thode Library Learning Commons (Phase 1)	Fall 2008	\$884,471	Complete.
Long Term Capital Planning Projects (MTCU)			
Burlington Campus Centre for Advanced Management Studies (CAMS)	Fall 2009	\$28,000,000	Site plan approval underway. Submitted to the MTCU in Fall 2008. Approval pending.
Centre for Spinal Cord Injury and Cancer Education, Research and Rehabilitation		\$20,000,000	Submitted to the MTCU in Fall 2008. Approval pending.
McMaster Centre for Biosciences and Health		\$150,000,000	Submitted to the MTCU in Fall 2008. Approval pending.

Thode Library of Science and Engineering		\$5,000,000	Submitted to the MTCU in Fall 2008. Approval pending.
Wilson Building for Studies in Humanities and Social Sciences (Liberal Arts Building)		\$120,000,000	Submitted to the MTCU in Fall 2008. Approval pending.
For Future Consideration			
Above Ground Parking Structure			On hold pending a campus wide parking review.
Sports Arena			Offsite location
Tennis Courts			
Other			
City of Hamilton Combined Sewer Overflow (CSO) Tank	Fall 2009	City of Hamilton project	City of Hamilton has deferred the project until Fall 2009.

36th Annual OCUFA Teaching & Academic Librarianship Awards 2008/09

OCUFA is proud to celebrate outstanding achievement in teaching and academic librarianship at Ontario universities. Anyone within the university community can nominate a faculty member or librarian.

Award recipients are selected by an independent OCUFA committee made up of faculty, librarians, and student representatives.

Deadline for nominations for 2008/09 awards is **May 8, 2009**

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

OCUFA Teaching and Academic Librarianship Awards Committee
83 Yong Street, Suite 300
Toronto, Ontario M5C 1S8

Inquiries to: 416-979-2117 or www.ocufa.on.ca

Nomination materials are also available from the MUFA Office (HH 103A)



MUFA

Annual General Meeting

Thursday, May 7, 2009

3:00 pm

Great Hall of the University Club

