

MUFA NEWSLETTER

September 2014 - Volume 41.1 – Laura Parker, Editor

President's Report The Year Ahead



While it feels as though summer never really arrived this year, fall is clearly upon us. The campus is brimming with activity and the arrival of a new (larger than anticipated) cohort of undergraduate students.

I would like to warmly welcome our new faculty members into our Association and wish them a satisfying and successful academic career. I would also like to deeply thank our retiring faculty members for their many years of service to the University, to their research communities, to their graduate and undergraduate students and to MUFA.

1. Faculty Input

With the last Remuneration Agreement relatively far behind us (negotiated December 2012 to March 2013) and the next negotiations far enough in the future to seem like forever (negotiations starting December 2016) it is an opportune time to focus our attention on workplace issues other than salary and benefits. In a negotiation year, we traditionally poll our members to better understand their priorities, so that with a diverse membership we can represent and balance their interests. This year, we plan to launch a detailed survey to understand faculty views on a wide range of non-remuneration issues, so that we can set priorities for our Association and our advocacy with the University Administration. I hope that you will participate in the survey, so that we can achieve the high levels we are accustomed to for our negotiation surveys. I also welcome and encourage your continued input via participation in our General Meetings (December 3, 2014 and April 27, 2015), visiting our office in HH 103A, or contacting us via email or telephone.

2. System Renewal

MUFA is undergoing significant system renewal. In 2013, our Executive Director, Phyllis DeRosa-Koetting retired and we were fortunate to replace her with Mara Giannotti who had previously worked in the Provost's office. In 2014, our Executive Assistant, Kelly McCaughey retired and we were fortunate to replace her with Jessica Weyman who had previously worked in the Provost's office. I would like to take this opportunity to thank the Provost's office for selecting, hiring and training such excellent employees. We now have a new set of friendly faces and welcoming staff to replace our dear friends who have now retired. The MUFA office in Hamilton Hall 103A has been updated with a classy modern look (by university standards) and we even have new signs directing guests to our entrances from within and outside of Hamilton Hall. Our website, which is by far the most comprehensive of all faculty associations in Canada, will migrate to a new platform to provide easier navigation to its wealth of information and allow us to implement modern communication methods for those who wish to utilize them. Don't worry – I promise not to start tweeting. Finally and most dramatically, we will migrate our database system from the trusty Rolodex to a database management system and abandon the clearly superior WordPerfect for the ubiquitous Word.

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12. Jack Diamond

McMaster University Faculty Association

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(905) 525-9140
Ext. 24682/20297

mufa@mcmaster.ca

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

The University is also undergoing significant system renewal, under the name of Mosaic. Mosaic has two intertwined, yet distinct objectives: a) improve the way the university operates (i.e. modernize business processes) and b) replace the computer systems that are used to operate much of the university with an enterprise resource planning (ERP) system. The rollout of Mosaic started with the financial modules in November 2013. It is possible that many of you have not even logged on to Mosaic and if so, you may have only worked with its Travel and Expense module. However, the imminent rollout of the Human Resources and Student Records components of the system will impact *all* employees and *all* instructors. While there have been significant challenges and ‘productivity dips’ with the financial rollout, I remain optimistic that the new rollouts will go smoothly and quickly. As with any new system, there is a learning curve, after which improved performance and efficiencies make the effort worthwhile. I encourage you to embrace the change that is required for the success of the initiative. We must remain vigilant, however, that incomplete system renewal does not ossify and leave us with a greater administrative burden than we had before.

3. Continuous Improvement

In November 2012, Provost and VP Academic, David Wilkinson asked the Dean of Social Sciences, Charlotte Yates, to lead a task force to inquire into the status of women faculty and what, if any, barriers existed to women's advancement and inclusion at McMaster University. Last fall, the Provost also initiated a Gender Pay Equity study by the McMaster Office of Institutional Research and Analysis (IRA). Both reports were completed in 2014 and are posted on the Provost's website. This year we will be working with the Administration to follow up on implementation of the recommendations of the Yates Report as well as examining Gender Pay Equity in more detail.

A standing issue in this column for the last several years has been the strife within the DeGroot School of Business (DSB). The McMaster Tribunal hearing two related cases under the Anti-Discrimination Policy issued its findings and remedies in May and September 2013, respectively. Among other things, the Tribunal ordered, as remedies for breaches of the Policy by the University, a review of the Anti-Discrimination Policy and of the role of the Human Rights and Equity Services (HRES) office at McMaster. Also, in May 2014 a Notice of Application for Judicial Review was filed with the Ontario Superior Court to consider the Tribunal's findings and process. I am hopeful that these two reviews progressing in parallel will lead us to closure on the issues and a more robust and transparent Policy that will serve the McMaster community in the future.

This year, MUFA will be working with the Administration on improving the evaluation of teaching through the Teaching Evaluations Working Group. Teaching evaluations form an important part of the Tenure and Promotion (T&P) process and Career Progress/Merit (CP/M) scoring. Ideally, teaching evaluations are also used to provide input to the process of continuous improvement of teaching and of learning outcomes. Our Policy on the Procedures for the Assessment of Teaching is clear that “sound evaluation of teaching mandates evaluation by multiple people, on multiple occasions and in multiple contexts”. Yet, it is still all too common that the score on the summative question of a classroom teaching evaluation is relied upon too heavily and without the proper context of the course being taught or the norms within the program.

The New Budget Model (our own implementation of Responsibility Center Management (RCM) budgeting) shadowed the original budget in 2013/14 and went live for the 2014/15 fiscal year and so its full implications are now being felt. While it provides significant financial transparency for existing programs and the ability to drive responsible behaviour through financial incentives, it also risks the corporatization of the University by making the default metric for a program its financial viability. There are many benefits for the greater good that are not captured under an RCM and if every unit is required to break even, then we may all have much to lose. At the same time, the University as a whole has financial constraints that must be met for its long term sustainability.

4. Benefits

In our last round of negotiations we took significant steps to protect the value to our members of our defined benefit pension plan by making increased contributions to the level of 50:50 with the University. In so doing, we also ensured solvency relief for the pension plan, allowing solvency payments to be made over a longer duration. We will be closely watching and analyzing the next formal evaluation of our plan (as at July 1, 2014) that will be released very soon. While the worst days of the Great Recession are over, it is still not yet clear how long it will take for investment returns to recover to the point that they will meet pension obligations for the long term. On a related topic, it is likely that the Province will enact enabling legislation to permit Jointly Sponsored Pension Plans (JSPP) in the university sector. This is another issue we will be watching closely and you are likely to hear more about.

5. Government Relations

The 2014 federal budget included significant new funding (\$1.5 billion over 10 years) for the Canada First Research

Excellence Fund (CFREF), a competitive program for universities to achieve research excellence at an international calibre. Undoubtedly, McMaster will be seeking to strengthen its research standing through a successful application.

In light of the provincial jurisdiction for education, the June 12, 2014 election of a Liberal majority government has significant implications for the university sector. Programs and initiatives that were underway are continuing, with well-established contacts between the Ontario universities and the Ontario Ministry of Training, Colleges and Universities (MTCU). With McMaster completing the Strategic Mandate Agreement (SMA) with the MTCU in March 2014, attention has turned to other matters. Under the Major Capacity Expansion Policy Framework, the Province is continuing its initiative to add 41,000 university spaces across Ontario by 2017-18. In response, McMaster is preparing a proposal that would accommodate 1,000 new students, with a new satellite campus in downtown Hamilton.

Without commensurate faculty renewal, higher than expected enrollment numbers + increased student spots = higher student:teacher ratios, which are already amongst the highest in Canada. Instead of developing innovative teaching methods and flipped classrooms, faculty are facing aging infrastructure and crammed classrooms. I think we need to consider whether enrollment growth without proportional growth in faculty complement and operating funds is really in the best interests of our students and the University. While the Province may recognize the importance of higher education, per student provincial funding is amongst the lowest in Canada and is unlikely to improve any time soon, with the Province facing staggering debt and deficits.

6. Shared Governance

While there has been a significant turnover at the decanal level in the last 2 years, the only change this year is the appointment of Acting Dean (and former MUFA President) Ken Cruikshank to Dean of Humanities for a 5 year term.

Patrick Deane is now in the last year of his first 5 year term as President and Vice-Chancellor of McMaster University. The Committee to Recommend a President consulted the McMaster community, the MUFA membership, the MUFA Executive and even asked for my individual input as MUFA President. The Committee has submitted its recommendation and the process is

expected to be completed very soon. I look forward to working with the recommended President and an accompanying vision for the next 5 years.

MUFA and the University formally meet at what is called *The Joint Administration/Faculty Association Committee to consider University Financial Matters and to discuss and negotiate matters related to Terms and Conditions of Employment of Faculty* (more succinctly known as the Joint Committee), which meets monthly. The Joint Committee consists of three MUFA representatives and three members of the Senior Administration. This year, along with me representing MUFA are Michelle Dion (MUFA Vice-President) and Martin Horn (Special Enquiries and Grievances), while the Administration is represented by David Wilkinson (Provost and VP Academic), Roger Couldrey (VP Admin) and Susan Searls Giroux (AVP, Faculty). This year, the Joint Committee meetings are being held in the MUFA Boardroom in Hamilton Hall, where good food, good will and a sense of humour go a long way towards mutual understanding and resolution of problems. With a full agenda, a constructive attitude, and dedicated staff and volunteers, I look forward to a very productive year.

Rafael Kleiman
MUFA President

Homewood Human Solutions is McMaster University's Employee & Family Assistance Program provider. Their services are available 24/7 and are free to employees and their families. Homewood Human Solutions provides counseling, work-life and health coaching, health risk assessments, and much more. For more information, visit the Homewood Human Solutions website at: www.homewoodhumansolutions.ca, or call their toll free number: 1-800-663-1142.

Welcome New Members

Rashid AbuoGhazalah
School of Engineering Technology

Jennifer Askey
Linguistics & Languages

Tracy Becker
Civil

Borzoo Bonakdarpour
Computing & Software

Ryan Browne
Mathematics & Statistics

Carolyn Byrne
Nursing & Clinical Epidemiology
& Biostatistics

Andrew Costa
Clinical Epidemiology
& Biostatistics

Russel DeSouza
Biomedical Sciences &
Biostatistics

Ian Dworkin
Biology

David Feeny
Economics

Zhen Gao
School of Engineering Technology

Matthew Grellette
Philosophy

Merideth Griffin
Health, Aging & Society

Jasmin Hiristov
Sociology

Gregory Hooks
Sociology

Robert Jefferson
Economics

Petar Jevtic
Mathematics & Statistics

Ameil Joseph
Social Work

Tony Kang
Management

Paul Kim
Medicine

Vladimir Ljubicic
Kinesiology

Lawrence Mbuagbaw
Clinical Epidemiology
& Biostatistics

James MacKillop
Psychiatry & Behaviour,
Neurosciences

Colin McDonald
Mechanical Engineering

Moein Mehrtash
School of Engineering
Technology

Paul McNicholas
Mathematics & Statistics

Sandra Monteiro
Clinical Epidemiology
& Biostatistics

Shanti Morell-Hart
Anthropology

Christopher Myhr
Communication Studies and
Multimedia

Sukhvinder Obhi
Psychology, Neuroscience &
Behaviour

Amin Rajabzede
School of Engineering Technology

Reza Semavi
Computing & Software

Fran Scott
Clinical Epidemiology
& Biostatistics

Jean-Eric Tarride
Clinical Epidemiology
& Biostatistics

Jennie Vengris
Social Work

Ryan Wylie
Chemistry

Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those who have retired during the academic year. We look forward to seeing them at the annual lunch in their honour (**October 27th, 2014**) hosted jointly by the Presidents of the University and the Faculty Association.

Marie-Madeline Ahmed
French

Virginia Aksan
History

Heather Arthur
Nursing

Cameron Blimkie
Kinesiology

Ivan Bruha
Computing & Software

Nick Cipriano
Kinesiology

John Cunningham
Medicine

Albina DeCenso
Nursing & CE & B

Donna Ciliska
Nursing

Ted Haines
CE & B

William Harris
Physics & Astronomy

David Hitchcock
Philosophy

Mary Law
Rehabilitation Sciences

Timothy Lee
Kinesiology

Ann McKibbin
CE & B

Charlene Miall
Sociology

Greg Moore
Mathematics & Statistics

Irene Patelis-Siotis
Psychiatry & Behavioural
Neurosciences

Sanzheng Qiao
Computing & Software

James Rusthoeven
Oncology

Dyanne Semogas
Nursing

Laurie Wishart
Rehabilitation Sciences

Max Wong
Electrical & Computing

Chris Wood
Biology

Committee Structure 2014-2015

Standing Committees

*Chair of Committee

Academic Affairs

Catherine Anderson, Ling & Lang 26241, canders

Human Rights

Nancy Carter, Nursing, 22221, carternm

Joint Committee

Michelle Dion, Political Science, 24029, dionm

Martin Horn, History, 21602, mhorn

Rafael Kleiman*, Engineering Physics, 26290, kleiman

Membership

Michelle MacDonald, Biochemistry & BioSci, 22316,
macdonml

Nominating Committee

Michelle Dion, Political Science, 24029, dionm

Stephen Heathorn, History, 24150, heaths

Rafael Kleiman*, Engineering Physics, 26290, kleiman

Graeme Luke, Physics & Astronomy, 27639, luke

Lynn Martin, Nursing, 22246, martl

Willi Wiesner, HumRes & Mgmt, 23985, wiesner

OCUFA Director

Michelle Dion, Political Science, 24029, dionm

Pension Committee

Trevor Chamberlain, Finance, 23980, chambert

Sherman Cheung, Fin & Bus Econ, 23986, scheung

Michel Grignon*, Economics & Health, Aging & Society
23493, grignon

Rafael Kleiman, Engineering Physics, 26290, kleiman

Marc-Andre Letendre, Economics, 23817, letendre

Graeme Luke, Physics & Astronomy, 27639, luke

Public Relations

Laura Parker, Physics & Astronomy, 27348, lparker

Remuneration

Arthur Sweetman, Economics, 23218, arthur.sweetman

Special Enquiries & Grievances

Martin Horn, History, 21602, mhorn

Tenure/Permanence

Qiyin Fang, Engineering Physics, 24227, qfang

Joe Rose, HR & Management, 23951, rosejb

Treasurer

Lilian Chan, Accounting & FinMgt, 23974, ylchan

Returning Officer

Matheus Grasselli, Math & Stats, 23406, grasselli

Univeristy Committees & Boards

Bookstore Board

Lilian Chan, Accounting & FinMgt, 23974, ylchan

Felicia Vulcu, Biochem & BiomedSci, 22838, vulcuf

Copyright Working Group

Sara Bannerman (Observer), CommStud & Multi, 23722,
banners

Enrolment Management Team

Michelle MacDonald, Biochem & BiomedSci, 22316,
macdonml

McMaster Children's Centre

VACANT

Parking Appeal Board

Trevor Chamberlain, Fin & Bus Econ, 23980, chambert

Pension Trust

Trevor Chamberlain, Fin & Bus Econ, 23980, chambert

Sherman Cheung, Fin & Bus Econ, 23986, scheung

Marc-André Letendre, Economics, 23817, letendre

President's Advisory Cte on Building an Inclusive Community

Marshall Beier, Political Science, 23888, mbeier

Nancy Bouchier, History, 24136, bouchier

President's Advisory Cte on Relations with Community

Daniel Goldreich, Psychology, 28666, goldrd

President's Advisory Cte on Transportation & Parking

Trevor Chamberlain, Fin & Bus Econ, 23980, chambert

Nancy Carter, Nursing, 22221, carternm

Rudy Heinzl Award of Excellent Committee

Michelle MacDonald, Biochem & BiomedSci, 22316
macdonml

Ad Hoc Association & University Committees

PACBIC's Employment Equity Working Group

Juliet Daniel, Biology, 23765, danielj

Faculty Association Council

Acct&Fin Mgt	Lilian Chan, 23974, ylchan	Library	Wade Wyckoff, 26557, wyckoff
Anthropology	Anne Herring, 23915, herring	Linguistics & Languages	Ivona Kucerova, 23456, kucerov
School of the Arts	Catherine Graham, 27665, grahamca	Marketing	Sourav Ray, 22370, sray
Biochemistry& Biomedical Sci	Russell Bishop, 28810, bishopr	Materials Science	Mor Baram, 24094, baramm
Biology	Pat Chow-Fraser, 27338, chowfras	Mathematics & Stats	Miroslav Lovric, 27362, lovric
Chemical Engineering	Kim Jones, 26333, kjones	Mechanical Eng	Gary Bone, 27591, gary
Chemistry&Chemical Biology	Adam Hitchcock, 24749, aph	Medicine	Karen Beattie, karen.beattie@camris.ca
Civil Engineering	Ioannis Tsanis, 24415, tsanis	Medical Physics & Applied Radiation Science	Hao Peng, 27126, penghao
Classics	Michele George, 23452, georgem	Nursing	Yvonne Lawlor, 22037, lawlory
C E & B	Harry Shannon, 23162, shannonh	Obstetrics & Gyn	Derek Lobb, 22228, lobbd
Communication Studies& Multimedia	Philip Savage, 23346, savagep	Operations Mgmt.	Elkafi Hassini, 27467, hassini
Computer & Software	Antoine Deza, 23750, deza	Pathology & Mol Med.	Laurie Doering, 22913, doering
Economics	Martin Dooley, 23810, dooley	Pediatrics	Sandeep Raha, 76213, rahas
Elec & Comp Eng	Natalia Nikolova, 27141, talia	Philosophy	Stefan Sciaraffa, 23467, sciaraf
Engineering Physics	Rafael Kleiman, 26290, kleiman	Physics & Astronomy	Alan Chen, 27096, chen
Engineering Technology, School of	Konstantinos Apostolou, 20288, apostol	Political Science	Peter Graefe, 27716, graefep
English & Cultural Stds	Mary Silcox, 27314, silcox	Psychiatry & Behav Neuro	Lennard Niles, 22224, niles
Family Medicine	Helen McDonald, 26657, mcdonal	Psychology, Neuro & Behaviour	David Shore, 23013, dshore
Fin&Business Economics	Narat Charupat, 23987, charupat	Radiology	Eli Tshibwabwa, 26248, tshibwab
French	Stephanie Posthumus, 23746, posthum	Rehabilitation Sciences	Lilian Coman, 27832, comanl
Geography & Earth Sci	Robert Wilton, 24536, wiltonr	Religious Studies	Anders Runesson, 23388, runess
Health Policy&Mgt	Glen Randall, 26191, randalg	Social Work	Jane Aronson, 23789, aronsonj
History	Nancy Bouchier, 24136, bouchier	Sociology	Neil McLaughlin, 23611, nmclaugh
Human Resources & Management	Willi Wiesner, 23985, wiesner	Strategic Management	Hongjin Zhu, 20090, zhuhong
Kinesiology	Krista Madsen, 27946, madsenk	Surgerly	Frank Baillie, 75215, baillief
Labour Studies	Robert Storey, 24693, storeyr		

McMaster Alumni Association 2015 Travel Program

Dear MUFA Members & Friends of MUFA,

The McMaster Alumni Association would like to invite MUFA members and Friends of MUFA to [Discover Your MAC Adventure](#) by joining McMaster Alumni and Friends on an irresistible line-up of once-in-a-lifetime trips to some amazing destinations, as part of the 2015 Alumni Travel Program.

Enjoy the worry-free convenience and value of group travel, while sharing your dream vacation among like-minded travellers. Working with reputable travel partners, each known for their deluxe travel programs, we've selected quality, exciting, adventurous trips, enhanced by knowledgeable lecturers and experienced travel directors, offering built in educational experiences not often found through larger group travel. McMaster's Nancy Doubleday, Hope Chair in Peace and Health, will be a resource educator on the Canada's Northwest Passage excursion in August 2015!

To see a line-up of our 2015 trips, please visit www.discoveryyourmacadventure.ca.

To request a travel brochure or additional information on any of our trips, please contact the Travel Alumni Officer at 905-525-9140 ext. 24882 or email mactrav@mcmaster.ca.

There is a lot of world out there to see, are you coming?

Sincerely,

McMaster Alumni Association

Classroom Hotline

Instructors should call the classroom hotline at extension **23073** for issues such as replenishment of chalk or erasers, damaged seats/tablets, no lighting, etc.

Email: clerks@ppims.services.mcmaster.ca

Website: Submit a work request thru the Facility Services AiM Work Management system via <http://aappsrvr.mcmaster.ca/facilityservices/> Automatic work status updates are provided when an email address is entered into the request.

➤ **It is important for all written correspondence to highlight in the description this is a Classroom Hotline request. This will distinguish the problem so it can be prioritized.** ◀

For scheduling issues or disconnects between class size and classroom capacity, call the Registrar's Office, at ext. 24453 or bookings@mcmaster.ca

The Classroom Hotline is answered Monday to Friday, 8:30 a.m. to 4:30 p.m. Leave a message on the voice mail as a Customer Service Clerk may be assisting another Customer. Calls outside of these hours will be answered on the next business day. Immediate classroom emergencies that occur after 4:30 p.m. - such as no heat, locked classroom, broken water pipes - should be reported to Security at ext. 24281.



Ontario Confederation of University Faculty Associations
Union des Associations des Professeurs des Universités de l'Ontario

OCUFA has recently established a Queer Caucus discussion list as a means to communicate and develop strategies for enhancing a supportive community for gay, lesbian, bi, queer, trans-identified, and two-spirited academic staff in Ontario.

We hope that it will support our members, especially in smaller and more remote areas where there may not be a sufficient critical mass to make institutional support networks feasible. We also hope the listserv will help build safer and more supportive communities.

We encourage you to make your members aware of this new service and hope they will find it useful.

Those interested in subscribing can click on the following link: <http://ocufa.on.ca/members-area/queer-caucus/>

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 (24682/20297), or visit us in (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, copies will continue to be available at no charge through the Bookstore's Custom CourseWare Department at ext. 23356.

Save the Dates!

MUFA General Meeting

Wednesday, December 3rd, 2014

3:00 p.m.

Council Chambers,
Gilmour Hall, Room 111

MUFA Annual General Meeting

Monday, April 27th, 2015

3:00 p.m.

Great Hall
University Club

Personal Tax Increases Retroactive to January 1, 2014 for Employees with Annual Earnings over \$150,000

Background

Increased taxes for employees earning more than \$150,000 to be implemented through higher payroll tax deductions from September to December 2014

On July 24, 2014, the Ontario Government passed a provincial budget introducing higher personal income tax rates for individuals earning over \$150,000 per year. These changes are retroactive and apply to the taxation year commencing January 1, 2014.

Impact on Net Pay

CRA publishes revised tax tables to implement retroactive Ontario tax increases

The personal tax rate increases in the Ontario budget is 1% for earnings between \$150,000 and \$220,000 and 2% for earnings between \$220,000 and \$514,090. Because the tax increases are effective January 2014 but implemented for only the last 4 months of 2014, the new CRA tax tables will result in affected employees having a 3% or 6% increase in their Ontario tax deduction from September to December 2014 only on the portion of regular pay above \$150,000.

For further information, please visit

http://www.payroll.ca/cpadocs/Legislative_Briefing_Ontario_Personal_Tax_Changes_FINAL.pdf

Questions

If you have any questions or require assistance please contact your Human Resources Representative. Contact information can be found at:

[http://www.workingatmcmaster.ca/contacts/.](http://www.workingatmcmaster.ca/contacts/)

Dr. Frank Jones

Professor Emeritus

Sociology

May 22, 2014

After a rich and rewarding life, Dr. Frank Jones passed away peacefully on May 22, 2014, in his 96th year. Born in Montreal, Frank served for five years in the Royal Canadian Navy during the Second World War. After the war, he completed his BA and MA degrees in Sociology at McGill University, and earned his PhD at Harvard University, where he explored the socialization process of infantry recruits.



Dr. Jones arrived at McMaster University as an Assistant Professor of Sociology in 1955, becoming an Associate Professor in 1959 and a full Professor in 1964. He was part of the first wave of professors recruited to McMaster to establish the University's Sociology program, which was founded formally in 1958. He became a Professor Emeritus in 1986.

During his McMaster career, Frank served as the Chair of the Department of Sociology for two separate terms, the first from 1958 to 1965, when he was the first Chair of the department, and the second from 1982 to 1986. Under his tutelage, the Sociology department grew rapidly. Frank helped to mentor a whole generation of Canadian sociologists who are now found in successful careers at Canadian and international universities, in the Canadian federal and provincial governments, and in the private sector. He did so by example, by intellectual leadership, decency of spirit and displays of warm collegiality.

He was also the Director of Labour Studies from 1981 to 1986. For Frank, the working community of Hamilton and its labour movement deserved a place in the academic life of McMaster, and the leadership of Labour Studies was a labour of love. During his second term as Chair of Sociology, Frank continued to build

the department and was instrumental in establishing its position of prominence in Canadian Sociology.

Of course, not all of Dr. Jones's working career was spent on the McMaster campus. In his early career, he worked in research capacities at the Defence Research Board in Ottawa, with the Department of Labour, at Harvard University, and at the Canadian Citizenship Branch, where he was the chief of the research division. He was a visiting professor at McGill and twice at the University of British Columbia. He was also twice a visiting fellow at the Australian National University.

Dr. Jones earned a national and international reputation for his studies of education, occupational status, social mobility, immigration, professions and organizations. Particularly noteworthy was his contribution to a national research team that studied occupational change within and between generations. The book which describes this research, *Ascription and Achievement: Studies in Mobility and Status Attainment in Canada*, became required reading in every Sociology department across the country. Dr. Jones was also an early leader in comparative global studies, doing work that created comparisons among professions and occupations in countries like Canada, the United States, Australia and Sweden. Many of Frank's watershed contributions to the Social Sciences internationally were rooted in his stellar research on theories of immigrant adjustment published in *Social Forces*, and on the impact of voluntary and involuntary associations and organizations on immigration published in *Public Opinion Quarterly*.

Dr. Jones was also the author or co-author of important works such as the popular textbook, *An Introduction to Sociology*, published in 1961, and *Understanding Organizations: A Sociological Perspective* from 1996. He was one of four co-authors of *Canadian Society: Sociological Perspectives*, a book that went through three separate editions over the course of a decade and became a standard reference in Canadian

Sociology. He was also a former editor of the *Canadian Review of Sociology and Anthropology*.

Over the course of his career, Dr. Jones made a significant commitment to both his academic discipline and to McMaster University through service in a number of capacities. He was a member of the executives of the Canadian Sociology and Anthropology Association, the Canadian Political Science Association, and the Canada Council Selection Committee. He chaired the Defence Research Board's Sub-committee on Sociological and Social Psychology Research, Human Resources Research Advisory Committee, and he also chaired the executive committee of the Canadian Political Science Association's Anthropology and Sociology Chapter.

At McMaster, Dr. Jones was a member of both the University Senate and the Board of Governors. He was also the long-standing director of the

Comparative Industrial Society Program. In 1992, he received the Canadian Sociology and Anthropology Association Outstanding Contribution Award, and in 2008, was awarded the degree of Doctor of Laws *honoris causa* by McMaster University.

In his private life, Frank loved tennis, he travelled the world and in later life adored the island of St. Martin which he visited often with his wife, family and friends. Predeceased by his loving wife Jean, Frank is survived by his daughter Dilys and husband Ian, son David, daughter-in-law Marilyn, grandson Travis, sister Ruth and husband Earle, as well as numerous nieces and nephews.

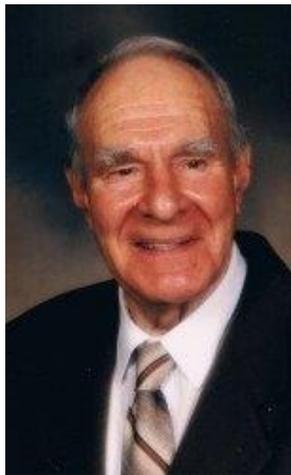
SOURCES: Citation read by Dr. Peter George, President of McMaster University on the occasion of the granting of the degree of Doctor of Laws *honoris causa*, 2008. Obituary, Hamilton Spectator, Saturday, May 31, 2014.

Dr. Norman D. Lane

Professor Emeritus

Mathematics & Statistics

August 6, 2014



Dr. Norman Douglas Lane passed away peacefully in his sleep in Hamilton, ON, on August 6, 2014 at the age of 94. Norm was a renaissance man, a family man, and a devoted husband to the love of his life, Doris, over their 71 years of marriage. Parents Maude and Harry, brothers Les and Ken and sister Shirley predeceased Norm. He was the proud father of five sons –

Douglas (Ann), Brian, Stephen (Brenda), Alan (Robin) and Christopher (Cristina); and nine grandchildren – Michael, Andrea, Carolyn, Dorian, Alyssa, Chloe, Hudson, Amanda and Ryan. Norm was born on Nov. 6, 1919 in Toronto. He earned his PhD in Mathematics

from the University of Toronto and was a distinguished professor at McMaster University in the Department of Mathematics and Statistics from 1952 to 1987. Norm was also a world-class canoeist, competing in two Olympic games: London 1948 (Bronze Medalist in the C-1 10,000 M) and Helsinki 1952 (finished 5th). Throughout the 40's and 50's, he competed in Canadian and North American canoeing regatta's, winning numerous championships. Norm was a lifetime member of the Balmy Beach Canoe Club and also an accomplished gymnast. Home away from home was the family cottage on Buck Lake, near Kingston, where since the mid 60's, the family spent each summer. It became a labour of love as Norm spent many summers finishing the interior, landscaping, canoeing and clearing the shoreline. In lieu of flowers, memorial donations may be made to the Norman Douglas Lane Bursary Fund, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4L8, Reg. Charity # 119035988RR0001.

Dr. Jack Diamond

Professor Emeritus

Psychiatry and Behavioural Neurosciences

August 19, 2014



It is with great sadness and pride for a life well lived that we inform you of the death of Dr. Jack Diamond M.D. PhD on August 19, 2014.

A Medical graduate of University College, London, where he also obtained his PhD in Physiology. He pursued post-doctoral studies at Harvard University, and

subsequently became Sub-dean of Medicine at University College Hospital Medical School. His passion was, however, physiological research, which was undertaken in the Department of Physiology, University College, London, where he was also a popular and effective teacher.

In 1969 he became the Founding Chairman of the Neuroscience Department in the newly opened McMaster University Medical School in Hamilton, Ontario. His research interests became developmental

neurobiology and the neurobiology of aging, with funding from many major foundations. His prolific research spanned 5 decades, his first paper being published in 1965 to the most recent in 2012.

On Academic leave from McMaster, he became Deputy Director of the Montreal Neurological Institute at McGill, and later, Scientific Director of the Alzheimer Society, Canada.

At the time of his passing, he was Professor Emeritus in the Department of Psychiatry and Behavioural Neurosciences, McMaster University.

He leaves his wife, Dr. Dusica Maysinger, his daughter Alison (Jorge), son Gareth (Debbie), grandchildren Rico, Jessica, Kirsten and Marissa, stepchildren Matthew, Michael and Laura, not forgetting many extended family, friends and colleagues. He is also survived by his two previous wives Margaret Diamond and Anne Foerster.

Cremation has taken place and will be followed by a private family celebration of life in the near future.

Passages

Caroline Anne Bayard, French, September 9, 2014

Ivan A. Bracalenti, Family Medicine, June 25, 2014

Ethel Cosmos, Psychiatry & Behavioral Neurosciences, August 19, 2014

Jack Diamond, Psychiatry & Behavioral Neurosciences, August 19, 2014

Hallie M. Groves, Pathology & Molecular Medicine, April 30, 2014

Frank Jones, Sociology, May 22, 2014

Norman D. Lane, Mathematics & Statistics, August 6, 2014