

NEWSLETTER

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Executive Committee for 1997/98

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President's Report

(delivered at the April 28, 1997 Annual General Meeting)

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Academic Freedom and the Inclusive University

Report on UBC Conference I

There was no meeting of the minds at the National Conference on Academic Freedom and the Inclusive University, held at the University of British Columbia April 10-12, 1997. The conference was organized to bring together strong defenders and strong critics of the principles of inclusivity, on the one side, and academic freedom, on the other, on Canadian campuses. The context was the recent furore over the decision to temporarily suspend admissions to the UBC political science graduate program, after an outside report condemned the faculty members of that department for racist and sexist behaviour. The actual problem at UBC was tactfully skirted for the entirety of the conference.

A few of the speakers gave balanced presentations on the academic freedom vs. inclusivity conflict. Bernard Shapiro, Principal of McGill and opening speaker of the conference, stressed the need for adjustment as university communities become increasingly more pluralistic and there is a thinner base of common social values. But he carefully avoided the question of whether academic freedom might be undermined by some such adjustments. Lorna Marsden, President of Wilfrid Laurier University and President-Elect of York University, spoke of challenges of accommodation of new groups, the need to make feminist scholarship part of the canon, and the need to avoid excessive legalization of intra-university debates.

An interesting introduction to American conceptions of free speech was presented by Frederick Schauer, First

Amendment Professor at the John F. Kennedy School of Government at Harvard. Schauer argued that academic institutions ought to be "havens for heresy" and that academic freedom and inclusivity might therefore be incompatible: by virtue merely of discussion of some topics, such as the heritability of intelligence, the classroom might be made "less inclusive, less equal, and less comfortable". Schauer noted that in order to prevent the articulation of a false idea "as many critics of academic freedom desire" we might also have to suffer the non-articulation of a heretical idea that might turn out to be true.

Michiel Horn of York University, author of a work in progress on academic freedom in Canada, regaled us with quotations illustrating the nonsensical reasons given for not hiring women, Jews and racial minorities in any significant numbers until the 1960s. According to Horn's extensive research, the first black faculty member in Canada was Howard McCurdy (later a New Democratic party MP), who was hired in 1959 as a biologist at the University of Windsor. Horn was one of the few at the conference who discussed minorities as well as women in the context of inclusivity.

Peter Emberley of Carleton University defended students' right to sexuality and analyzed what he considers the overly regulative human rights environment in Canadian universities. Emberley specifically mentioned McMaster's recent decision to ban certain types of simulated sexual activity from Orientation events as an example of such over-regulation. Lynn Smith, Dean of Law at UBC, presented a very useful overview of the debates between the two sides, calling for reason and tolerance as the issue is worked out and reminding us of the difficulties of inclusion in universities that had only "one founding gender". She also warned against a romantic ideal of scholarship and an absolutist view of academic freedom, reminding us, as did others, of the recency of the latter principle in Canadian life. Lynn Smith also admonished the gathering to avoid the "well-established tendency of academics to work themselves up into a lather".

Jack Granatstein, a member of the notorious Society for Academic Freedom and Scholarship, antagonized many in the audience with his critical description of "politically correct" behaviour in the academy. Referring to the case of Philippe Rushton at the University of Western Ontario, who was investigated for hate speech by the Ontario Provincial Police after writing his controversial theory correlating race with intelligence, Granatstein argued that academic freedom had already been undermined in this province. Granatstein was roundly denounced by Dorothy Smith, a leading feminist scholar in Canada, who maintained that the language of academic freedom is part of the "language of regulation". Smith pointed out that the everyday world of women, occupying a subordinate role in the university, resulted in "deformities" of social interaction, such that genuine academic freedom was not possible. Dorothy Smith's theme was reiterated by other feminist speakers from the inclusivity side, for example Jennie Hornosty of the University of New Brunswick, who stressed the need for women and minority individuals to participate in a discourse of their own, where they are not taken as the Other.

Stanley Coren, of the UBC department of psychology, presented a frightening analysis of the results of two questions on UBC's course evaluation form. These two questions dealt with whether the professor had made any demeaning racist, or sexist, remarks in the classroom. Results from his department showed that the worse the professor was ranked as a teacher, the more likely the students were to report that he had made sexist or racist remarks. Also, the lower the overall class grade, the more likely the students were to claim the professor had made racist or sexist remarks. Finally, for about every 30 students, one student will claim the professor has made racist or sexist remarks; thus, the larger the class, the more the accusations. Such results should serve as a warning about the propriety of permitting the results of any course evaluations to be published; in this case, Coren suggested, professors could protect themselves by teaching only small, upper-year courses where grades were likely to be high. They could also protect themselves by never teaching about group difference; e.g. differences in women's and men's spatial capacities.²

The lack of diversity of the speakers lent a certain uniformity to the presentations on either side. Although the conference was billed as being about the "inclusive university", minorities were conspicuously absent as speakers, though there were a few members of minorities in the audience. Although there was much discussion of the role of sexual harassment and employment equity officers, and many were in attendance in the audience, only one non-faculty sexual harassment officer was a speaker. Absent also, on the inclusivity side, was any sense of diversity as meaning the permitting of divergent views on campus. In a debate in one session on the Yaczan case at UNB, Jennifer Bankier (Chair of the CAUT Status of Women Committee) suggested that Yaczan's controversial article on date rape might be

shown to actually promote such rape.

Bankier again made her presence felt in the last session when Tom Berger, the highly respected lawyer and former judge, presented a summary of the report he and Beth Bilson wrote on the University of Victoria political science department. They wrote this report after a new faculty member, the feminist sociologist Somer Brodribb, made stinging allegations against her male colleagues in a "chilly climate" document. Berger and Bilson were quite critical both of Brodribb's methods and conclusions; they found her accusations of racism and sexism unfounded and also found that her report had violated due process. Bankier suggested that if the audience had not read the original Brodribb report, what Berger was telling it was mere "hearsay".

In her address Lynn Smith argued that the debate between academic freedom and inclusivity is a healthy one, necessary as the university reshapes itself and as scholars realize that academic freedom carries with it accountability. But health was not evident at this conference. On the one side, the audience witnessed the dehumanization of older white men, who did not seem to have any individuality, any stories, problems, or redeeming features, but were merely seen as "power holders" within the academy. On the other side, it witnessed a reluctance to concede any of the problems women have had or still do have, or to concede that there might be need for remedial action, sexual harassment officers, or employment equity rules. Perhaps if neither side was so interested in "sandbox power politics", a phrase brought to the conference by Stan Persky, both equality/equity and academic freedom could be robustly defended, as Smith advocated and as should be possible in a democratic country.

Finally, there were several plenary events at the conference. After dinner on April 11, participants were addressed by Judy Rebeck, who was somewhat astounded by the amount of petty politicking she had encountered as a teacher at the University of Regina. At lunch on April 12, the aboriginal scholar, Georges Sioui, stressed how much he had learned from feminist theories, and their compatibility with the native world view. The aboriginal world view, he said, is circular, universalist/collectivist, and mother-centred, while the EuroCanadian world view is linear, tribalist and father-centred. The conference ended with a debate between John Fekete, Canada's very strong defender of free speech on campus, and Stanley Fish, well known for his post-modernist stance on power and power relations on campus.

Rhoda E. Howard
Department of Sociology

¹This report is based on my notes from the conference, and may be inaccurate in some details. reh

²Professor Coren confirmed the accuracy of the above paragraph in a telephone call with me, April 25, 1997.



Employee Assistance Program

Just a reminder that the University's Employee Assistance Program (EAP) offers a free, confidential and professional counselling service to full-time and regular part-time faculty and staff members. Counselling is provided at an off-campus location by an independent agency not affiliated with McMaster University.

The agency is called The Hamilton Employee Assistance Consortium and is located at 61 Hurst Place, Hamilton. They can help you with relationships, children & adolescents, alcohol or substance abuse, emotional/psychological problems, family violence, financial difficulties, elder care, stress, gender issues, grief or loss, life changes. For more information call (905) 521-8300.



1996 OCUFA Teaching & Academic Librarianship Awards

Congratulations to **WILLIAM COLEMAN**, Department of Political Science, and **DOROTHY FITZGERALD**, Health Sciences Library, who were honoured at a special ceremony on Friday, May 16, 1997. Presented annually by the Ontario Confederation of University Faculty Associations (OCUFA), the awards honour professors and academic librarians at the post-secondary level who have demonstrated outstanding performance in their professions.



OCUFA has a new Vice-President!

Congratulations, Hank Jacek

Hank's term will begin on July 1, 1997.



Will you be **RETIRING** this year?

ELECTRONIC MAIL ACCOUNTS:

It is agreed that provision of e-mail computer accounts for retired faculty members is to be treated similarly to the provision of mail boxes or library cards. All retired faculty should have access to an e-mail account on the same terms as active faculty. Like the mail box or library card, the e-mail account is to be used for University or academic business. The account may be accessed from University computers or by modem. In the latter case, if the retired faculty member wishes a fee modem account, this is also available and can be arranged (for example, through the purchase of vouchers at the Bookstore or by provision of a research account number).

Given past experience with illegitimate use of computer accounts by "hackers", it is recognized that for management purposes it might be necessary to require retired faculty to renew the e-mail computer account from time to time, or for CIS to remove accounts that are inactive over a long period of time.

This policy shall be reviewed no later than five years after its implementation.

*Approved by Joint Committee
December 9, 1996*

TERMINATION OPTION:

During the fall of 1996, the Joint Committee recommended and the President agreed that those faculty who at the time of retirement elect the Pension Plan's Termination Option, should continue to qualify for the normal retirement

benefits.

PARKING:

1. Faculty and Staff who have retired but have a post-retirement appointment for which they receive remuneration from the University shall pay for parking (effective July 1, 1992).
2. Faculty and staff who have retired on or before June 30, 1992 shall continue to receive free parking; in the case of those who are under 65 the free parking shall be provided on West Campus. Any who have already reached 65 and are parking on West Campus should receive a Central Campus sticker immediately.
3. Faculty and staff who retire after June 30, 1992 may obtain a permit which allows (i) free parking on West Campus at all times and (ii) free parking on Central Campus for the period May to August and after 12:30 p.m. on days when classes are held between September and April; alternatively such individuals may purchase, at the Central Campus rate for eight months, a permit for Central Campus.

*Approved by Joint Committee
December 3, 1991*

CAUT SERVICES:

Individuals who were eligible for membership in CAUT before retirement, are eligible for membership as CAUT retirees. Individual retired members may join CAUT as Retired Associate Members for an annual fee of \$10. For this fee they receive a subscription to the *CAUT Bulletin*, and may join a number of group plans, including: plans offered by Kanatia Consulting for Life Insurance, Personal Accident Insurance, Family Life Insurance and Professional Property Insurance; benefits offered by Prestige Financial Services such as Group Home Insurance, Travel Insurance, and a series of financial services through the TD bank; and discounted car rental through Budget Rent-a-Car. Retired members can also take advantage of discounted travel rates offered by Finlay Travel.



"Call Me Harry"



The following appreciation of the life and work of the late former President of McMaster, Dr. Harry Thode, was written by his friend and biographer, Manuel Zack. [The article has been edited for length. Ed.]

Harry Thode always had a curious mind. Born in 1910 on a farm near Dundurn, Saskatchewan of immigrant parents from Schleswig- Holstein, he early on displayed the characteristics and interests which were so prominent in his later life. In his Saskatoon high school he began his lifelong absorption in chemistry, which he continued at the University of Saskatchewan, where he focused on chemistry as a career. He took his doctorate at Chicago, choosing a young assistant professor, Simon Freed, as his supervisor. He completed his degree in thirty months.

In 1935, Harry married his lifelong sweetheart Sadie, who proceeded to write over one hundred job applications for him. First employed at the Pennsylvania College for Women in Pittsburg, Harry was soon able to move on to his real professional love: research. He secured a position in Harold Urey's laboratory in Columbia working on isotope fractionation. However, he wanted to return to Canada and when Chancellor Whidden met him and sounded him out, Harry moved to Hamilton in August 1939 as an Assistant Professor of Chemistry at McMaster. The University was then in its infancy, with only two academic buildings, but Harry sensed what it might become, above all in science. He secured a \$500 grant for research equipment from the NRC in Ottawa, augmented the next year by an additional

\$2,500 for a hand-fashioned mass spectrometer. Half a century later, in 1990, his colleagues celebrated Harry's 50th consecutive grant renewal, an unequalled record in NRC annals. Over these years he published, alone or with collaborators, 165 papers, the last in 1996.

During the war Harry worked with the Anglo-Canadian Nuclear Research Group at Chalk River and impressed his U.S. and British colleagues with his results "from little McMaster", as Harry proudly remarked. Upon his return to the University in 1947, Harry devoted much of his energy toward expanding science studies here. Hamilton College was born and in 1949 Harry Thode became its Principal. In 1950, aided by his assistant Mike Hedden, he persuaded the Board to build the Nuclear Research Building, then a Physical Sciences Building. A new Engineering Faculty came next, followed by the creation of a doctoral program in chemistry, the first discipline to be so recognized at McMaster. In 1957, when McMaster became a non-sectarian institution, Harry Thode was appointed Vice-President. Two years later, he persuaded the Board of Governors, the Atomic Energy licensing authority and the city of Hamilton to accept the construction of a nuclear reactor, the first such research instrument at any university in the British Commonwealth.

By the early 1960s, President George Gilmour's health was failing and Harry was appointed Acting President. At the same time, he also served as President of the Royal Society of Canada and Principal of Hamilton College. 1961 saw three universities seeking him as their new President. Happily for us, Harry stayed at "little McMaster" in order to build up the Arts and Science Faculties and to develop an innovative Medical School. This latter ambition, a longtime dream, led to great turmoil because of the traffic disruption brought to placid Westdale. Harry stuck to his guns and the Health Sciences Centre was completed in 1972. It has become a model to other medical institutions. Harry then retired from administration to return to teaching and research. Two colleagues asked him to help them develop a high technology company. Impressed by their energy and vision, Harry invested in the project, along with Dick Tomlinson, his longtime friend. It made them both millionaires. Harry retired in 1979, the year that the H.G.Thode Science and Engineering Library was built.

His research continued in retirement during the 1980s and 1990s. Throughout his career, he received numerous distinctions, attesting to his achievements. Among them were the Order of Canada, bestowed in Centennial Year 1967, and a host of academic awards. In December 1996, the Canadian Institute for Advanced Research sponsored a dinner at the end of an International Earth System Symposium "in honour of Harry G. Thode, a leader in science and education." The tributes paid to Harry on that occasion were a fitting acknowledgment of a lifetime passed in service to science and McMaster, the latter, thanks in large measure to him, no longer "little." Harry died peacefully on March 22, 1997. A giant had softly left the scene.



Attention

Modem Pool Users

As you are aware, the administration and the Faculty Association have agreed in the Joint Committee to an allocation of \$20,000 per year to support Extended Modem Pool Access by CP/M faculty. During the first academic year, each CP/M faculty member user was credited \$80 (or 160 hours of use). This notice reports on what will happen during the next academic year.

Both parties agreed that unused monies would be returned to the pool for future allocations. Consequently, on July 1, if you were credited funds this past year and there is money left in your account, your account will be reset to zero and then credited with a new allocation of \$40 (80 hours).

Since we had a credit of \$80 last year, why would we revert to a credit of only \$40 at this stage? The answer lies in the uncertainty surrounding anticipated modem pool use by CP/M faculty over the next academic year. Two issues are worth pointing out here. First, the initial allocation was not made last year until September. As a consequence, we

have no history of use (by supported faculty) over the summer months. Is the facility used more heavily because the main use is research or, is it used less heavily because the main use during term time is for teaching? We simply do not know. Second, information from a year ago is not a good guide to future use when growth of new users is as rapid as it has been over the last year.

The Joint Committee will review in September the usage up to June 30, 1997 and the amount of funds carried forward. It will review also the level of use by CP/M faculty over the summer and will make a second allocation if it appears the available funds will allow such an allocation.

Les Robb



Evaluation of University Teaching



Would you like to help plan an event sponsored by the Faculty Association which focuses on the evaluation of teaching at McMaster? Discussion on the g-mufagab list in February indicated widespread concern about the validity of student ratings of our teaching effectiveness. In an effort to stimulate thoughtful discussion on this and related questions, the Faculty Association Executive is considering sponsoring some event (e.g. a lecture by an eminent authority on the evaluation of university teaching) during the 1997-98 academic year. If you are interested in participating in the planning, please advise **DAVID HITCHCOCK** (by e-mail at hitchckd or by phone at ext. 23464) of your interest and relevant background. The time commitment should be modest.



NEWS RELEASE

British Aerospace appoints Managing Director & Vice Chancellor for Virtual University of the 21st Century

Information Technology harnesses excellence and creativity in a unique concept for the millennium.

A unique Virtual University for the 21st Century -- a university without brick and mortar utilising information technology -- was announced today by British Aerospace, with the message that people are the company's greatest strength.

"People and leadership are the key to the company's competitive position in the global economy in the years ahead," says Dr Geraldine Kenney-Wallace, who has been appointed as the first Managing Director and Vice Chancellor of a new millennium approach to providing learning, strategic research and technology acquisition.

"British Aerospace's new centre for educational excellence technology will provide educational opportunities not only for 44,000 employees but, eventually, for partner companies, customers and suppliers.

"British Aerospace wants to develop people across the organisation þ this is seen as the key to the future.

This Virtual University will increase the company's ability to offer educational opportunities relevant to the business and to as wide a cross section of the work-force as possible.

"While other companies in Britain and abroad have set up their own Training Institutes to address their individual needs, the British Aerospace Virtual University is unique. It combines continuous learning with research and technology acquisition: with strategic development focused directly on the local and global needs of the business and our employees," says Dr Kenney-Wallace.

"Education and attitudes are critical for international competitiveness but universities also have a role to play as partners towards winning in a world economy. One of the underlying concepts of the British Aerospace Virtual University is the improvement of communications between academia and the Company, and to create innovative linkages whereby we can each achieve more value from our projects and programmes.

"Through the very strong partnerships we intend to develop with world class universities and colleges, we intend to have qualifications underwritten and accredited, from NVQs to PhDs," says Dr Kenney-Wallace.

British Aerospace Chief Executive, Sir Richard Evans, said today: "I believe that the cohesion this innovative concept can provide will amplify the value of the activities which are currently undertaken in individual parts of the company in the field of learning. Its success will be of fundamental importance in our journey to becoming a benchmark company."

Born in London and educated in the United Kingdom, Europe and North America, Dr Kenney-Wallace joins British Aerospace from the University of Toronto in Canada, where she has held the appointments of Professor of Chemistry and Physics (1974-1990), and most recently Senior Fellow researching International Business and Technology in the Joseph Rotman Faculty of Management.

Dr. Kenney-Wallace has also held professorial and visiting positions at Yale, at Stanford University and at Ecole Polytechnique in Paris, and received many international awards for her laser research. As Past President and Vice Chancellor of McMaster University in Canada she led a major research institution whose focus on innovation and inter-disciplinary teams was internationally recognised.

She has considerable experience as scientific advisor to Government at Cabinet level as former Chief Executive and Chair of the Science Council of Canada (1987-1990). She has been a corporate director of several multi-national companies, including General Motors Corporation of Canada, Nortel and Bank of Montreal. Dr Kenney-Wallace has also advised on international relationships, often technology based business in Asia-Pacific and Europe.

Issued 15 May 1997