



# Newsletter

McMaster University Faculty Association

December 2008/January 2009 — Volume 35.3 — John Berlinsky, Editor

## President's Report

*delivered at the General Meeting on December 11, 2008*

In this report I want to cover three somewhat related issues.

First, no one can be president of MUFA for very long without marvelling at the work done on behalf of the Association by a large number of people. Perhaps most impressive is the volunteer committee work undertaken on MUFA's behalf. Let me just quickly note some of the recent highlights.

Two committees came out of the remuneration negotiations. First, Ian Hambleton and Les Robb have been our representatives on the Pension Plan committee and it looks as though a report may be produced by sometime in February. Second, on the workload committee Gladys Peachey, Peter Sutherland and John Weaver have been the MUFA representatives. Work on this committee has been going rather more slowly. As an aside, I should note that workload is occupying many faculty associations across the country with, notably, the University of Alberta and the University of Toronto undertaking major surveys of faculty in order to test faculty opinion. Some of our concerns on this issue came out in the survey that Herb Schellhorn undertook in connection with the agreement we negotiated with the Administration last March. No doubt these concerns will be reflected in the discussions of the committee.

A number of other committees are meeting to develop a series of policies. The committee looking into The Code of Conduct for Faculty is chaired by David Hitchcock with MUFA also represented by Dorothy Pawluch. The committee reviewing the statement on teaching dossiers in light of the introduction of teaching professors has all but completed its work. Peter Sutherland and Lorraine York have been our representatives on this committee. The new Budget Advisory Committee chaired by Herb Schellhorn is now in place. It has Virginia Aksan, John Berlinsky, Trevor Chamberlain, Khalid Nanair, Gladys Peachey, and Byron Spencer as members. Finally, the committee reviewing the revisions required to the tenure, promotions and permanence document in light of the new label given to the graduate dean and suggestions that her role should be changed includes Peter Sutherland and John Weaver as the MUFA representatives. Bonny Ibhawoh is our member on the travel policy

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## President's Report *(continued from p. 1)*

implementation committee and he has been extremely active in bringing to our attention the problems associated with the possible outsourcing of the financial management of research travel. All these tasks and a great deal more are undertaken by MUFA members who I think deserve to be thanked by everyone in the Association.

The second issue I want to discuss is collegiality. For me collegiality is in essence faculty and administrators working together to make the university the best possibly research and teaching-intensive institution. I have long felt that collegiality is one of the key reasons for McMaster's success in recent decades. I have been reminded of the unique nature of McMaster's version of collegiality by discussions I have had with new faculty. Indeed, on a fairly regular basis MUFA's Executive Director, Phyllis DeRosa-Koetting, arranges for five or six new faculty members to have lunch with two members of the Executive — one is usually the President. This is an excellent opportunity for us to tell them all about MUFA but also for them to tell us all about their first impressions of McMaster. Apart from problems with classroom space — one had to hold a class in a hallway — and strong criticism of the level of technology available in many classrooms, nearly all remarked on the very friendly atmosphere at McMaster. They invariably note the willingness of everyone to work, not just with colleagues within their own departments, but also with faculty in other departments and Faculties. My own take on this is that they have picked up on the strong sense of collegiality that characterizes McMaster.

While collegiality is central to the way we conduct ourselves at McMaster, we cannot take it for granted. We have to work at it. In this respect the fora led by Jim Turk, Executive Director of CAUT, and Alan Borovoy of the Canadian Civil Liberties Association

were especially instructive in exploring aspects of academic freedom, the role of faculty in campus debates, and the importance of maintaining an environment in which views, often strongly held, can be fully exchanged. It is crucial that we guard against any erosion of this vital and central part of life at McMaster.

It was to fortify collegiality that the MUFA Executive reluctantly agreed to hold a vote of all MUFA members within the Business Faculty with regard to their views on the reappointment of their Dean. The Executive felt that it was important that, in what is widely seen as a very unusual situation, the collective views of all members of the Faculty should be known. This vote was conducted independently by MUFA's Executive Director with the votes counted by our official auditor. The results have been reported to the members of the Business Faculty and to others directly involved in the process.

This brings me to the third issue: the current economic environment we all face. In the last *Newsletter* John Berlinsky did a wonderful job laying out the problems that confront the University as the economic crisis starts to hit us. What I want to emphasize is the importance of focusing on the University's core functions of research and teaching. In particular, we need to keep faculty renewal firmly at the top of the agenda while we carefully scrutinize how every cent is spent. The operating budget will no doubt come under considerable pressure. Dubious projects requiring long-term financing that would unduly burden the operating budget in the short to medium term must be shelved. Sacrifices will have to be made to ensure that McMaster emerges from this current crisis a stronger University firmly dedicated to our students and to research.

*Richard Stubbs*

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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 20, 2009**

- 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.

# Project Status Reports

(as of January 21, 2009)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Status
<b>Project &amp; Budget Approved</b>			
Engineering Technology Building	Summer 2009	\$48,000,000 \$38,000,000 (pre BTech Prog) \$8.6 million - orig proj scope Dec 2005)	Mechanical/electrical systems 65% complete. Internal masonry 75% complete. Drywall work and interior partitions 60% complete. Freight elevator operational. Flooring completed in basement.
McMaster Front Entrance Improvements (Phase 2)	Summer 2009	\$4,900,000	Design work complete. First stage of landscaping to be implemented with construction of Engineering Technology Building in 2009.
MDCL 2 <sup>nd</sup> Floor Fitup	Summer 2009	\$26,000,000	Drywall complete. Mechanical and electrical infrastructure 90% complete. Finishing in washrooms complete. Flooring 75% complete. Penthouse work 90% complete. Overall finishing work 75% complete.
MUMC Biosafety Lab 3 (FHS)	Pending	\$2,500,000	Engineering design work complete. Financing being finalized.
MUMC Farncombe Digestive Health Research Institute	Summer 2009	\$3,675,000	Architect and engineers in schematic design phase.
MUMC Surgical Skills Facility	Summer 2009	\$3,150,000	General layout complete. Detail design progressing.
Thode Library Learning Commons (Phase 1)	Fall 2008	\$884,471	Construction work 98% complete.
<b>Long Term Capital Planning Projects (MTCU)</b>			
Burlington Campus Centre for Advanced Management Studies (CAMS)	Fall 2009	\$28,000,000	Site plan approval underway. Submitted to the MTCU in Fall 2008. Approval pending.
Centre for Spinal Cord Injury & Cancer Education, Research & Rehabilitation		\$20,000,000	Submitted to the MTCU in Fall 2008. Approval pending.
McMaster Centre for Biosciences & Health		\$150,000,000	Submitted to the MTCU in Fall 2008. Approval pending.

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

## Resolution re Administrative Compensation

MUFA respectfully requests that the McMaster University Board of Governors develop clear and public guidelines for compensation agreements (contracts) with senior administrators. These guidelines should make reference, at a minimum, to the following: (1) the appropriate salary differential with respect to senior faculty; (2) perquisites, if any; (3) considerations, including deferred compensation and supplementary pension plans, that apply at the end of the term of appointment; and (4) eligibility for an administrative research leave, one that is contingent upon an acceptable research plan with the expectation of a return to active research and teaching.

The incentive contract goals should be consistent with the academic priorities of the University. Attention should be paid to the aggregate value of the compensation package. All elements of the agreements should be made public.

*Endorsed by the MUFA Membership  
MUFA General Meeting  
December 11, 2008*

Many thanks to those who have recently volunteered to serve the Association: **RICK STAPLETON**, Archivist Librarian, will serve with Jennifer McKinnon and Peter Sutherland on the Librarian Joint Committee; **JOE BLIMKIE** will represent Kinesiology on the MUFA Council; **BYRON SPENCER** and **VIRGINIA AKSAN** will join John Berlinsky, Trevor Chamberlain, Khalid Nainar, Gladys Peachey and Herb Schellhorn on the MUFA Budget Advisory Committee.

### Welcome New Members

Nicholas Bock	Med Physics&Appl Rad Sci
John Cairney	Family Medicine
Bridget Lynch	Family Medicine
Nancy Sheeler-McKenzie	Chemistry

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## CRAM Comes to McMaster

Faculty members select academic material that will enrich the learning experience for their students. Each year the cost of many of these materials continue to increase at a rate that dramatically outpaces inflation. Many students are forced to seek out alternative options as they cannot afford the textbooks required for their courses.

Titles Bookstore and McMaster Students Union have joined together with their counterparts from across Canada in hopes of addressing this issue with key stakeholders. CRAM, the *Canadian Roundtable on Academic Materials*, was formed in 2008 to facilitate a national dialog on the ever increasing cost of course materials. CRAM would like to engage both faculty and librarians as key stakeholders in this process. Both parties play an important role in the selection and dissemination of information and are key to CRAM's success in the future.

CRAM has met with representatives from some of the largest publishers to gain insight into the publishing world. Publishers play a key stakeholder role but are not willing to participate in an open dialog that explores changes to many of their current business practices. The Bookstore and MSU have many concerns with some of these practices:

1. Constant edition changes — Driving up prices and removing access to used books, often without adding any real value. Would the old edition work just as well?
2. Bundling — The cost associated with the development of supplementary materials may be absorbed into the cost of the book, creating the impression that some items in the bundle are

free. Some of the items in the bundle may not even be used in class.

3. Failure to provide the price of the book — The retail price may not be given to faculty members, or may not reflect the actual cost to students.
4. Price Increases — When a textbook becomes better established, prices can be raised to take advantage of the sales volume. This often causes the instructor to drop the text, or students must buy a significantly more expensive textbook.
5. Aesthetics — Textbooks are often loaded with glossy, full-colour pages and hard covers to make them more aesthetically pleasing. Naturally, this drives up the price, without adding any academic value.
6. Unsolicited desk copies — Publishers sometimes send “free” copies to market their textbooks, but the cost ultimately goes to students.

Faculty members are the final decision maker and play a critical role in the adoption of course materials. Many faculty members are already striving to minimize the cost for students and it is imperative that we work together to achieve even greater success, especially given the current state of the economy. Please contact the bookstore or MSU if you would like more information about CRAM or would like to become more involved in the process.

Donna Shapiro  
Director  
Titles Bookstore  
dshapiro@mcmaster.ca

Vishal Tiwari  
VP Education  
McMaster Students Union  
vped@msu.mcmaster.ca

# 2009/10 Executive

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, 2009

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