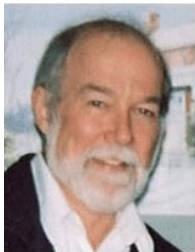


MUFA Newsletter

December 2012/January 2013 — Volume 39.3 — Catherine Connelly, Editor

President's Report

delivered at the General Meeting on January 8, 2012



1. Remuneration. The most important item on the agenda of the MUFA Executive in the past few months has been preparation for the upcoming negotiations on remuneration. We all owe a debt of gratitude to the members of the Remuneration Committee and especially the Chair, Rafi Kleiman, who have worked so hard to provide us with the very well thought-out brief which Rafi has just described.

2. Long Term Disability. As reported by our Vice President, Graeme Luke, in the September issue of the *Newsletter*, our LTD plan offers relatively poor benefits at a high cost for MUFA members. We are in process of obtaining a benefit and cost quote for an alternative plan sponsored by OCUFA. Our LTD plan is fully funded by employees and, hence, will not form part of our upcoming remuneration negotiations.

3. Public Release of Course Evaluations. In 1997, McMaster implemented a system for making a summary of teaching evaluations available to students but this system fell into serious disrepair some years ago. The Joint Committee has approved a new policy which is awaiting approval in Senate. The new policy will continue to require opt-in by the individual faculty member and will provide a reliable method for faculty to verify their own information.

4. Alternative Budget Model. The move to the new budget model was recently approved by President and Vice-Presidents Committee. It will be going to University Planning Committee in the New Year for endorsement. More detailed communication will be provided early in the New Year. The intention is to shadow with the new model in 2013/14 and then to commence a multi-year transition starting in 2014/15.

5. Access Copyright. As noted in the September *MUFA Newsletter*, McMaster continues under its Access Copyright licence until December 2015. The McMaster copyright.mcmaster.ca page was updated to reflect the new Access Copyright agreement especially concerning course pack creation. Among recent developments, the Council of Ministers of Education has ended K-12 schools' relationship with Access Copyright. As Access Copyright notes, K-12 schools will now presumably rely on fair dealing.

6. Travel Policy. McMaster's Reimbursements to Individuals for University Business policy was changed on October 1, 2012 to allow the use of *per diems* in some circumstances. This followed a ruling by the Province that accounts may use *per diems* if there are sufficient non-operating (Province of Ontario) funds to cover the *per diems*. Notably, funding from the Tri-Council agencies may be used for *per diem* expenses.

7. Committee to Review the Teaching Stream. This committee has met once and chosen teaching professor Joe Kim of Psychology, Neuroscience & Behaviour as chair. The six members have selected specific items, from the terms of reference to research.

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President's Report (continued from p. 1)

These items include the following: the pros and cons of current policy across campus; the nature of similar policies at other universities; and the manner in which Forward With Integrity is or might be connected to current or recommended policies. Among the specific items of interest are measuring teaching quality and policies on permanence and promotion.

The committee plans to produce some preliminary papers on these topics early in the New Year. The teaching professors are also holding a town hall for all teaching professors in early January.

8. Number of Teaching Stream Positions. A supplementary policy to the Tenure and Promotion Policy places an absolute limit on the number of teaching stream professors. Any increase in this number requires approval by the Joint Committee. The current Joint Committee is considering alternatives to this absolute limit. One step in this process will be to collect more information regarding the amounts and types of teaching done by each of the four categories of faculty: teaching stream, tenure stream, contractually limited and sessional appointments. A second step will be to consider reports provided by Committee to Review the Teaching Stream.

9. The Administrative Structure of the DeGroote School of Business (DSB) and the Academic Appointment, Tenure and Promotion Policy (ATP). In June 2011, the Senate approved a new administrative structure for the DSB including an Associate Dean of Faculty Affairs and Accreditation who would have the responsibility, among others, for recruitment and hiring of new faculty members and chairing all Area Tenure and Promotion Committees. The Academic Appointment, Tenure and Promotion Policy (ATP) assigns the lead role for Appointments (Section II) and T&P (Section III) at the Department/Area level to the Chair. Hence, this new structure would require changes in the ATP which, in turn, would require approval by both the Senate Committee on Appointments (SCA) and the MUFA Executive. In January 2012, the MUFA Executive received a proposal from the SCA to amend the ATP to accommodate the Senate approved changes in June 2011.

As reported in the September *Newsletter*, the MUFA Executive was reluctant to approve any changes to the ATP for a variety of reasons including our belief that recent serious problems within the DSB are not due to the structure of the Academic Appointment, Tenure and Promotion Policy (2012) and our belief that there

had been inadequate participation by our members in the DSB in the decisions concerning structural changes.

On November 20-21, 2012, the University Secretariat conducted a Faculty Opinion Poll for the DeGroote School of Business. The two proposals were for substantially weaker versions of the changes proposed by the PACDSB and passed by the Senate. A majority of faculty voting opposed the two motions. Subsequently, the MUFA Executive adopted a motion stating two decisions. The first is that there should be no change in the sections of the Academic Appointment, Tenure and Promotion Policy related to the membership of Area Tenure and Promotion Committees and of Appointment Committees. The second is that the Faculty of Business should abandon the temporary arrangement of having the Associate Dean serve as a non-voting consultant on Area T & P committees.

The MUFA Executive stands ready to reconsider these positions if the much expected report of the tribunals in the Faculty of Business contains recommendations for changes in the nature of the Academic Appointment, Tenure and Promotion Policy or if the new Dean of the Faculty of Business, in conjunction with MUFA members in that faculty, are able to arrive at mutually agreed upon proposals to revise this policy.

10. Recent Losses. The losses which we have all felt during the past year include Henry Mandelbaum, the former Executive Director of OCUFA, Gerry Field who was President of MUFA in 1975/76 and very active in pension policy, Sue Vajoczki, who did so much to advance the quality of teaching at our institution, and Lorraine Allan, who served two terms as MUFA President and, among many others contributions, chaired the committee that undertook recent, extensive revisions of the Academic Appointment, Tenure and Promotion Policy.

11. Phyllis' Replacement. As announced in the Fall *Newsletter*, Phyllis will be retiring as of September 1, 2013. Fortunately, Kelly has agreed to stay on for another year in order to provide continuity. The MUFA Executive has assembled a very skilled committee of Virginia Aksan, Ken Cruikshank, Betty Ann Levy, and Graeme Luke to find a new Executive Director for MUFA. We all owe an enormous debt of gratitude to both Kelly and Phyllis for their dedicated service over the years.

Martin Dooley

Call for Nominations

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) or mailed to MUFA (Hamilton Hall 103A) no later than

March 15, 2013

- 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.

Gerard (Gerry) Field

Professor Emeritus, Applied Mathematics

November 12, 2012

I first met Gerry when I started serving on the Executive of the Faculty Association — under the presidency of Harold Guite — in 1977. Gerry had been President just two years before, and it was apparent that he was held in high regard by those who had worked with him, and especially by Harold. In fact, Harold in his writing about his presidency said, “I owe much to his sage advice and moral support in times of crisis”.

Gerry had been active in one capacity or another with the Faculty Association over a 20-year period from 1974 to 1993.

On April 13, 1978 the Annual General Meeting of the Faculty Association was held in the Great Hall, but that morning Harold was in the hospital in preparation for an impending operation. He was allowed to leave to open the meeting at 9:30 in the morning and gave his presidential address, and then departed and turned the meeting over to me to chair. It was a first for me, but I had assiduously studied both Robert's and Bourinot's rules of order in advance of the event and then kept my fingers crossed.

At the end of the meeting Gerry Field came up to me, looked me up and down and said in a dry and formal voice: “You'll do!” Then turned and left. It wasn't until much later that I realized that that was quite a compliment.

Initially I was pretty intimidated by Gerry — he was so British in his speech! And in a way, quite formal in the way he spoke. I, who was born in Louisiana, raised in Texas, had little experience of Yankees, Canadians, and even less, of the British. It took me quite a while to relax enough in his presence to get to know him better; to see what a kind, gentle, caring man he was — and those adjectives really do describe him.

Another memorable thing about Gerry was his “aliveness”, most notable apparent by the ever-present twinkle in his eye when he made eye contact or spoke

to you. Whenever we met — whether at the University or in the community, in a grocery store or a drugstore — he always made me feel that he was delighted to see me — and it was always a great pleasure for me to have these chance meetings — often; no, usually, with him and Joan together. He had a knack for giving you his full attention — making you feel important — as though there was nothing he would rather do than spend time catching up a bit on how life was treating you. In his manner he was rather formal, but at the same time warm and gracious — one of a kind, in my experience.



He had a great sense of humour, and also liked to tease a bit.

He was one of my mentors during my Faculty Association years — available, accessible, helpful. I was fortunate to overlap with Gerry during two long periods — in the late 70s and again in the late 80s.

One of his great achievements during his involvement with the Faculty Association — I believe in 1975/76, the year he was President — was bringing for the first time a full-time Executive Assistant to the Association. Not just any Executive Assistant, but someone who provided the continuity, good cheer, optimism and hard work needed to make the Association's work go smoothly: Joan Beckett. And then he had the good sense and good luck to make her not only his associate at work, but also his partner in life.

Gerry Field was a lovely, charming and dedicated man who will be greatly missed by all of us.

*Marianne Walters
Professor Emeritus,
Psychiatry & Behavioural Neurosciences*

MUFA President 1979/80

*Current President of the McMaster University
Retirees Association (MURA)*

Lorraine G. Allan

Professor Emeritus

Psychology, Neuroscience & Behaviour

December 16, 2012



Lorraine Gloria Allan received her PhD at McMaster in 1968, and joined the faculty of the Psychology Department in 1971. She was Chair of the Department from 1984-1989. Lorraine was an excellent undergraduate teacher, helping countless McMaster students appreciate the importance of quantitative thinking. She successfully mentored generations of graduate students and postdoctoral

fellows. She was a renowned researcher, and received many accolades for her innovative research contributions described in almost 100 articles in prestigious, rigorously refereed journals. Throughout her career at McMaster, and even into retirement, Lorraine had continuous research support from the Natural Sciences and Engineering Research Council of Canada (NSERC), and often additionally from the United States National Institutes of Health (NIH).

In addition to her outstanding teaching and research accomplishments, Lorraine was a remarkable presence at McMaster throughout her 35-year career. Lorraine served on just about every important committee at McMaster. She served on the Science and Engineering Tenure and Promotion Committee. She was the Chair of Undergraduate Council. She was elected twice to Senate and twice to the Board of Governors. While on Senate, she was a member of Senate Executive and on two occasions chaired the Senate Committee on Appointments. For many years, she was the Chair of the Joint Senate/Faculty Association Drafting Committee that prepared various revisions of the *McMaster University Policy and Regulations with Respect to Academic Appointment, Tenure and Promotion* (the "Yellow Document"). Nobody knew that document better than Lorraine — she was the keeper of that sacred text.

Lorraine played an active role in the McMaster University Faculty Association (MUFA). She served on

a variety of MUFA committees. In 1994/95 she was the President of MUFA, and then in 2002/03 she was (in an almost unprecedented move) again elected MUFA President.

Lorraine was committed not only to McMaster, but also to the idea of the university. She truly believed that collegiality was the way to settle disagreements during negotiations, and vigorously defended this view against the arguments of her more cynical colleagues. Lorraine also appreciated the benefits of academic freedom. She readily spoke her mind, sometimes raising issues that the University administration found uncomfortable. Those who served with her for a while learned that Lorraine knew her stuff, and, in controversial matters, she invariably was right. Lorraine got to the core of issues, and valued precision. She had little patience for clichéd mission statements, banal vision statements, or platitudinous directions documents. Lorraine loved the academic life, and she was the conscience of this University. She understood that there are important differences between a university and a corporation.

Because of her wide knowledge of McMaster, and her unceasing work on its behalf, she was widely respected by many for her advice and insights in many areas concerning the functioning of this University. Indeed, she had a hand in drafting many of the documents that form the basis of McMaster governance.

Lorraine's contributions to McMaster were recognized. She was inducted into the McMaster University Alumni Gallery in 2003, won the MUFA Outstanding Service Award in 2004, and the Dedicated Service Award of the Canadian Association of University Teachers in 2011.

Lorraine's administrative skills, apparent at McMaster, attracted the attention of the wider scientific community. She served on the editorial boards of the premier journals in her discipline. She served as a member of a variety of research grant evaluation

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Lorraine Allan (continued from p. 5) panels (NSERC, NIH). Indeed, she chaired the NSERC experimental psychology panel. She was on the executive board of many professional associations, and was elected President of some. In 2006 she received the Distinguished Leadership Award from the *Canadian Society for Brain, Behaviour, and Cognitive Science*.

Lorraine did all this — the administrative work (to McMaster and the profession), the research contributions, the contribution to education of others, the parenting and grand parenting, with great aplomb. I don't know how she did it. My other colleagues and I kvetched a lot more about our onerous work load than she did, even though we had much less on our plate.

Lorraine continued her service to McMaster after her (then mandatory) retirement in 2006. She worked many hours updating the "Yellow Document." She served as the McMaster University Retirees Association (MURA) Observer to the Board of Governors, MURA's Liaison to MUFA, and a member of the Pension and Benefits Committee. In May 2012 Lorraine became a member of MURA Council and Chair of the Pension and Benefits Committee. Remarkably, she continued to be very effective in this role even as her health and mobility deteriorated, and she had to run meetings by conference call.

When Lorraine died on December 16, 2012, she made her final contribution to McMaster. She bequeathed her body to the McMaster University Education Program in Anatomy.

Shepard Siegel
Distinguished University Professor of Psychology,
Neuroscience & Behaviour (Emeritus)

MUFA President 1993/94

OCUFA Service Award

The OCUFA Service Award was established two years ago to honour individuals who have done, or continue to do, exceptional work on behalf of the Ontario Confederation of University Faculty Associations and its Members.

Up to six awards may be given each year and are presented during OCUFA's Annual General Meeting, which will be held this year on June 15, 2013.

The deadline for nominations this year is April 26, 2013.

For more information about the award and the nomination form, please visit:

<http://ocufa.on.ca/ocufa-awards/ocufa-service-award/>

Welcome New Members

Nigel Schofield

Electrical & Computer Eng

Housing



FOR SALE: A well maintained house with 5 bedrooms, 5 bathrooms, and a large separate walkout apartment is for sale including appliances. The address is 5 Huntingwood Ave. off Governor's Road in Dundas, 10 minutes drive from the main

campus. This could be a great place for a family who wants to rent the apartment or use it as an in-law suite while living in the rest of the house. For more information and/or a tour phone 289 345 0002 and ask for Bob or Ruth (r.rjones@cogeco.ca)

Passages

Skip Poehlman, Computing & Software, December 1, 2012

Henry Mandelbaum, OCUFA, December 8, 2012

Lorraine Allan, Psychology, Neuroscience & Behaviour, December 16, 2012

2013/14 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, 2013

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"/>	<i>Ad Hoc</i> 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