

MUFA Newsletter

September 2010 — Volume 37.1 — John Berlinsky, Editor

President's Report The Year Ahead

Welcome back to our members after what must have been one of the hottest summers on record. I hope it was simultaneously productive and restful for most of you. We have twenty-two new members appointed since July 2010. It will be my personal challenge to try to get acquainted with most of you over the coming months. I would also like to welcome our new President, Patrick Deane, to membership in MUFA. I have had the pleasure of several conversations with Patrick and am much encouraged that our relationship will continue to be cordial.

One of the reasons I agreed to stand for the position as your President was my sense that public universities as we imagine them are an endangered species, perhaps more especially in the United States, but here in Canada as well. I firmly believe we are in the middle of a major transformation in the way society generates, utilizes and preserves knowledge. My outlook on this transformation is utopic as well as practical. I think it is both desirable and necessary to maintain a civil discussion about our academic mission and the importance of an adequately-sized academic complement to fulfill that mission even in a time of fiscal constraints. To do so, we must be vigilant about our role in the governance of the University. I plan to consult with our Senators about MUFA concerns as appropriate, and ask you to do the same (see **list of Senators on the MUFA website**) We must also keep track of the cacophony of local, provincial and federal voices which influence the ways in which the discussion moves forward, and devise ways of stimulating the membership on issues of concern to us all. The most obvious vehicle is to post items of interest on mufagabmac-l@mcmaster.ca.



Provincial Matters

Your Executive officers participated in discussions with the McGuinty government in August. Earlier this year, you may recall, the government called for a two-year moratorium on wages in the public sector. They then agreed to host a series of roundtable discussions to begin in August, to which the university sector represented by OCUFA (Ontario Confederation of University Faculty Associations) was invited. Past-President John Berlinsky and Remuneration Chair Herb Schellhorn were your representatives at these meetings, which constituted a unique window into the long-term thinking of the government about post-secondary education in Ontario. The government's initial aim at restraint, however, has since been rejected by a majority of university and other public sector employees as simply unacceptable, so the ball is back in the provincial court. On September 1, OCUFA Director and MUFA VP Peter Sutherland and I attended a further meeting of the OCUFA Board to discuss strategy over the next little while. See John Berlinsky's report below [p. 2] and the latest OCUFA Report (online at <http://us1.campaign-archive.com/?u=ca9b5c14da55e36f1328eb0f1&id=073b18bca2&e=>)

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President's Report (continued from p. 1)

The long term sustainability of public pension plans is another of the discussions underway. MUFA's Budget Advisory Committee (**Understanding the Pension Muddle**) spent considerable time last spring preparing a guide to the pension deficit which I hope most of you have now read. The province has recently proposed more regulations concerning public sector solvency plans which are being contested as I write this. At McMaster, there is particular concern about the size of the pension deficit as related to the health of the overall operating budget. Pressure is on universities to shift the long-term pension burden from employer to employee.

The Year Ahead

As this is a year of contract negotiations (which normally begin in January), province-wide discussions of wage freezes and pension deficits will be monitored carefully by the MUFA Executive, as will contract negotiations at our comparator

institutions. I am delighted to have so many old hands at university affairs on the Executive this fall (see **official list**). Herb Schellhorn, Remuneration Chair, is a dedicated and experienced member of MUFA who will guide us through the negotiation process with rigour and diligence. He has assembled a Remuneration Committee of experience and vision. (see his article in this issue on p. 3)

A year ago, now Past-President John Berlinsky spoke of the "tropical storm" which the "financial hurricane" had become since 2008. As I assume the role as your President, I feel as if we are in the eye of another storm, anticipating the outcome of multiple sorts of conversations and negotiations concerning public sector employees; university funding; expansion of student enrolment; pension solvency, and the sustainability of the present system. It should make for an interesting year.

Virginia Aksan

Ontario Public Sector Wage Restraint

The challenge of coping with the long hot Ontario summer was aggravated in August by government initiated "consultations" regarding public sector wage restraint. All of the bargaining public sector employer and employee groups were invited to participate, including Ontario universities and faculty associations. The message was that the government expects salary settlements to have zero net increase in compensation for the next two years. Measures will also be introduced to address looming pension deficits which Ontario university presidents fear will require crippling solvency payments unless some form of relief is granted.

The government made it clear that it did not wish to legislate wage freezes, and the consultations were intended to explore various ways that zero net increase could be achieved by mutual agreement. Although no indication was given of what kind of options would be explored, the government did say that no extra funding would be provided for any salary increases that were negotiated. Having said

that, we note that the government has never provided extra funding to universities for salary increases, at least not within the past 30 years.

The call for consultations led to a series of meetings and conference calls organized by OCUFA and involving CAUT. Discussions at these meetings focused on whether or not faculty associations should participate. Most associations were adamant that zero net increase for two years was unacceptable, and essentially everyone, including university administrators, agreed that the proper place for such discussions was in local bargaining rather than in province-wide negotiations. In the end, after a representative group attended one consultation, the associations decided to withdraw, although a minority, including MUFA, felt that it might have been beneficial to continue to engage in discussions. In particular, it was felt that discussions with the government provided an opportunity to convey our concerns about issues of understaffing and overcrowding at universities.

Since that time, two things have happened on the wage freeze front. First, based on the decision of an arbitrator in a final offer selection, University of Waterloo faculty have received a five-year contract with zero salary increase for the first two years and a 3% annual increase for the following three years. Normal merit and progress through the ranks increases will apply for all five years. Second, in a decision published on September 16, an arbitrator awarded 17,000 Ontario public sector workers in long-term care homes a 2% wage increase for this year. If respected by other arbitrators, this decision would undermine the government's public sector wage restraint strategy.

With regard to pensions, there have been a number of developments in recent months both at the federal and provincial levels. The federal government has announced that it will increase the maximum allowable pension surplus under the Income Tax Act from 10% to 25%. If a 25% surplus limit had been allowed in the boom years of the 1990s, when McMaster University was forced to take pension holidays, the fund would have been in a stronger position to weather subsequent crashes.

Over the summer, the province has proposed a plan which would allow universities with defined benefit pension plans to better manage anticipated solvency deficits, deficits which would require large extra payments over and above the ones that they are presently making. The province will allow universities to delay solvency payments, subject to the preparation and implementation of plans to make their pensions more "sustainable." Suggested steps include increased employee contributions, reduced benefits or moving away from defined benefit plans. This use of the term "sustainable" is quite disingenuous. A sustainable pension plan is one that maintains the resources to meet its obligations in the face of market fluctuations and actuarial trends. The proposals of the government are actually designed to reduce the cost of the pension plan to the employer, which is an entirely different matter.

John Berlinsky

Preparation for Remuneration Negotiations Underway

Our current contract with the University expires June 30, 2011. MUFA has begun to prepare for negotiations with the Administration that will commence in January 2011. A Remuneration Committee has been struck and the members can be found under the committee listing in this *Newsletter* [see p. 6]. During the fall term, we will survey members on important issues including remuneration, working conditions and priorities for bargaining. The Remuneration Committee will then prepare a remuneration brief that will be presented to the membership in early January for approval.

McMaster is one of three universities in Ontario that is not unionized (the others are Toronto and Waterloo). Although we do not have the right to strike should our negotiations with the Administration reach an impasse, we do have a binding final selector process that is invoked if MUFA and the Administration do not come to an agreement by mid-March. The full details of our process can be found at <http://www.mcmaster.ca/mufa/handbook/joint.htm>.

As detailed elsewhere in the *Newsletter* by John Berlinsky, negotiations this year are complicated by the Ontario government's request that public servants agree to wage restraints for two years and secondly, by both provincial and federal pension reform legislation. At this point, we do not know the full impact of these two ongoing issues but we are monitoring them carefully. There are several other universities that are currently in negotiation including Windsor, Western, Waterloo and Toronto — the status of their talks will certainly be a consideration in the Remuneration Committee's deliberations. Please email me at schell@mcmaster.ca if you wish to discuss any aspect of our contract negotiations.

Herb Schellhorn
Chair, Remuneration Committee

Welcome New Members

Kjetil Ask

Medicine

Marilyn Ballantyne

Nursing

Martin Beckmann

Classics

Benjamin Bolker

Mathematics & Statistics

Darren Bridgewater

Pathology & Molecular Medicine

Sandra Carroll

Nursing

Patrick Deane

English & Cultural Studies

David Gerry

School of the Arts

Eileen Hanna

Nursing

Peter Helli

Nursing

Kristin Hope

Biochemistry & Biomedical Sciences

Tracey Jewiss

Nursing

Victor Kuperman

Linguistics & Language

Stephen McBride

Political Science

David Meyre

Clinical Epidemiology & Biostatistics

Beth Murray Davis

Obstetrics & Gynecology

Timothy Pearson

History

Hao Peng

Medical Physics & Applied Radiology

Colin Salter

Peace Studies

Amadou Sarr

Mathematics & Statistics

L. Arthur Sweetman

Economics

Chi Tang

B-Tech Programme

Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those who have retired during the 2009/10 academic year. We look forward to seeing them at the annual luncheon in their honour (this year on November 8, 2010) hosted jointly by the Presidents of the University and the Faculty Association.

Amin Amershi

Accounting & Financial Mgmt

Jacques Barbier

Chemistry & Chemical Biology

Alexander Berezin

Engineering Physics

Maria Cerezo

Languages & Linguistics

Peter George

Economics

Hugh Hartwell

School of the Arts

Jack Holland

Pediatrics

Paul Jessop

Engineering Physics

Kao-Lee Liaw

Geography & Earth Sciences

Peter Macdonald

Mathematics & Statistics

Janet Pinelli

Nursing

Other Passages

Lee Brooks, Psychology, Neuroscience & Behaviour, June 2, 2010

Don Dawson, Economics, July 9, 2010 (see memorial on p. 10)

George Lewis, Anatomy, August 29, 2010

Gordon Means, Political Science, August 12, 2010

Ken Redish, Mathematics & Statistics, August 27, 2010

Donald Shepherd, Classics, August 5, 2010

Are You Eligible 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.



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.

Housing

House for Rent We are going on sabbatical from January-May/June 2011, and would like to rent our 3000 square foot home in Burlington. It is within walking distance (5-10 minutes) to the waterfront and downtown, and is very near the lakefront, a school (sk-6) and a park. It has been recently renovated and boasts 3 large bedrooms, 4 bathrooms, a great-room and formal dining room, a kid friendly TV/living room and kitchen. Our basement is fully finished and includes a TV room (with a foldout couch and 3-piece bath for guests), and exercise area with treadmill, weights etc). The home is equipped with an alarm system and service. We are willing to rent to someone with a dog/cat provided that your animal doesn't damage the flooring/furniture. The rent will be \$2900 plus utilities. Please contact Scott at daviesrs@mcmaster.ca, 905-635-8583.

Ballot Results

I have counted the ballots which were distributed to all MUFA members on May 25, 2010 requesting a YES or NO response to the following questions:

I endorse the Amendments to the MUFA Constitution.

RESPONSES
YES 175 NO 0 SPOILED 1
Total Ballots Cast 176



I endorse the Amendments to the MUFA By-Laws.

RESPONSES
YES 175 NO 0 SPOILED 1
Total Ballots Cast 176



I endorse the Amendments to the MUFA Remuneration Committee Policy.

RESPONSES
YES 174 NO 0 SPOILED 2
Total Ballots Cast 176

*M. Grasselli, Returning Officer
June 10, 2010*

Committee Structure

2010/2011

Standing Committees

*Chair of Committee

Academic Affairs

Nancy Bouchier, History, 24136, bouchier

Human Rights

Michelle Dion, Political Sciences, 24029, dionm

Joint Committee

Virginia Aksan, History, 23541, vaksan

Herb Schellhorn, Biology, 27316, schell

Peter Sutherland, Physics & Astronomy, 22611, pgs

Membership

Marek Niewczas, Materials Sci & Eng, 23498, niewczas

Nominating Committee

Virginia Aksan*, History, 23541, vaksan

John Berlinsky, Physics & Astronomy, 23178, berlinsk

Ann Herring, Anthropology, 23915, herring

Michelle MacDonald, Biochem & Biomed Sci, 22316, macdonml

Peter Sutherland, Physics & Astronomy, 22611, pgs

OCUFA Director

Peter Sutherland, Physics & Astronomy, 22611, pgs

Pension Committee

Virginia Aksan, History, 23541, vaksan

Trevor Chamberlain, Finance, 23980, chambert

Sherman Cheung, Finance, 23986, scheung

Marc-André Letendre, Economics, 23817, letendre

Khalid Nainar*, Accounting & FMS, 23990, nainar

Peter Sutherland, Physics & Astronomy, 22611, pgs

Public Relations

John Berlinsky, Physics & Astronomy, 23178, berlinsk

Remuneration

Virginia Aksan, History, 23541, vaksan

Nancy Carter, Nursing, 22221, carternm

Qiyin Fang, Engineering Physics, 24227, qfang

Wayne Lewchuk, Labour Studies, 27293, lewchuk

Herb Schellhorn*, Biology, 27316, schell

Peter Sutherland, Physics & Astronomy, 22611, pgs

Michael Veall, Economics, 23829, veall

Special Enquiries & Grievances

Graeme Luke, Physics & Astronomy, 27639, luke@physics

John Weaver, History, 24135, jweaver

Tenure

Martin Dooley, Economics, 23810, dooley

Treasurer

Gladys Peachey, Nursing, 22661, peache

Without Portfolio

Mike Veall, Economics, 23829, veall

Returning Officer

Matheus Grasselli, Math & Stats, 23406, grasselli

University Committees & Boards

Bookstore Board

Virginia Aksan, History, 23541, vaksan

Lilian Chan, Accounting & Fin Mgmt Serv, 23974, ylchan

Enrolment Management Team

Herb Schellhorn, Biology, 27316, schell

McMaster Children's Centre

Krista Madsen Baker, Kinesiology, 27946, madsenk

Parking Appeal Board

Trevor Chamberlain, Finance, 23980, chambert

Pension Trust

Trevor Chamberlain, Finance, 23980, chambert

Sherman Cheung, Finance, 23986, scheung

Marc-André Letendre, Economics, 23817, letendre

President's Advisory Committee on Building an

Inclusive Community

Mirna Carranza, Social Work, 23789, carranz

President's Advisory Committee on Relations with

Community

Dan Goldreich, Psychology, Neur & Beh, 28666, goldrd

President's Advisory Committee on Transportation

& Parking

Trevor Chamberlain, Finance, 23980, chambert

Eric Sorensen, Physics & Astronomy, 27586, sorensen@physics

Rudy Heinzl Award of Excellence Committee

1 VACANCY

Sustainability Steering Committee

Gail Grantzberg, Engineer&PubPolicy, 22153, krantz

Ad Hoc Association & University Committees

Drafting Cte to Review T&P Policy SPSS

Lorraine Allan, Psychology, Neuro & Beh, 23023, allan

Katherine Cuff, Economics, 23827, cuffk

Presidential Adv Cte on the Impact of the Current

Economic Situation

John Berlinsky, Physics & Astronomy, 231178, berlinsk

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.]

Anaesthesia	Bob Lee, 75177, rmkwlee	Labour Studies	Robert Storey, 24693, storeyr
Anthropology	Wayne Warry, 23901, warrywa	Library	Wade Wyckoff, 26557, wyckoff
School of the Arts	Catherine Graham, 27665, grahamca	Linguistics & Language	Vikki Cecchetto, 24474, cecchett
Biochem & Biomed Sci	Russell Bishop, 28810, bishopr	Materials Science	Nikolas Provatas, 26897, provata
Biology	Pat Chow-Fraser, 27338, chowfras	Mathematics & Statistics	VACANCY
Business Faculty	Willi Wiesner, 23985, wiesner	Mechanical Engineering	Gary Bone, 27591, gary
Chem. Engineering	Kim Jones, 26333, kjones	Medicine	Karen Beattie, karen.beattie@camris.ca
Chemistry	Adam Hitchcock, 24749, aph	Nursing	Yvonne Lawlor, 22037, lawlory
Civil Engineering	Ioannis Tsanis, 24415, tsanis	Obstetrics & Gynecology	Derek Lobb, 22228, lobbd
Classics	Michele George, 23452, georgem	Pathology & Molecular Med.	Laurie Doering, 22913, doering
C E & B	Harry Shannon, 23162, shannonh	Pediatrics	VACANT
Comm Stds & Multimedia	Philip Savage, 23346, savagep	Philosophy	David Hitchcock, 23464, hitchckd
Computer & Software	Antoine Deza, 23750, deza	Physics & Astronomy	John Berlinsky, 23178, berlinsk
Economics	Martin Dooley, 23810, dooley	Political Science	Peter Graefe, 27716, graefep
Electrical & Computer Eng	Natalia Nikolova, 27141, talia	Psychiatry & Behav Neuro	Lennard Niles, 22224, niles
Engineering Physics	VACANCY	Psychology, Neuro & Behav	Betty Ann Levy, 23019, levy
English & Cultural Studies	Mary Silcox, 27314, silcox	Radiology	Eli Tshibwabwa, 26248, tshibwab
Family Medicine	Helen McDonald, 26657, mcdonal	Rehabilitation Sciences	VACANT
French	Stephanie Posthumus, 23746, posthum	Religious Studies	Anders Runesson, 23388, runess
Geography & Earth Sci	Robert Wilton, 24536, wiltonr	Social Work	Jane Aronson, 23789, aronsonj
History	Ken Cruikshank, 24153, cruiksha	Sociology	Neil McLaughlin, 23611, nmclaugh
Kinesiology	Joe Blimkie, 24702, blimkie	Surgery	Frank Baillie, 75215, baillief

OBSERVERS NEEDED

Required: 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), give us a call (24682), or drop us a line (HH 103A).

Faculty Handbook Updates

The MUFA Executive has agreed to discontinue the practice of sending out revised pages of the *Faculty Handbook* to MUFA members and administrative departments in September. Instead, the web version which is available on the MUFA site (www.mcmaster.ca/mufa) will be kept up to date and notification, along with the appropriate link, will be made in the *Newsletter* as well as on g-mufa when any portion of the *Handbook* has been revised.

If you prefer to keep a hard version of the complete *Handbook* on hand, however, copies will continue to be available at no charge through the **Bookstore's Custom CourseWare Department at ext. 23356.**

Project Status Report

(as of September 15, 2010)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Funding Source(s)	Status
Project & Budget Approved				
McMaster Front Entrance Improvements - Phase 2	Pending	\$4,900,000	Internal Capital	Preliminary design work complete.
MUMC Biosafety Lab 3 (FHS)	Pending	\$2,500,000		Biosafety commissioning agent has been retained to review drawings.
MUMC Farncombe Family Digestive Health Research Inst.	Summer 2010	\$5,500,000 (rev Nov/09) — \$3,500,000	CFI \$1.5M Private Donor \$3M FHS \$1M	Project is substantially complete. Faculty has moved in and area is operational. Deficiency work remaining.
Ron Joyce Centre (Formerly Burlington Campus Centre for Advanced Management Studies [CAMS])	40390	\$26,824,000	Private Donor \$10M City of Burlington \$5M Halton Region \$5M Internal Funds \$6.8M	Project is substantially complete. Occupants have moved in and building is operational. Deficiency work remaining.
Nuclear Reactor/NRB Renovations	March 2011	\$22,000,000	Federal & Provincial Governments	Foundation work complete. Steel structure 95% complete. Exterior cladding and concrete floors to commence shortly.
IWC Centre for Spinal Cord Injury Education, Research & Rehab and Centre for Cancer Education, Research & Rehab	March 2011	\$20,000,000	Federal & Provincial Governments	Foundation work has commenced. Steel has been ordered. Shop drawing work continuing. Schedule is being monitored and controlled to meet KIP timelines.
GH Data Centre Upgrades	August 2010	\$2,400,000	2008 Campus Renewal Prog \$700K UTS Tech Fund \$1.7M	Construction proceeding as scheduled. Awaiting delivery of first shipment of computer equipment.
Commons Marketplace, Servery & Dining Rm Upgrades	August 2010	\$2,750,000	Hospitality Services	Project is complete. Occupants have moved in and facility is operational. Deficiency work remaining.
McMaster Innovation Park: Centre for Primary Care	Summer 2012	\$40,000,000	Dept Fam Med Practice Plan \$3M Private Support \$10M FHS Realloc Pool \$1M MD 3 Expansion \$5.1M MD 2 Expansion \$2.1M Nurse Prac Prog \$600K MOHLTC Grant \$12M MIP Land \$1M Intenally Financed Debt \$5M	Schematic design complete. Budget estimates being evaluated.
Mills Library McMaster Environment for Digital Scholarship (MEDS)	August 2010	\$1,000,000	Sherman Foundation (funding over 10 years).	Project is substantially complete. Space is operational. Deficiency work remaining.

IAHS Renovations	October 2010	\$2,260,000	Grad Expansion Capital Funds	Demolition complete. Steel work and concrete work complete. Partition work and finishing have commenced.
Other				
City of Hamilton Combined Sewer Overflow (CSO) Tank	Fall 2010	City of Hamilton Project	City of Hamilton	Construction substantially complete. Clean up and restoration continuing.
McMaster Innovation Park CanMet Building	Fall 2010	MIP Board approval to proceed with sourcing of financing & finalization of lease	Non-recourse funding taken out by MIP	Interior and exterior work on-going.
For Future Consideration				
McMaster Innovation Park Life Sciences Building		\$45,000,000		MIP developing concept design
Above Ground Parking Structure				On hold pending campus wide parking review
PanAm Games New Pool		est. \$35,000,000		On-going discussions with HostCo Board of the PanAm Games.
Sports Arena				Offsite Location
Tennis Courts				
MTCU Long-Term Capital Planning				
Wilson Building for Studies in Humanities and Social Sciences (Liberal Arts Building) [inclusive of deferred maintenance for CNH/KTH/TSH]	2014	\$95,000,000 (rev May/10 — \$50,000,000 to \$60,000,000)	MTCU - \$84M R. Wilson & MAPS - \$11M	Revised submission to MTCU in June 2010. Functional Plan completed.
Life Sciences & Health Complex (LHS)	2014	\$141,500,000	MTCU	Revised submission to MTCU in June 2010
Downtown Campus McMaster-Mohawk Centre for the Creative Economy	2.5 years after funding is secured	\$50,000,000 to \$75,000,000	to be determined	Revised submission to MTCU in June 2010. In concept stage.
McMaster Innovation Park: McMaster Automotive Resource Centre (MARC) and McMaster Emerging Technologies Centre (METC)	2012	\$30,000,000	MTCU \$15M FedDev Ontario \$15M	Revised submission to MTCU in June 2010. In concept stage.
Thode Library Renovations	2012	\$7,900,000	MTCU	Revised submission to MTCU in June 2010

Don Dawson

Retired Professor of Economics

July 9, 2010

What follows are the remarks delivered by Bill Scarth, current Chair of the Economics Department, at the celebration of Don's life that took place at the University Club on July 28.

Don Dawson passed away peacefully, with his family at his side, on July 9, 2010, after a brave 10-month battle with Acute Myelogenous Leukemia (AML). He was 70 years old.

Don's association with McMaster covered 41 years, and I have been fortunate to share all but the first two with him.

Here at Mac, faculty are evaluated annually according to our contributions in three areas — research, teaching and citizenship. One of the impressive things about Don is that he has made *major* contributions in all three. Certainly during his first decades here, Don's insights in industrial organization were so widely appreciated that *all* graduate students who took Don's course were literally guaranteed a rewarding career at Consumer and Corporate Affairs. Other indicators of Don's ability to blend formal analysis with applied policy were his appointments to such positions as a Director at Consumer and Corporate Affairs, and Research Director of the Ontario Economic Council. Through these positions, Don's influence on research — particularly research that drew the attention of policymakers — was extensive.

On the teaching front, it is impossible to exaggerate Don's student appeal. Despite being among the Department's more demanding instructors in terms of marks awarded, his courses were always bulging with enthusiastic students. I have witnessed his appeal in an ongoing way. I tagged along when he took his students on tours of factories (Stelco and Ford), I exploited his knowledge by having him co-author several chapters in a textbook, and I was deluged with favourable feedback while counseling students during my many years as Undergraduate Chair of the Department. Don was a leader in establishing our graduate program, taking the time to visit other universities to lure students to our developing MA and PhD degrees, and he was a dedicated contributor to the undergraduate program — even offering to continue to teach his Economics of Professional Sport course to a class of 300 students for no recompense — in retirement. It is no wonder that Maclean's magazine ranked Don among the pros to pursue at Mac.

The final Mac criterion is citizenship. Don more than took his turn on *all* the central administrative tasks within the University. To mention just two, he was Special Assistant to the President for three years, and then (perhaps to demonstrate his balanced views) he became President of the Faculty Association. During his involvement as leader of the Association, Don helped to establish the negotiation structure that we still use to sort things out with the University's Administration. But a broader definition of citizenship is more appropriate in Don's case. His mentoring role with McMaster's football players, and his more than two decades of programming on the student radio station, are just two examples within McMaster. External to the University, through his work with charitable organizations (especially those focused on the mentally retarded and the Special Olympics), Don has had a truly lasting effect on the broader Hamilton community. I have always admired his dedication and effectiveness in this regard.

Don knew that morale and a sense of teamwork are important. Even within the Department, he displayed this commitment in many ways. He was the leader of our Departmental hockey group — always first to arrive and the last to leave the dressing room. One of Don's innovations (within the group) was to rent Copp's Coliseum, to videotape the proceedings, and to have us all back to the house for brunch. The only problem was that we could no longer pretend that we were fast skaters. Don coped with this exposure better than the rest of us, since — as a goalie — he was never tempted to have delusions of grandeur in the speed department. On this and on many other occasions, Don and Joyce opened their home to Department members. This helped secure a spirit within a large cohort of Department members that has materially affected both our effectiveness and the enjoyment we have derived from sharing our careers with Don at McMaster.

So, overall, Don has maintained a central presence throughout the academic, athletic and other dimensions of life at Mac and within the Hamilton Community. We will certainly miss him, but his infectious enthusiasm and sense of humour will remain with us and continue to help us.