



Newsletter

McMaster University Faculty Association

October/November 2006 — Volume 33.2 — Ian Bruce, Editor

General Meeting

Wednesday, December 6, 2006, 2:30 pm
Council Chambers (in Gilmour Hall Room 111)

AGENDA*

- ORDER OF THE DAY
1. **Challenges for McMaster: A Discussion with Robert McNutt, Acting Provost**
 2. **Minutes** of the Annual General Meeting held May 9, 2006 (see pp. 2-6)
 3. **Business Arising**
 4. **Prescription Drug Formulary** — H. Schellhorn
 5. **President's Report** — I. Hambleton
 6. **Other Business**

*THIS IS YOUR MEETING MATERIAL.

PLEASE BRING THE *NEWSLETTER* WITH YOU TO THE GENERAL MEETING

Newsletter Articles begin on p. 7

IN THIS ISSUE:

2 AGM Minutes	7 New Members	8 Project Status Reports
1 General Meeting Agenda	7 Contract Workers	10 Security of Exams

MINUTES of the ANNUAL GENERAL MEETING

Tuesday, May 9, 2006, 3:00 pm
Great Hall of the University Club

PRESENT: Approximately 55 members, B. Levy
(Chair)

1. Minutes

MOTION

THAT THE MINUTES OF THE GENERAL MEETING
HELD ON JANUARY 5, 2006 BE APPROVED AS
CIRCULATED.

T. CHAMBERLAIN/D. VERMA
CARRIED

2. Business Arising

- a. **Class Size and Workload.** In response to a question from Dr. Stubbs regarding class size, Dr. Levy said that she would be addressing this matter in her President's Report (see Item 6). She added that many unionized universities have tried to define teaching load and determine how to place limits on it. To date, they have not been successful. It would almost be impossible to standardize workload across the University. The Association plans to continue to put pressure on the Administration to find a solution regarding large class sizes.

3. Committee Reports

- a. **Association Standing Committees.** There were no questions from the floor regarding the reports from these committees.
- b. **University Committees and Boards.** There were no questions from the floor regarding the reports from these committees.
- c. **Ad Hoc Committees.** There were no questions from the floor regarding the reports from these committees.

MOTION

THAT THE COMMITTEE REPORTS BE ACCEPTED AS
SUBMITTED.

M. VEALL/E. HAYTON
CARRIED

4. Treasurer's Report – D. Shore

- a. **Preliminary Budget for 2006/07 and Annual Statement of Income and Expenditure**

MOTION

THAT THE PRELIMINARY BUDGET FOR 2006/07 BE
ADOPTED.

D. SHORE/M. DENTON
CARRIED

- b. **Appointment of Auditor for 2006/07**

MOTION

THAT HOECHT GALVIN CHARTERED ACCOUNTANTS
BE APPOINTED AS THE AUDITOR FOR THE FACULTY
ASSOCIATION FOR 2006/07.

D. SHORE/D. LOBB
CARRIED

5. Returning Officer's Report – E. Mead

As Returning Officer for the election of an Executive Committee for 2006/07, I hereby report the result of the mail ballot for Vice-President. The candidate for Vice-President who received the majority of the votes cast is Peter Sutherland, Professor of Science.

The 2006/2007 Members-At-Large are acclaimed: Ian Bruce, Barbara Carpio, Trevor Chamberlain, Juanita DeBarros, David Hitchcock, Anju Joshi, Jennifer McKinnell, Gianni Parise, Herb Schellhorn, Colin Seymour, and Mary Silcox.

The President for 2006/07 is Ian Hambleton and the Past-President is Betty Ann Levy.

6. President's Report — B. Levy

Let me give you a brief update on the Association's activities since my last report to the membership at the January 5, 2006 General Meeting. First, you have received today the Committee Reports from our representatives on a wide array of University and provincial bodies. These representatives of the Faculty Association contribute their time and expertise to ensure that faculty and librarian views are heard and that our Executive remains in touch with important issues. We are very grateful to all of those who work for the Association in this way and encourage more of the membership to become involved with the Association's work.

Remuneration

In a negotiating year the bulk of the second term's activities relate to coming to a satisfactory agreement. I am very grateful to members of the Remuneration Committee (Nancy Bouchier, Mike Boyle, Nora Gaskin, Wayne Lewchuk) for the many meetings and the excellent guidance offered to our three representatives on the Joint Committee (Mike Veall, Ian Hambleton and Betty Levy). The Remuneration Committee offers an accountability check for the representatives on the Joint Committee. They drew clear lines to guide our negotiations and we were grateful for their direction. Given the budget situation this year, reaching a negotiated settlement was not an easy task. We needed to face the pension problem that was draining the operating budget, and yet obtain a fair salary and benefits settlement for our membership. The two-year agreement that was ratified by the membership met these goals. We are all indebted to Mike Veall, our Remuneration Chair, for his leadership in these negotiations. Without him, they would not have been successful. I am also grateful to Ian Hambleton, our Vice President, for his level-headed suggestions that put our discussions back on track on many occasions. We were well represented at the bargaining table and I thank everyone for their hard work.

Although we have completed the salary part of the negotiation, with some new benefits as well, the Joint Committee agreed to continue discussions on

the possibility of moving to a drug formulary. Any savings that result from a switch to a formulary would be returned in the form of additional benefits. A committee has been formed to study this matter over the coming year. If an agreement is reached, it will be brought to the membership for ratification during the winter term. The Joint Committee also agreed to set up a small group to examine our Career/Progress Merit Scheme to determine whether modifications would improve its effectiveness. This year we modified the final break point so that no faculty member will receive less than ½ the value of the merit credited. This committee will report to the Joint Committee in the coming year.

The Librarians' remuneration negotiations have been successfully concluded and an agreement will be going to the MUFA librarians for ratification next week. We thank the MUFA representatives on that negotiating committee (Mike Veall, Nora Gaskin, and Barbara McDonald) for their work.

Finally, I want to end this section by thanking the members of the Joint Committee who represented the Administration (Susan Denberg, Karen Belaire and Ken Norrie). The manner in which these negotiations were conducted was a testimonial to the University's commitment to collegiality with its faculty. We negotiated as equals and with mutual respect for the skills and knowledge each side brought to the bargaining table. McMaster is fortunate to have an Administration that values the relationship it has built with its Faculty Association over the years.

Long Term CLAs (Teaching Professors)

The report for the establishment of these positions has passed Senate and Board levels. A Senate/Faculty Association committee has been established (F. L. Hall and M. Parsons for the Administration; L. Allan and D. Shore for the Association). This committee is now drafting changes to the Tenure and Promotions document to establish procedures for the new positions.

Fair Employment Coalition

A group of faculty, students and staff have formed

to consider establishing a Fair Employment and Living Wage policy at McMaster. The Faculty Association is monitoring the progress of this Coalition and we thank Don Wells for representing our views to the Coalition and keeping the Executive informed on the Coalition's activities.

Bus Passes for Faculty & Librarians

At the January General Meeting I was asked whether faculty and librarians might be given special rates for bus passes, as a means of encouraging use of public transportation to campus. This issue was raised with the Administration. However, no steps will be taken at this time. It appears that there are too few buses and drivers available to meet the current need, so no further incentives can be undertaken until these problems are addressed.

Construction on Campus

Some concern has been expressed on g-mufagab that faculty members are kept in the dark regarding construction plans. There are faculty members on the appropriate bodies at all stages of construction planning and approval. However, these representatives do not report back to the larger University community. There is a clear communication gap. To relieve this situation, I asked that the Association receive the reports from Physical Plant when they go to the University Planning Committee (UPC). These reports update the state of all projects from conception to completion. They will now appear in our newsletters on a regular basis. These reports should allow the membership to know about all construction plans prior to the soil being turned, thus enabling input from concerned citizens at an earlier stage.

My Thanks

It has been a pleasure and a wonderful experience to act as President of the Faculty Association over the past year. I have learned so much about the operation of our great University. First, thanks to the membership for the opportunity to represent you and for the support you have provided. I have enjoyed and learned so much from our new faculty

and librarians who came to lunch with me over the past year. You ensure a great future for McMaster. I am very grateful to all who participated and encourage you to stay connected to your Association. Second, thanks to Peter George and Ken Norrie for the many hours we spent discussing University affairs. I have greatly appreciated your openness, your requests for my input, and your commitment to the collegial governance of McMaster. It has been a pleasure to work with both of you. I feel confident that Ian Hambleton, our incoming President, will continue to foster the collaboration between the Administration and the Association that makes McMaster such a wonderful place at which to develop a career. Ian has been a wonderful Vice President. His suggestions have improved our efficiency and his leadership on the Joint Committee and at the Executive meetings have been sincerely appreciated. Thanks and good luck in your role as President, Ian.

I also acknowledge with thanks the members of the Executive. Their views on the many matters brought to our meetings have determined the directions we have taken. Thank you all for your sharing your expertise and a lot of your valuable time in the service of your faculty and librarian colleagues. Let me single out Rick Butler, Chair of Special Enquiries & Grievances, for special thanks. This job requires sensitivity, patience and wisdom; thank you for showing all of these in abundance. Also, I repeat again my gratitude to Mike Veall, Chair of Remuneration; for the past two years your brilliance has guided us to successful agreements and your comments during our Executive meetings have brought us to better decisions. McMaster and this Association have benefitted greatly from your contributions. Thank you. Every President relies on the wisdom of the man who came before her: Trevor Chamberlain, as Past President, has been a source of knowledge and advice for me over the past year. His great sense of humour has added the light touch needed to get through many a long meeting agenda. Thanks Trevor.

Welcome to all of the new members who have agreed to serve on the Executive in the coming

year. This is an opportunity to become more involved with the governance of McMaster. I thank you for your willingness to participate. I am particularly delighted to have Peter Sutherland as our incoming Vice President. Peter's knowledge of the administration of this University, and his experience on the Joint Committee, will be well used in his new position with the Association. Welcome aboard Peter.

Finally, I will be forever grateful to Kelly McCaughey, our Administrative Assistant, and Phyllis DeRosa Koetting, our Executive Director, for their guidance of everything we've done over the past year. Kelly, thanks for your upbeat nature and the way you kept me scheduled and in the right place. You are a joy to work with. Phyllis, thank you for providing a balance to my PollyAnna personality. You made me consider all sides of a situation and your knowledge and wisdom have prevailed so often. I cannot thank you enough for your devotion and service to our Association. Our Association is blessed by these outstanding staff members.

Thank you all for coming today and now let us move on to the important matter: the special awards.

7. Other Business

a. Retirement Benefits. In response to a question regarding the Administration's desire to discontinue post-retirement benefits, Dr. Levy explained that in the past the Association has not been prepared to have two types of faculty/librarians — those with post-retirement benefits and those without. She hoped that MUFA would continue to resist the Administration's proposals with regard to this issue.

a. Words of Appreciation. On behalf of the MUFA Executive and membership, Ian Hambleton thanked Betty Ann Levy for her leadership over the past year. He especially

appreciated the forthright manner in which she expressed her views and defended those of the membership. Members concurred with a round of applause.

8. Presentation of MUFA Service Awards — T. Chamberlain

Dr. Chamberlain thanked the members of the Selection Committee which he chaired: Abdul Basith, Paul Grunthal, Linda Michtics, and John Weaver — for their conscientious work on behalf of the Association. He then read the following citations in presenting the award:

The *raison d'être* of the MUFA Faculty/Librarian Awards for Outstanding Service is to honour 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".

In selecting the recipients, the Committee considered the following factors:

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

In choosing **ELISE HAYTON**, the Selection Committee is recognizing Elise's long and distinguished service to McMaster University and to the librarianship profession. Elise is retiring this year after thirty-three years in the McMaster library system. During her years at McMaster, Elise initiated and managed a number of major projects and, in doing so, gained an international reputation for her efficiency, effectiveness and innovation. Elise is also known as a supportive and inspiring colleague who, in the words of one of her nominators, "...is a mentor and friend to many librarians — both here at McMaster and across the country".

Elise is not only respected as an outstanding colleague and for her professional skill in providing excellent service to McMaster library users. She has been a leader among her colleagues in embracing technology and leading other projects within the library system. She has also been a leader in the professional librarian organizations at the local, provincial and national levels. Over her career Elise served as both Vice-President and President of the McMaster University Professional Librarians' Association, and as Vice-President and President of the Ontario College and University Library Association (OCULA), as Editor of the OCULA Newsletter, and has also been active in the Ontario Library Association. At the national level Elise has served on a number of important committees of the Canadian Library Association. In 1994 Elise was honoured by her colleagues at the provincial level when she was awarded OCULA's Award of Recognition.

♦♦♦

DAPHNE MAURER has been chosen by the Selection Committee to receive the Award in recognition of the breadth and depth of her contributions to university life at McMaster. Daphne is an internationally known researcher in the area of child visual development. Her book, "The World of the Newborn", has been published in six languages and won the 1988 Book Award of the American Psychological Association. She has also published widely in leading academic journals and has been described as "...one of the most highly regarded developmental psychobiologists working in the world...."

Daphne's contributions to scholarly life at McMaster include that of role model and mentor to many graduate students in the Department of Psychology, Neuroscience and Behaviour. Her

former students hold faculty positions throughout North America and a number have become academic leaders in their own right.

Daphne has also been a leader within the broader McMaster community, including terms as President and Vice-President of MUFA. She led the Faculty Association through the difficult period following the suspension of employer contributions to the University's pension plan. Daphne was the leader of the employee challenge of this decision, which ultimately led to litigation with the University.

Daphne has established her credentials as a community leader at McMaster in many other ways. She was instrumental in having the University embrace the principle that CP/M at McMaster should be regarded as reward for performance, and should not be used to mitigate across-the-board increases. This principle has since become a central part of academic collective bargaining across Ontario. Daphne has also been a leader in initiatives to ensure that female faculty are paid equivalently to men and to devise equitable rules for the determination of employee pension contributions at McMaster.

♦♦♦

A Special MUFA Presidents' Award for Outstanding Service was given to Phyllis DeRosa Koetting "to honour and to thank our Executive Director for the many years of exceptional service and leadership she has contributed to the Association and the University".

There being no further business, the meeting was adjourned at 3:50 p.m.

A reception in honour of the Award recipients followed the meeting.

Newsletter Articles

Contract Workers and Employees

The University Administration has developed guidelines to distinguish between employees and contract workers called *Payments to Individuals (Independent Contractors) vs. Employees* (<http://www.mcmaster.ca/bms/pdf/PP%20Payments%20Employee%20Consultant%20June%202008-06.pdf>). Lilian Scime and Emmi Morwald discussed the impact of these guidelines with the MUFA Executive. The main reasons given for the changes are to reduce University risk and to ensure that staff are fully aware of their status at the University. The importance of the latter was illustrated by the recent case of a contract worker who thought they were an “employee” and was subsequently denied unemployment benefits because McMaster had not remitted employment insurance on their behalf. Two new forms were presented — a checklist questionnaire to help clarify whether an individual is an employee in cases where there is some uncertainty and a sample contract that can be used to formalize relationships with non-employees. The policy is effective July 1, 2006 and all new business relationships and renewals must be made using the new forms.

Passings

ARNOLD JOHNSON, Professor Emeritus, Clinical Epidemiology & Biostatistics, October 19, 2006

RAY JOHNSON, Professor Emeritus, Kinesiology, October 25, 2006

Welcome New Members

Deanna Behnke-Cook	Kinesiology
Gokul Bhandari	Finance & Bus Economics
Andy Fabo	School of the Arts
Jakub Kazecki	Linguistics & Languages
Mark Larché	Medicine
Daniel McLean	Classics
Andrew Mitchell	School of the Arts
Briana Palmer	School of the Arts
Spencer Pope	Classics
Susan Reid	Surgery
Elena Verdu-Bercik	Medicine
Pingchang Yang	Pathology & Molecular Med

2006 OCUFA Teaching & Academic Librarianship Awards

Call for Submissions

OCUFA is proud to celebrate outstanding achievement in teaching & academic librarianship at Ontario universities. Anyone within the university community can nominate a faculty member or librarian. Award recipients are selected by an independent OCUFA committee made up of faculty, librarians, and student representatives.

Deadline for nominations for the 2006 awards is **February 23, 2007**. For more information and nomination guidelines, please visit www.ocufa.on.ca/awards or call 416-306-6033.

Project Status Reports

(as of November 15, 2006)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Status
Project & Budget Approved			
Arthur Bourns Building Ultrahigh-Resolution Election Microscopy Project (CFI)	Fall 2006	\$7,500,000	Deficiency work remaining. Landscaping work is finalized and has commenced.
Building Complex for the Faculty of Engineering (formerly known as School of Engineering Practice & Bioengineering, Mechatronics & Energy Studies)		\$40,000,000	Functional program complete. This project is tentatively grouped with Graduate Studies and projected growth in the Faculty of Engineering. Hoarding installed. Site plan approval pending.
Burke Science Bldg (includes work in General Science Bldg) - Phase 3	Spring 2007	\$8,500,000	Phase 3 has been tendered and preliminary renovations have commenced.
David Braley Athletic Centre (formerly known as Multisport Complex)	Fall 2006	\$30,000,000	Mechanical & Electrical work 98% complete. Close-out schedule has been finalized.
Energy Management Program (Ameresco)	Fall 2006	\$28,493,533	Phase 3 work 99% complete. Finalizing program and performing minor deficiencies.
McMaster Front Entrance Improvements - Phase 2	Summer 2007	\$5,000,000	Design work 85% complete. Landscaping to be implemented with construction of new Engineering building.
Mills Library Knowledge Commons - Phase 1	Fall 2006	\$1,800,000	Project split into 2 phases. Phase 1 interior construction complete and occupants have moved in. Exterior ramp is under construction. Work on 3 rd floor 50% complete.
MUMC Biosafety Lab 3 (FHS)		\$2,500,000	Consultant has been retained. Design work progressing at a moderate rate.
MUMC Library (FHS)	February 2007	\$7,300,000	Construction approximately 80% complete. Project has been sectioned in phases. Phase 3 work has commenced. Asbestos removal a factor in schedule.
MUMC Life Safety Systems	Spring 2008	\$6,200,000 (Mac share)	Basement and Level 1 complete. Level 4 fire alarm complete. Sprinkler work in progress. Building control work 75% complete.
Ronald V. Joyce Stadium / Underground Parking Garage	Sept 2007	\$23,500,000	Design work 98% complete. Tendering complete for concrete, framework and precast. Excavation nearing 90% completion. Stadium component will require additional funds.

Stonechurch Clinic (FHS) - Phase 2	February 2007	\$657,000	Phase 2 has been tendered and construction has commenced.
Project Approved, Budget Pending			
Project & Budget Pending			
Building Complex for the Faculty of Health Sciences, Faculty of Science, and Welcome Centre			
Burlington Campus			Business plan and functional plan currently being developed.
Under Consideration			
Liberal Arts Building			A space audit of existing space within the Faculties of Social Science and Humanities is in progress to determine future space needs.
Thode Library Learning Commons			
For Future Consideration			
Above Ground Parking Structure			
Sports Arena			Would be looked at offsite
Tennis Courts			

Security of Exams

As December approaches, the campus experiences an increase in break and enters into departmental offices. The main motivation for this crime appears to be the acquisition of exams. Here are some suggestions to help prevent these types of crimes:

- Remove all exams or drafts of exams from your office daily.
- Save a copy of the exam on a disk which is safely secured.
- Password your computer and then password or encrypt all exams or grade files.
- Double check that your office door is secure before leaving your office.
- Report lost or missing keys or access cards *immediately* to Security (Ext. 24281).
- Know the whereabouts of your keys and access cards at all time, and do not loan them out.
- Report *any* suspicious persons or activity immediately to Security (Ext. 24281). Please note their description.
- If people appear to be loitering around your office door, watch that they are not tampering with your lock or door.
- Inspect your lock nightly looking for signs of tampering.

Security can be contacted in the following ways:

905-525-9140, ext. 24281

905-522-4135

“88” from any University telephone
“Security button” on all campus pay phones
all campus elevator phones
red poled emergency phones

More MUFA Appointments

Antoine Deza (Computing & Software) has agreed to represent MUFA on the President’s Advisory Committee on Building an Inclusive Community. **Audrey Hicks** (Kinesiology) will represent MUFA on the McMaster University Committee on Disability Access. Many thanks to both of you. **Eli Tshibwabwa** has joined the MUFA Council as the representative from Radiology.

This Newsletter is published monthly between September and May by the Faculty Association at McMaster University. The Association's Executive for 2006/07 is composed of the following members:

President	Ian Hambleton
Vice-President	Peter Sutherland
Past-President	Betty Ann Levy
Academic Affairs	Mary Silcox
Human Rights	Barbara Carpio
Library	Jennifer McKinnell
Membership	Juanita DeBarros
OCUFA Director	Peter Sutherland
Pension	Anju Joshi
Public Relations	Ian Bruce
Remuneration	Herb Schellhorn
Spec Enquiries & Grievances	Trevor Chamberlain
	Colin Seymour
Tenure	David Hitchcock
Treasurer	Gianni Parise



Executive Director	PhyllisDeRosa Koetting
Administrative Assistant	Kelly McCaughey
Returning Officer	Ernie Mead

Opinions expressed in this Newsletter are those of the authors and do not represent the views of the Association or of its Executive unless so specified. Anyone wishing to contribute to the MUFA Newsletter is invited to send submissions to the Faculty Association Office (HH-103A, e-mail: mufa@mcmaster.ca, ext. 24682). Deadlines are the 15th of each month. All submissions will be published at the discretion of the Editor.

Current and past issues of the MUFA Newsletter are posted on

OAKVILLE MITSUBISHI
191 WYECROFT ROAD, OAKVILLE, ONTARIO. L6K 3S3
905-337-3388



Oakville Mitsubishi recognizes the effort the MUFA membership puts forward everyday day, for which I am offering a special **DEALER COST PLUS 4%** discount on any new 2006 & 2007 Mitsubishi vehicle purchased from me.

The process is very simple: A MUFA member simply calls Charles McCarroll at 1 866 373 6320 (toll free) or 905 3387 3388 to set an appointment with me, and I will do the rest!

Oakville Mitsubishi carries many categories of vehicles – sedans, sport utility vehicles, and sport cars; including the new 2007 Eclipse – consisting of seven distinctive vehicles covering a broad range, they include: Montero, Endeavor, Outlander, Galant, Diamante, Eclipse/Spyder, and Lancer

We're so confident in the quality, reliability and durability of our vehicles that we back every 2006/2007 model with some of the most comprehensive warranties available.

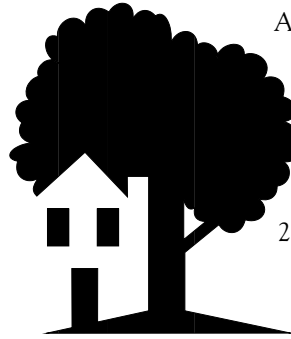
www.mitsubishicars.ca or
www.oakvillemitsubishi.ca

Thank you
Charles McCarroll,
Corporate Business Development Consultant
Oakville Mitsubishi
190 Wyecroft Road, Oakville, Ontario L6K 3S3
905 337 3388 business, 905 691 4956 cellular

**P.S. THE DEAL WITH HONDA
CANADA IS STILL ON:**

Sterling Honda – Cesare Piccini, New Car
Sales Manager cpiccini@sterlinghonda.com
1495 Upper James Street, Hamilton, On L9B 1K2
Phone: 905-574-3200 Fax: 905-574-0321

Rental Property



Available January 1, 2007, 2-bedroom coach house on a local estate with separate garage, 10 minutes from McMaster University. For more information, phone 905-628-2870.

Mark your calendars



**MUFA General
Meeting
Wednesday,
December 6, 2006
2:30 pm
Council Chambers
(Gilmour Hall 111)**