



# Newsletter

McMaster University Faculty Association

December 2007/January 2008 — Volume 34.3 — Ian Bruce, Editor

## President's Report: The Year So Far

*delivered at the General Meeting on January 7, 2008*

According to the old saying, "The proof of the pudding is in the eating." This year's pudding will be the outcome of MUFA's negotiations with the Administration. The ingredients are barely assembled, no mixing has taken place, and the pudding won't emerge from the oven until March. Then we will know if it is to everyone's taste. You have had an opportunity to hear Herb Schellhorn describe our opening brief. This was developed in consultation with our Remuneration Committee which Herb chairs, and has been approved by the MUFA Executive. Our opening brief (as well as that of the Administration) may be found on our web-site, so I won't elaborate on it at this point.

To prolong the food metaphor, I will describe the side dishes that the MUFA Executive has been sampling this Fall. I should note that the meetings of the Executive are numerous (eight since September), occasionally too long (as chair I sometimes allow the discussions to carry on beyond our normal two-hour time limit; one of my New Year's resolutions is to adhere more strictly to our limit), but always stimulating and collegial. It has been a real pleasure for me, and I believe for all of us on the Executive, to meet and discuss McMaster's challenges and opportunities.

One "side dish" is the role we play in formulating academic policy. The Administration, the Senate or the Faculty Association (perhaps from some of its members who make a proposal to the Executive) are free to suggest to the Joint Committee policies that need to be created or revised. If the MUFA Executive approves the consideration of such a policy matter, then usually a small subcommittee with members proposed by both sides is empowered to draft or revise the policy. Eventually the draft policy comes back to the MUFA Executive for approval before being forwarded to bodies such as Senate for formal approval.

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One such example from last year was the creation of the Teaching Professors stream which ultimately led to significant revisions of the so-called “yellow document”, the policy that regulates all matters bearing on academic appointments, tenure, and promotion. This year we have reviewed the Load Teaching policy and incorporated with it a related policy that deals with teaching in the twilight hour or evening. The revision provides an opportunity for a faculty member in the teaching-stream who has a pedagogical research program to apply for time in the spring/summer months to pursue research. Since both the Administration and the MUFA Executive have approved the revision, we can expect the policy to go to Senate for approval in February.

One policy that will be reviewed in the coming months by a subcommittee is the Faculty Code of Conduct which has not been updated since 1994. MUFA has still to recommend a second member for this subcommittee so we welcome suggestions! A second area that the Joint Committee has agreed is worthy of attention are guidelines for the preparation of teaching portfolios and the related documentation that goes forward in tenure and promotion cases, and when those in the teaching-stream are considered for *permanence*. Such guidelines are especially important for those in the teaching-stream since the resulting documents will be the critical determinant for the continuation of their careers at McMaster. Terms of reference and potential members for a subcommittee to undertake this task have not yet been proposed.

Another policy area where we can anticipate some activity is the role of the Dean of Graduate Studies. This person has several responsibilities as defined in the “yellow document” with respect to appointments, tenure and promotion. (For example, the Dean of Graduate Studies sits on every Faculty Tenure & Promotion Committee and must be present for the consideration of *every* candidate.) The Provost has received a report she commissioned from external reviewers of the School of Graduate Studies and it indicates that some of these responsibilities are unusual and sufficiently onerous that they may detract from the other duties of the Dean. Whether possible changes in the duties of the Dean of Graduate Studies are part of

a larger-scale restructuring of the senior Administration remains to be seen. However, MUFA has an abiding interest and a crucial role to play in revising the “yellow document”.

MUFA, through its Executive, keeps watching briefs on virtually all aspects of the University, for it is hard to imagine any that don't have a potential impact on the terms and conditions of our lives as faculty and librarians. This year we created a Budget Advisory Committee chaired by our Vice-President. Obviously, the budget provides crucial constraints on the faculty complement and our compensation, so it is vital that we have a deeper understanding of it. Enrolment is another matter of great concern to us all and we have a representative on the Enrolment Management Team — Pat Bennett from the Department of Psychology, Neuroscience & Behaviour. He gives us updates on EMT's workings, byzantine though they may be. We have also kept an eye on the discussion of plans for the Burlington campus. Our two concerns there continue to be (a) that proper academic planning with review and approval be undertaken by the relevant “legislative” bodies (the Faculty of Business in this case, the University Planning Committee, the Senate), and (b) that such plans be realistic in their assessment of financial risk and thereby minimize negative consequences for efforts to improve life here at the main campus that is so dear to us.

This year the Joint Committee has approved the establishment of the Librarian Joint Committee<sup>1</sup> in order to provide a forum wherein the Administration and the Association discuss issues and concerns confronting academic librarians, their terms and conditions of employment, and for negotiating and determining librarian remuneration.

My final remarks are about “mufa-gab”. It has been very satisfying to see this year the enormous improvements in the quality of discussion there. For

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<sup>1</sup> Several years ago there was a similar committee, the Librarians Negotiating Committee, which had fallen into disuse.

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# Call for Nominations

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## The MUFA Faculty/Librarian Awards for Outstanding Service

### PURPOSE

The purpose of these awards is to provide an annual recognition for faculty and professional librarians who have made an outstanding contribution to the University through the provision of exceptional service to faculty, librarians, staff, students or alumni.

### THE AWARDS

Each year there will be a maximum of three awards in the amount of \$1,500.

### ELIGIBILITY

The awards are open to all members of the McMaster University Faculty Association (MUFA).

### PROCEDURES

1. The MUFA Executive has appointed a chair and committee drawn from amongst the categories of faculty, professional librarians, staff, students, and alumni. The Secretariat to the committee is the MUFA Executive Director.
2. The period of the award is a calendar year.
3. Nominations
  - a. Nominations must be e-mailed ([mufa@mcmaster.ca](mailto:mufa@mcmaster.ca)) or mailed to MUFA (Hamilton Hall 103A) no later than

**MARCH 14, 2008**

- b. The nominator must attach a supporting narrative of not more than 750 words.

- c. Each nomination must be supported by a minimum of 2, and not more than 4 reference letters. These reference letters must be e-mailed or mailed, either through the nominator or independently. Reference letters should not exceed 500 words.

- d. Position and contact information for the nominator and all references must be clearly indicated.

4. The Committee will review the nominations. Among the factors considered by the Committee will be:

- enhancement of the reputation of McMaster University
- provision of excellent service
- demonstrated innovation
- breadth and depth of impact
- strength of support in nominations

5. The faculty/librarians selected to receive the awards will be invited to attend a special reception following the Annual General Meeting in the spring and will be presented with their awards at that time. Pictures of the individual recipients and a brief summary of the rationale for their award will be published in the MUFA *Newsletter* and on the MUFA Web page.

6. Each faculty/librarian who is nominated for an award will receive a letter of commendation from the MUFA President.

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## President's Report *(continued from p. 2)*

that we all owe a debt of gratitude to John Berlinsky. I believe his carefully prepared and thoughtful communications on a wide range of topics have stimulated considerable discussion, albeit mostly off-line. I urge others to emulate John and identify matters of concern. Some of us worry about being exposed to the scrutiny of administrators, but John has shown how one can present any topic from a neutral perspective and thereby reveal the pros and cons, so that others may draw their own conclusions.

Sometimes on "mufa-gab" and sometimes through direct e-mail to me it is suggested that MUFA take a direct stand on particular academic matters. Except for the ways I have described above, this is generally not appropriate. However, these matters should receive a thorough airing at Senate. To that end, we have put up on the MUFA website (see [www.mcmaster.ca/mufa](http://www.mcmaster.ca/mufa)) a list of senators (organized by Faculty) with their e-mail addresses and I recommend that whenever you have a concern you convey it to the senators.

## Dues Holiday in March

Once again, we are pleased to announce that we are projecting a surplus of income over expenditures for the fiscal year 2007/08. As a result the MUFA Executive voted unanimously to reduce the mill rate from 5.0 to 0 for the month of March giving each MUFA member a little something to look forward to! We are also pleased to report that MUFA reserves continue to be in a healthy state.

Don't Forget, when you are preparing your tax returns, MUFA dues are tax deductible.

## Welcome New Members

Janice Adlington	Library & Learning Tech
Barbara Bloemhof	Finance & Bus Economics
Shawn McCann	Library & Learning Tech
Ainsley Moore	Family Medicine
Karen Nicholson	Library: Teaching, Learning & Research
Nicholas Ruest	Library & Learning Tech
Rick Stapleton	Library: Research Collections
Mark Walker	Philosophy
Niko Yiannakoulis	Geography & Earth Sci

## Auto Allowance Increases

Use of a personal automobile for business travel is reimbursed by way of an inclusive kilometre allowance. This allowance is designed to reimburse the claimant for all operating costs, including fuel, insurance, repairs and maintenance. The kilometre allowance is reviewed and adjusted from time to time. A recent review undertaken by the Accounts Payable Travel Department indicated that McMaster's rate was falling behind that of other comparable Ontario Universities. For travel after January 1, 2008, the auto allowance increases from \$.37/km to \$.40/km.

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The ultimate leader is one who is willing to develop people to the point that they eventually surpass him or her in knowledge and ability.

Fred A. Manske, Jr.



# Gordon Vichert

1934-2007

Gordon Vichert, a prominent member of the Department of English in the 1960s and 70s, died in Vancouver on November 12, 2007, after a years-long battle with Parkinson's disease. His life was extraordinary, a rich combination of academic and political work (in Canada, Nigeria, the US, and China) and of balancing public and family loyalties. Born of missionary parents in a remote part of West China in the 1930s, he went to high school in Vancouver and Spokane, Washington, and to university at McMaster, where he excelled in English and in extra-curricular activities (debating, *The Silhouette*). His master's work was at the University of Toronto and at Birkbeck College in the University of London. Fascinated by 18<sup>th</sup>-century satirical writings, he had a special interest in Bernard de Mandeville, whose mordant work *The Fable of the Bees* explores the metaphor of human society as a hive of bees characterized by mutual greed, in sharp contrast with the more optimistic philosophies common at the time.

During his years at McMaster, Vichert was a popular lecturer, an accomplished speaker, and an activist in curricular reform. He left academic life for politics, initially as a candidate for the Ontario NDP and then as an administrator in Toronto, followed by work as special assistant and speechwriter for Premier Allan Blakeney of Saskatchewan and then for Roy Romanow at the time of the intense debates about the enshrining of the Charter of Rights and Freedoms in the Canadian Constitution. Later he taught English in Xining, China, and at UBC. He had two families, one with his first wife Nancy Nablo, a fellow student at McMaster, the second with Janice McArthur.

Alvin A. Lee  
*President Emeritus and Professor Emeritus*  
*(English & Cultural Studies)*

## **Gordon Vichert Memorial**

**A Memorial in honour of the life of Gordon Vichert will be held on Saturday, February 9, 2008, at 3:00 pm in the West Room of the University Club.**

**For further details, please contact [gordonvichertmemorial@gmail.com](mailto:gordonvichertmemorial@gmail.com) or Marcus Vichert at 416-465-4367**

# Project Status Reports

(as of January 8, 2008)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Status
<b>Project &amp; Budget Approved</b>			
Main Entrance Building Complex for the Faculties of Engineering, Science & Health Sciences, Phase 1 - Engineering Building	February 2009	\$38,000,000 (original project scope \$8.6 million - Dec 2005)	Foundation work 100%. 1 <sup>st</sup> and 2 <sup>nd</sup> level concrete walls nearing completion. Site services work continuing.
Burke Science Bldg - Phases 1, 2a & 2b  General Science Bldg - Air quality and health and safety upgrades, Phase 3	Spring 2008 (Phase 2b)	\$41,000,000 (original project scope \$30 million - Jan 2004)	Phase 1 (BSB south wing) - All floors completed Phase 2a (BSB east wing) - All floors completed Phase 2b (BSB north wing) - One isolated area completed. Demolition & asbestos work complete. Work on 2 <sup>nd</sup> & 3 <sup>rd</sup> floors 94% complete. Work on 1 <sup>st</sup> floor 25% complete. Phase 3 (GSB) - Work completed
McMaster Front Entrance Improvements, Phase 2	Summer 2008	\$5,000,000	Design work complete. First stage of landscaping to be implemented with construction of new Engineering building in 2008
MUMC Biosafety Lab 3 (FHS)	Spring 2008	\$2,500,000	Engineering design work complete. Tendering to commence shortly.
MUMC Life Safety Systems	Spring 2008	\$6,200,000 (McMaster share)	Project is approximately 88% complete. Fire alarm work and sprinkler work progressing well. Completed on 4 levels. Building control work 85% complete.
Ronald V. Joyce Stadium / Underground Parking Garage	February 2008	\$33,500,000 (orig budget \$23.5 million - Jan 2006)	Tendering 99% complete. 99% of garage-related concrete is complete. 95% mechanical/ electrical site work complete. Structural steel complete. Precast concrete stands complete.  Stadium participant work 85% complete. Work on media box has commenced.
<b>Project Approved &amp; Budget Pending</b>			
MDCL 2 <sup>nd</sup> Floor Fitout	Summer 2009	\$26,000,000	Architect retained to provide schematic design. Final approval pending.

**Project Not Approved & Budget Pending**

Main Entrance Building Complex for the Faculties of Engineering, Science, & Health Sciences (Phase 2)			
Burlington Campus	Fall 2009	\$35,000,000	Business plan & functional plan currently being developed

**Project Not Approved, Under Consideration**

Liberal Arts Building			A space audit of existing space within the Faculties of Social Sciences & Humanities has been completed. Functional programme development to be completed in Spring 2008.
Thode Library Learning Commons			Preliminary concepts have been produced for an open house in late November to receive feedback on potential scope.
Above Ground Parking Structure			On hold pending a campus wide parking review
Sports Arena			Offsite location
Tennis Courts			

## Know Your Benefits

### How are new drugs added to the MUFA Drug Plan?

The MUFA Formulary is called Plan 88. It is a traditional formulary managed by an independent organization named Emergis. On a weekly basis Emergis visits the Health Canada website and reviews the listing of newly compliant drugs. This list is then entered into the Emergis system and compared against all plans. Each plan has its own basic rules for what is covered or not covered. If the new drug matches the rules of the Plan, it is added. As a result the MUFA formulary is updated on a weekly basis.

In general, Plan 88 covers any drug that requires a prescription by law.

All prescription drugs have a Drug Identification Number (DIN) associated with them. If you need to find out if a particular drug is covered before you visit the pharmacy, contact Sun Life directly at 1-800-361-6212 and provide them with our Policy Number (25018), your McMaster employee ID, and the appropriate DIN.

For more information, please contact your area Human Resources Office: (Central HR – Ext. 23743 or 24552; Health Sciences HR – Ext. 22896).

## 2008/09 Executive

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If you are interested in serving on the Faculty Association Executive or know of someone who would make an excellent candidate, please complete the form below and mail to the Nominating Committee, Faculty Association, Hamilton Hall 103A. If you prefer, give us a call (ext. 24682) or drop us an e-mail note (mufa@mcmaster.ca). DEADLINE – FEBRUARY 15, 2008

CANDIDATE \_\_\_\_\_

FACULTY \_\_\_\_\_

RANK \_\_\_\_\_

PORTFOLIO PREFERENCE \_\_\_\_\_  
(E.G., academic affairs, grievances, human rights, library, membership, OCUFA, pension, public relations, remuneration, tenure)

DEPARTMENT \_\_\_\_\_ CAMPUS ADDRESS \_\_\_\_\_

EXTENSION \_\_\_\_\_ E-MAIL \_\_\_\_\_



A voluntary organization such as MUFA can succeed in serving the interests of its membership only to the extent that the members participate in formulating and executing policy. At any given time, approximately two dozen individuals carry the burden

for all of the members and after a few years most of them are exhausted by the tasks which they have voluntarily borne. Their valuable experience and wisdom is then lost to us. The best way to lessen this attrition of talent is for more of the membership to give some time and effort to the Association. If you are not interested in putting your name forward for the Executive Committee, please use the form below to let us know if you would like to participate in MUFA's efforts by serving on one of the following committees.

✂-----

Yes, I am interested in working more closely with the Faculty Association. My interests are:

MUFA Council	<input type="checkbox"/>	Membership	<input type="checkbox"/>	Grievances	<input type="checkbox"/>
Academic Affairs	<input type="checkbox"/>	Pension	<input type="checkbox"/>	Tenure	<input type="checkbox"/>
Human Rights	<input type="checkbox"/>	Public Relations	<input type="checkbox"/>	Ad Hoc Committees	<input type="checkbox"/>
Library	<input type="checkbox"/>	Remunerations	<input type="checkbox"/>	Special Assignment	<input type="checkbox"/>

Are there other areas where the Faculty Association might be useful to its members? \_\_\_\_\_

NAME \_\_\_\_\_ EXTENSION \_\_\_\_\_

DEPARTMENT \_\_\_\_\_ E-MAIL \_\_\_\_\_

Return form to McMaster University Faculty Association, HH 103A