

MUFA Newsletter

September 2011 — Volume 38.1 — Catherine Connelly, Editor

President's Report The Year Ahead

I always find it tremendously energizing when the masses of students return to campus after Labour Day (not that I don't enjoy the peace and quiet that begins in May). I look forward to getting together and working with old friends and colleagues, but also to the opportunity of meeting our newest members. The MUFA office staff make a point of having all new faculty join some of the members of our Executive for a luncheon sometime during the academic year so that we can introduce them to an environment that we work to make as collegial and cooperative as possible. (For those new to McMaster it may come as a surprise to learn that we are but one of three non-unionized university campuses among the twenty in Ontario, and our process for negotiating compensation and conditions of employment is envied by many across the country.)



Selection Committees

This is a year in which there is the potential for almost unprecedented change in the senior administration. The terms of the current Deans of Humanities and of Social Sciences will end next June, as will that of the Acting Dean of Business. The terms of the VP (Research) and the Provost & VP (Academic) also expire, as does that of the AVP (Student Affairs) & Dean of Students. Thus within a matter of months there could be six Selection Committees up and running. It is important that these committees be, and be perceived to be, representative in a way that will help capture any diversity of opinion. Part of this requires that faculty members agree to serve when asked and hence I encourage each of you to give serious consideration to any such requests you receive. It will also be useful if the eventual committee members find ways to engage the relevant community to ensure that their decisions incorporate as broad a range of information as possible. Correspondingly, any faculty member who wishes to express her/his opinions should make an effort to do so even if unsolicited. This need not be in writing to a committee, but could instead be through a private and confidential conversation with a committee member since the latter are generally expected to report to the committee the concerns of their constituency. So I urge all of you to give your fullest attention, wherever appropriate, to these appointments.

In a similar vein, don't forget to vote in the provincial election on Thursday October 6!

Academic Planning

I believe that many of us have found the experience of getting to know our new President, Patrick Deane, a positive and encouraging one. In the "town hall" meetings

IN THIS ISSUE:

- 1 President's Report
- 3 New & Retiring Members
- 4 Committee Structure
- 6 Group Life Insurance
- 7 Mental Disorders Study
- 7 Housing
- 8 Grant Smith
- 8 Copyright@McMaster

McMaster University Faculty Association

Hamilton Hall, Room 103A
Hamilton, Ontario L8S 4K1

905-525-9140, EXT. 24682

FAX: 905-522-8320
mufa@mcmaster.ca

MUFA on the WEB
<http://www.mcmaster.ca/mufa>

continued on p. 2

President's Report (continued from p. 1)

he showed a respectful, thoughtful, and engaging manner. This has been borne out in his recently released letter to the McMaster community in which he outlines his priorities and principles. His comments on one of his priorities, the quality of undergraduate education, have been reported in an article in the *Globe & Mail* on September 14 and elsewhere. While the President's interest in this area is welcome, it is unclear how the innovations he highlighted, such as the iSci, BSc and the Arts & Science programs (which collectively admit about 300 students each year, or 5-6% of all new admissions), can be expanded to engage the rest of an ever growing undergraduate body (Level I is up by 7% over the target). At least not without a substantial increase in the faculty complement! I believe most of us are all too aware that many of our students are in large, undifferentiated programs that provide a very sub-optimal experience. Many of these students struggle to find rewarding courses for which they are eligible, or not already "capped off". It is my personal view that we must find a way to create and then offer a broad spectrum of elective courses. Ideally these would not be owned by any one Department or even Faculty, but this would take a degree of cross-campus curriculum collaboration that is rarely to be seen.

At a broader level, how might a renewed focus on undergraduate education at McMaster (timely as that most certainly is) affect the University's ability to position itself in a more differentiated or specialized university landscape, the kind that Harvey Weingarten and his colleagues at HEQCO envisioned?

Budget

This year the current budget model (whose origins are lost in the mists of time) will be shadowed by a

new model that purports to be more transparent and to identify more accurately where costs are incurred and how they are to be compensated. That sounds good, but I have my doubts and I think we should all keep our eyes on this to make sure the underlying academic mission is not distorted. Here is a specific case in point: the Economics Department teaches a large and increasing number of first-year engineers in its introductory courses. This is a good thing, and it allows the students to apply for admission to the Engineering & Management program (another good thing and a McMaster innovation). The current budget model uses a baseline from some 20 years ago, which no doubt acknowledged that students from other Faculties then took economics, but did not incorporate cross-Faculty teaching explicitly. Hence there is no increased allocation for the Faculty of Social Sciences as the number of engineering students taking economics increases. But while the new budget model would change this, still the Faculty of Social Sciences would only receive 50% of the per course tuition (while Engineering would keep the remainder, and all of the BIU money). I know there is an underlying rationale, sometimes attributed to how the research component of our lives is funded, but I find it bizarre, and I don't believe it will lead to the allocation of teaching resources that *all* students taking economics deserve.

The above paragraphs may be too idiosyncratic and an inadequate expression of what concerns our membership, and so I would welcome your feedback. That said, I urge all MUFA members to take advantage of every opportunity to participate in the dialogue on campus and to reinvigorate the collegiality which has been such a hallmark of McMaster's past.

*Peter Sutherland
MUFA President*

Welcome New Members

Faiez Al-Ani

B-Tech Programme

Paul Andrews

Psychology, Neuro & Behaviour

Trevor Arnold

Mathematics & Statistics

Fouzia Baki

Operation Management

Sara Bannerman

Communication Std & Multimedia

Sean Carey

Geography & Earth Sciences

Bei Chen

Mathematics & Statistics

Erin Clements

Mathematics & Statistics

Vanina Dal Bello-Haas

Rehabilitation Science

Amber Dean

English & Cultural Studies

Jeffrey Denis

Sociology

Francisca Duran

Communication Std & Multimedia

Ali Emadi

Mech/Elec & Comp Engineering

John Ford

School of the Arts

John Graham

School of the Arts

Amanda Grenier

Health, Aging & Society

Stuart Henderson

History

Krista Howarth

Kinesiology

James Alexander Irvine

Political Science

Dimitrios Konstantinidis

Civil Engineering

Yvonne Kwok

Accounting & Financial Mgmt

Sandra Lapointe

Philosophy

Joseph LaRose

Religious Studies

Chung Pang Mok

Mathematics & Statistics

Jose Moran-Mirabal

Chemistry & Chemical Biology

Laurence Mussio

Communication Std & Multimedia

Elena Neiterman

Health, Aging & Society

Danny Pincivero

Kinesiology

Saiedeh Razavi

Civil Engineering

Andrew Roddick

Anthropology

Graham Scott

Biology

Mark Skowronski

HR & Management

David Harris Smith

Communication Std & Multimedia

Antonio Sorge

Anthropology

Sara Stonehouse

Accounting & Financial Mgmt

Iulian Toma

French

Matthew Woolhouse

School of the Arts

Itay Yavin

Physics & Astronomy

Jennifer Yost

Nursing

Haniyeh Yousofpour

HR & Management

Jie Yu

Chemical Engineering

Ka Ming Yuen

Bachelor of Technology Prog

Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those who have retired during the 2010/11 academic year. We look forward to seeing them at the annual luncheon in their honour (this year on October 17, 2011) hosted jointly by the Presidents of the University and the Faculty Association.

Peter Archibald

Sociology

John Berlinsky

Physics & Astronomy

Martin Daly

Psychology, Neuroscience & Behaviour

Robert Henderson

Kinesiology

Carolyn Ingram

Nursing

Zdislav Kovarik

Mathematics & Statistics

Elizabeth Latimer

Family Medicine

Robert M. K. W. Lee

Anesthesia

Betty Ann Levy

Psychology, Neuroscience & Behaviour

Anna St. Leger Lucas

French

John Seaman

Political Science

Johan Terlouw

Chemistry

Boris Zhorov

Biochemistry & Biomedical Sciences

Committee Structure

2011/2012

Standing Committees

*Chair of Committee

Academic Affairs

Nancy Bouchier,* History, 24136, bouchier

Human Rights

Michelle Dion,* Political Sciences, 24029, dionm

Joint Committee

Martin Dooley, Economics, 23810, dooley

Graeme Luke, Physics & Astronomy, 27639, luke

Peter Sutherland, Physics & Astronomy, 22611, pgs

Membership

Michelle MacDonald,* Biochem & Biomed Sci, 22316, macdonml

Nominating Committee

Virginia Aksan, History, 23541, vaksan

Martin Dooley, Economics, 23810, dooley

Ann Herring, Anthropology, 23915, herring

Abigail Payne, Economics, 23814, paynea

Harry Shannon, Occup Hlth & Env Med, 22147, shannonh

Peter Sutherland,* Physics & Astronomy, 22611, pgs

OCUFA Director

Martin Dooley, Economics, 23810, dooley

Pension Committee

Nancy Carter,* Nursing, 22221, carterm

Trevor Chamberlain, Finance, 23980, chambert

Sherman Cheung, Finance, 23986, scheung

Martin Dooley, Economics, 23810, dooley

Marc-André Letendre, Economics, 23817, letendre

Peter Sutherland, Physics & Astronomy, 22611, pgs

Public Relations

Catherine Connelly, HR & Management, 23954, connell

Special Enquiries & Grievances

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

Tenure

Virginia Aksan, History, 23541, vaksan

Martin Horn, History, 24139, mhorn

Treasurer

Rafael Kleiman, Engineering Physics, 26290, kleiman

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

Michelle MacDonald, Biochem & Biomed Sci, 22316, macdonml

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

Nancy Bouchier, History, 24136, bouchier

President's Advisory Committee on Relations with Community

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

President's Advisory Committee on Transportation & Parking

Nancy Carter, Nursing, 22221, carterm

Trevor Chamberlain, Finance, 23980, chambert

Rudy Heinzl Award of Excellence Committee

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

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.]

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

Are You Considering Buying Optional, Employee-Paid Group Life Insurance From McMaster?

The recent Joint Committee Agreement between McMaster University and MUFA provides for an increase in the maximum optional, employee-paid group life insurance from \$500,000 to \$1,000,000 for Members of the "New Group Life Insurance Plan". Members of the "Grandparented Group Life Insurance Plan" may also apply for this increase in optional, employee-paid group life insurance, but must first elect to leave the "Grandparented Group Life Insurance Plan" and join "New Group Life Insurance Plan". The purpose of this note is to recommend that our members carefully consider their individual life insurance needs and research the cost of alternative plans before purchasing the optional, employee-paid group life insurance being offered by the University.

McMaster's group life plan is offered by Sun Life through the Council of Ontario Universities. Each year, the group life premiums are reviewed with the group insurance carrier and are adjusted relative to plan experience. A recent letter from the Administration advised faculty of their options and provided the rates at which they may purchase optional, employee-paid group life insurance. I compared these rates with the rates of six other well established, term life insurance carriers, specifically Canada Life, Equitable Life, Manufacturers Life and three others. For a non-smoking, male age 35 in good health, the McMaster rates are competitive. For a non-smoking, male age 45 or 55 in good health, the six other Canadian companies all offer guaranteed renewable term at significantly (40% to 50%) lower rates than those offered by McMaster. I, for one, should pretty clearly stay with the policy I have with one of these six companies. I have not made comparisons for all combinations of sex, age

and health status. My limited research did clearly indicate, however, that our members would be wise to do some research on their own before purchasing the optional, employee-paid group life insurance from McMaster. Google will lead you to a number of sites that provide life insurance quotes. Some of these sites will ask for contact information and follow-up by phone or e-mail. www.life-insurance-quotes.ca did not ask for contact information and provided a quote for my own policy that is exactly what I pay.

Please note that the McMaster University Group Life Insurance Plan also provides basic term life insurance while you are an active member of faculty. The basic group life benefit is 175% of salary to a maximum death benefit of \$175,000. The cost of the basic group life insurance premium is paid 100% by the University. Grandparented Group Life Insurance Plans are also in place. Coverage will end on the earlier of the last day of the month in which you retire, or December 1st of the year you reach age 69, and if you are eligible for post-retirement benefits, you will receive a Life Insurance benefit of \$5,000.

Not sure which plan you participate in or how much life insurance coverage you have? Contact your Human Resources Representative:

Human Resources Service Centre
Campus Services Building Room 202
Phone: 905.525.9140 ext. 222HR
or
Health Sciences Human Resources
Health Sciences Centre 2J1A
Phone: 905.525.9140 ext. 22207

*Martin Dooley,
MUFA Vice-President*

Research Study on Mental Disorders

Approximately one in four people will experience a mental disorder at some point in their life. For those who do not experience it directly, they are likely to know someone who will. Why, then, is it so difficult to talk about mental disorders and how they affect us? Kate Toth, a PhD student in health psychology and an employee of McMaster University, is asking this question in a research study. The purpose of the study is to understand how individuals diagnosed with a mental disorder decided whether or not to tell people they work with (peers, supervisors, staff, human resources personnel, etc.) about the disorder. Toth stated: "I hope that an understanding of the decision-making process will help employers to develop programs, policies, training, and other initiatives that will improve the experience of employees diagnosed with mental disorders in the workplace".

Volunteers to participate in the study are currently being sought. You are eligible to participate if you are an employee of McMaster University and have been diagnosed with a mental disorder recognized under the *Diagnostic and Statistical Manual (DSM-IV-TR)* by a qualified health care professional. If you decide to participate in this study, you will be asked to participate in one or two interviews with the researcher. The length of the interview will depend on how much you wish to share, but you should plan for about one hour for the

initial interview. Less time will be required for subsequent interviews if you wish to participate. With your permission, your interview(s) will be audio-recorded. You will be asked to complete a brief demographics questionnaire during your initial interview. You will also be asked to participate in a member checking interview. Member checking helps the researcher to confirm that her analysis of the data fits your experience of disclosure decision-making. The length of the member checking interview is estimated to be 30 minutes.

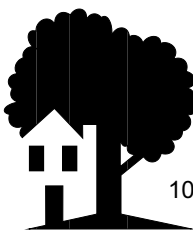
If you choose to participate, **your participation in this study is confidential!** The researcher will not use your information for any purposes outside of this research project. Also, the researcher will not include your name or anything else that could identify you in any reports of the study.

About the Researcher: Kate Toth is a PhD student at Walden University and a TMG employee of McMaster University. She holds the role of Administrative Operations Manager with the School of Nursing. If you are interested in more information or in participating in the study, please contact Kate at (905) 525-9140 x 26883 or kate.toth@waldenu.edu. **Please note that subordinates of the researcher may not participate in the study.**

HOUSING

FOR RENT: One bedroom, bright, furnished, quiet, private entry apartment in home of retired academic. Garage parking. Country setting. Campus 10 minutes by car. Suitable for one person — graduate student, post-doc or junior faculty. No smoking. \$750 monthly all inclusive; minimum lease 1 year, renewal/extension negotiable. Available September 1, 2011. For more information see, <http://macoffcampus.mcmaster.ca/classifieds/detail.php?id=16583>. Contact beattiec@mcmaster.ca

FOR RENT: Gorgeous 3 bedroom, 1.5 bathroom townhome on South Mountain (Rymal & Upper Gage). 5 appliances, bright kitchen with tile backsplash, & ceramic



floors. Neutral designer paint, 3 massive bedrooms, & updated bathroom. Also: Central Air, Cozy Fireplace, Central Vac, updated Lighting, Finished Basement, Garage, & a walkout to private deck for summer BBQ's. All 100% spotless! Close to all amenities, Limeridge Mall, schools, parks, Community Centre, Lincoln Alexander Parkway. Credit check, references, 1st & last months' rent, 1 year lease. Non-smokers, no pets. \$1490 + utilities. Contact Anita for inquires or photos at 905-808-2677 or alk2468@gmail.com

FOR RENT: 3 bedroom, 2.5 bathroom home (plus den), fully furnished, walking distance from McMaster and walking distance to shops, restaurants, etc. Rent is \$1700/month plus utilities. Available from January 1- June 30, 2012. For more information, contact martink@mcmaster.ca

Grant K. Smith

Professor Emeritus, Psychology

July 1, 2011

Grant K. Smith, Professor Emeritus, Psychology, died on July 1, 2011, after a long illness. Grant grew up in Montreal and studied at McGill University where he obtained his PhD in physiology in 1961. He then spent three years in the Autonomics Division of the National Physical Laboratory in Teddington, England, where he pursued his research on neural physiology. He was appointed to McMaster's Department of Psychology in 1964 and although he always insisted that he was "a physiologist, not a psychologist" he was soon at home in the department and eventually served as its chair from 1993 to 1996, after which he retired.

Grant was active in the work of the Faculty Association and was President in 1990/91 when the litigation on the issue of the University's holiday from

its pension contributions went to court. Though Grant was to lament that "we lost the suit," the Association under his leadership made significant gains in other areas, notably in the acceptance of the need for a 'general grievance procedure', in the adjustment of salary anomalies and in the integration of female faculty members.

Grant had many interests outside of the academy. He loved classical music and the poetry of Keats; he enjoyed wine and spent many a happy time assisting in one of the Niagara wineries; in his younger days he climbed in the Rockies and then in middle age competed fiercely on the squash court. He is survived by his wife Marjorie, sons Martin and Blair, daughter Lara and their families.

*Les King,
Professor Emeritus, Geography*

Copyright@McMaster

Copyright in Canada is going through some changes which will have an impact on how we use copyrighted materials in our teaching, learning and research activities here at McMaster. In order to support our current Access Copyright agreement, we have enhanced the McMaster landscape to ensure compliance, as well as to support the rights of ownership, authorship and scholarship in the context of copyright.

1. Reproduction of copyrighted materials for distribution, in print or digital format, is prohibited, unless proper copyright permissions are in place.
2. Copyrighted materials cannot be posted on **Avenue to Learn** or in other online education tools, unless proper copyright permissions are in place. Online education tools include, but are not limited to, websites, discussion boards or email.
3. **Custom Courseware** production has remained unchanged and is still an excellent forum for the delivery of copyrighted materials. There have been no copyright fee increases in Courseware for the past four years.
4. Courseware cannot be placed on **Reserve in the Libraries**. Please note that effective September 22nd,

ONE copy of a textbook or the original of a required reading can now be placed on Reserve.

5. The Library has **licensed access** to more than 50,000 e-journals and 400,000 e-books which are available for use in teaching, learning and research. Durable links to specific resources can be created which provide secure local and remote access for McMaster use only. Such links can also be included in our Course Management Systems.

Information on creating durable links can be found at <http://library.mcmaster.ca/linking>. Many of these e-resources may also be used, for no additional copyright fees, in Courseware sold at Titles Bookstore or in print materials such as course handouts or exams produced within Media Production Services Print Division.

More information, including FAQ's, can be found on the new Copyright Website. This site will be updated regularly.

www.copyright.mcmaster.ca

Still have questions? Feel free to email copyright@mcmaster.ca