



Newsletter

McMaster University Faculty Association

September 2008 — Volume 35.1 — John Berlinsky, Editor

President's Report The Year Ahead

There can be no doubt that 2008/09 is a pivotal year for the University. Since 2003 the policies of the Central Administration have made it increasingly difficult for us to retain our position as one of the leading research-intensive universities in Canada and to uphold our reputation for teaching excellence. In this respect the 'Multi-Year Action Plans', which all Ontario universities submit to the Ontario Ministry of Training Colleges and Universities, make depressing reading. McMaster University is alone among Ontario research-intensive universities in putting considerable emphasis on planning to hire large numbers of CLAs. Over the three years 2005/06, 2006/07 and 2007/08 the University planned net hires (new hires less retirees) of 32 tenure and tenure track (T&TT) faculty and 70 CLAs. Only Lakehead University planned for a similar lopsided ratio of T&TT to CLA appointments.

However, the problem got even worse when hiring actually took place. In 2005/06 there were only 4 net T&TT hires and 34 CLA hires. In 2006/07 there were -8 T&TT net new hires (yes, minus eight!) and 21 net new CLA hires. The figures for 2007/08 have not been made public yet but it is difficult to imagine that the situation has improved. In that year a large number of faculty took the latest buy-out package, and the former Acting Provost noted when introducing the plan that departments and Faculties could only expect a 50% replacement rate. This dire picture is reinforced by the latest data from Statistics Canada, which have been circulated by the MUFA Executive and which show McMaster at the very bottom of the list of research-intensive universities across Canada in terms of overall new T&TT hires between 2003/04 and 2006/07.

And yet McMaster has experienced a nearly 50% increase in undergraduate student numbers over the last six years or so. Where has the massive increase in revenues which have been generated by this influx of students gone? The campus is bursting at the seams with students. Classes are overcrowded and students have difficulty finding professors, whom they have had before and liked, because of the high turnover of CLAs. Many CLAs are excellent teachers, but this lack of continuity in the teaching staff makes for a high drop-out rate at first- and second-year levels. It also creates

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administrative work for permanent faculty who have to mentor the ever changing CLA contingent. There have even been rumours of enterprising students selling their places in some of the most sought after classes. The lack of T&TT faculty is having a corrosive effect on the life of the University.

More particularly, there are three major consequences of the policies that the Central Administration has adopted since the arrival of the double cohort. First, the 'hiring deficit' of the last few years will create major long-term problems. The University's current excellent research record is based on the stellar work of faculty hired in the late 1970s, 1980s and into the 1990s. They have become top-class researchers who bring in massive research funds, produce innovative and globally recognized scholarship, and attract the very best graduate and post-doctoral students. We have been hiring some first rate scholars, but far too few compared to our competitors — not just at McGill, Toronto and British Columbia, but also at Waterloo, Western and Alberta. When faced with the deteriorating position of McMaster as a research-intensive institution in ten or fifteen years time, future Presidents, Board and Senate Members, and faculty will no doubt refer back to the lack of hiring during the double-cohort years. Other research-intensive universities have planned for the future by developing strong faculty renewal programs. McMaster's Central Administration has failed miserably in this respect.

Second, the failure to hire T&TT faculty over the last five years will restrict our capacity to admit graduate students in the future. The fewer the graduate supervisors, the fewer the number of students they can supervise. McMaster is already well below the average of both Canadian and Ontario research-intensive universities in terms of the proportion of the overall enrolment that is made up of graduate students. The substantial resources put into hiring new T&TT faculty at other research-intensive universities will simply compound this problem. Certainly each year that we fail to give faculty renewal the highest priority

at McMaster, the more difficult it will be to retain our reputation as a top research-intensive university and this will put us at a decided disadvantage when it comes to competing for top graduate and post-doctoral students. In addition, the failure to expand the T&TT faculty means that the University will have to forego the revenues that could have been generated by increased graduate admissions.

Finally, the fact that the Central Administration chose to ignore the goals set out in the *Refining Directions* document almost immediately after it had been passed by the Senate and the Board of Governors has undermined any faith that members of the McMaster community might once have had in planning exercises. The targets set out in *Refining Directions* were for McMaster to be among the top three Ontario universities in terms of the students we attract and graduate; to be among the top three Canadian universities in terms of research excellence; to bring the graduate population up to 20% of full-time enrolment; and to ensure that all members of the McMaster community are recognized and valued for their contribution to the University's shared purpose. In not just conspicuously failing to move the University towards these goals, but in essentially setting them aside and substituting their own goals of expanding the physical infrastructure and adding Central Administrative staff, the Central Administration has successfully alienated large portions of the University community.

Only by reaffirming its commitment to the goals set out in *Refining Directions* and putting substantial resources into ensuring that the targets will be met in the near future, can the Central Administration regain a measure of support across campus for its policies. The basic idea is not very difficult to grasp. To be a major research-intensive university of the future, McMaster needs to hire researchers now. This is the year that the Central Administration must show it is serious about ensuring that McMaster will continue "to achieve international distinction for creativity, innovation and excellence"¹ in years to come.

Richard Stubbs

¹*Refining Directions*, p. 11

Academic Freedom for Academic Administrators

What are its limits?

A MUFA Forum

Can a chair stand up at a Faculty meeting and oppose publicly a recommendation agreed on by the dean and other chairs? Or is this act of public opposition a violation of the chair's duties, for which the chair can face disciplinary action?

Can a dean lead a public campaign to oppose a decision by senior administrators to close the dean's college? Or is such public opposition a violation of the principle of "cabinet solidarity", sufficient to justify the senior administration in rejecting a recommendation to renew his term?

What about university vice-presidents? Should there be a strict principle of cabinet solidarity at the highest levels of university administration, with disagreements voiced only within the senior administration group, prior to a joint decision being reached?

These questions are exercising the McMaster University Faculty Association (MUFA). They are also of concern to the Canadian Association of University Teachers (CAUT), which has been made aware of two universities in the last few years where the senior administration has punished individual academic administrators for publicly opposing administration initiatives.

In response to this concern, MUFA is sponsoring a public forum, open to all who wish to attend, on the issue of the limits to academic freedom of academic administrators.

The forum is to take place from 3:30 to 5 pm Friday, October 3, in the Council Chambers, Gilmour Hall. Light refreshments will be available.

The main speaker will be James Turk, Executive Director of the Canadian Association of University Teachers. Two members of MUFA will respond briefly to his address, after which there will be an open forum in which attendees can make comments and ask

questions. One local discussant is Neil McLaughlin, Associate Professor of Sociology, who will speak from the perspective of a rank-and-file faculty member without an administrative appointment. The other will be Trevor Chamberlain, Professor of Finance and Business Economics, and Chair of the Finance and Business Economics area in the DeGroot School of Business, who will speak from the perspective of a department chair.

MUFA has been trying for some months to get a senior administrator at McMaster to act as a discussant of Dr. Turk's remarks, from the perspective of a senior administrator, but so far without success. Any senior administrator who is willing to act as a discussant should contact the MUFA office at mufa@mcmaster.ca to offer their services.

The issue is not black and white. MUFA and CAUT have a mandate to protect academic freedom. On the other hand, a smoothly functioning administration needs some constraint on public opposition to agreed administration initiatives by those who lost out in the internal debate. In other words, there is a case for some degree of cabinet solidarity, especially at the most senior levels.

A recent CAUT investigatory committee report into an incident at Trent University recommended that CAUT and the Association of Universities and Colleges of Canada (AUCC) study the issue, perhaps jointly, and develop a policy that enshrines to the fullest extent possible academic freedom for senior university personnel.

MUFA's forum on the limits to academic freedom of university academic administrators is a contribution to the development of such a policy.

The CAUT report is available at <http://www.caut.ca/uploads/NaderReportLettersizev2.pdf>

David Hitchcock

Welcome New Members

Ramesh Balasubramaniam	Kinesiology	Daniel Machiela	Religious Studies
Karen Beattie	Medicine	Nathan Magarvey	Biochem & Biomedical Sci
Steve Brown	Psychology, Neuro & Behaviour	Monica Maly	Rehabilitation Science
John Connolly	Linguistics & Languages	John McCluskie	Rehabilitation Science
Svetlana Demidova	Economics	Mark Oremus	CE&B
Ann Fudge Schormans	Social Work	Nikolai Penner	Linguistics & Languages
Saara Greene	Social Work	Traian Pirvu	Math & Statistics
Melanie Heath	Sociology	Christine Quail	Comm Stds & Multimedia
Kevin Hill	Human Resources/Mgmt	Wendy Schrobilgen	Linguistics & Languages
Todd Hoare	Chemical Engineering	Elisabet Service	Linguistics & Languages
James Ingram	Political Science	Lori Shyba	Comm Stds & Multimedia
Maxim Ivanov	Economics	Gregory Steinberg	Medicine
Catherine Kallin	Physics & Astronomy	Xiaoping Sun	History
Lydia Kapiriri	Health, Aging & Society	Monika Thakur	Religious Studies
Neil Kennedy	History	Felicia Vulcu	Biochem & Biomedical Sci
Joseph Kish	Materials Sci & Engineering	Kee Howe Yong	Anthropology
Paul Louth	School of the Arts		

Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those faculty and librarians who have retired during the 2007/08 academic year. We look forward to seeing them at the annual luncheon in their honour (this year on November 6, 2008) hosted jointly by the Presidents of the University and the Faculty Association.

James Alsop	History	Atif Kubursi	Economics
Alexander Bain	Chemistry	William Lee	Social Work
David Barrett	History	John MacGregor	Chemical Engineering
Barbara Brown	Nursing	Thomas Marlin	Chemical Engineering
Richard Butler	Pathology&Molecular Med	Ernest Mead	Mathematics & Statistics
Barbara Carpio	Nursing	Stuart Mestelman	Economics
Bryan Clarke	Pathology&Molecular Med	Stefania Miller	Political Science
Robert Cooper	Strategic Market Leadership	John Miltenburg	Mgmt Sci & Info Systems
Carl Cuneo	Sociology	Andy Muller	Economics
John Drake	Geography & Earth Sci	Spiro Panagiotou	Philosophy
Bill Garland	Engineering Physics	Marilyn Parsons	Nursing
Ronald Granofsky	English & Cultural Studies	Bill Rodman	Anthropology
John Greedan	Chemistry	Jack Rosenfeld	Pathology & Molecular Med
Fred A. Hall	School of the Arts	Penny Salvatori	Rehabilitation Sciences
George Heigenhauser	Medicine	Mark Sproule-Jones	Political Science
Madelaine Jay	French	Wayne Thorpe	History
Elko Kleinschmidt	Strategic Market Leadership		

Access to Personal Files

Have you ever wondered whether there is damaging information in your personal file that you are not aware of? You have the right to find out. McMaster University is subject to Ontario's *Freedom of Information and Protection of Privacy Act* (FIPPA). Under this act, individuals have a right of access to their personal information in the custody and control of the University. This means that everyone has the right to view their personal information on file. In the case of faculty, the Provost is the custodian of faculty members' official files. There are also files on each faculty member in the office of their dean and in the possession of their department chair, area chair or school director.

The head of McMaster for FIPPA purposes is Bruce Frank. Faculty members who want access to their personal file do not need to make a formal application to his office under the FIPPA regulations. They can simply make arrangements with the Provost's office to view the file. The same principle and arrangements apply to viewing one's file in the office of one's dean or of one's chair or director. Information about the FIPPA legislation as it applies to McMaster can be found at

mcmaster.ca/univsec/fippa.cfm.

Are You Eligible for Tenure and/or Promotion?

If you are a faculty member who is being considered for tenure and promotion to associate professor or for

promotion to professor, you may find it helpful to have a faculty colleague act as an advisor during this process. This colleague can assist in the preparation of your research résumé, teaching dossier and other material. An advisor can also accompany you to interviews at various stages of the process should this prove necessary. This practice has been informally sanctioned in the past. The Tenure and Promotion Policy explicitly states that a faculty member may be accompanied by a faculty colleague acting as an advisor when appearing before a departmental, Faculty or Senate committee.

Are you Considering Early Retirement?

In the past, some faculty members have signed individual agreements with the University concerning the conditions of their retirement. These agreements have covered special (non-standard) access to office space, laboratory facilities and other matters. At present, there is no established procedure, other than the civil courts, for resolving subsequent disputes concerning the interpretation of such agreements. The Faculty General Grievance Procedure applies only to those who "hold the academic rank of professor, associate professor, assistant professor or lecturer". Professors emeriti are not covered even in the case of disputes concerning an agreement signed prior to retirement. Hence, it is especially important that clear, specific wording be used in such agreements. It is strongly recommended that our colleagues seek the advice of their own lawyers before signing any such agreements.

Passages

Warren Tressider, Retired, School of Art, Drama & Music, August 26, 2008

Committee Structure

2008/2009

STANDING COMMITTEES

*Chair of Committee

Academic Affairs			
Martin Dooley	Economics	23810	dooley
Budget Advisory Committee			
John Berlinsky	Physics & Astronomy	23178	berlinsk
Trevor Chamberlain	Finance	23980	chambert
Khalid Nainar	Accounting	23990	nainar
Gladys Peachey	Nursing	22661	peacheg
Herb Schellhorn*	Biology	27316	schell
Human Rights			
Bonny Ibhawoh	History	24153	ibhawoh
Joint Committee			
John Berlinsky	Physics & Astronomy	23178	berlinsk
Richard Stubbs*	Political Science	23890	stubbsr
Peter Sutherland	Arts & Sciences	24656	pgs
Librarians Joint Committee			
Jennifer McKinnell	HSc Library	24381	mckinn
Karen Nicholson	Mills Library	21414	knichol
Herb Schellhorn	Biology	27316	schell
Library			
Jennifer McKinnell	HSc Library	24381	mckinn
Membership			
Gladys Peachey	Nursing	22661	peacheg
Nominating Committee			
Kathy Ball	Thode Library	23881	katball
John Berlinsky	Physics & Astronomy	23178	berlinsk
Mary O'Connor	English & Cultural Stds	23731	moconnor
Richard Stubbs*	Political Science	23890	stubbsr
Peter Sutherland	Arts & Sciences	24656	pgs
OCUFA Director			
John Berlinsky	Physics & Astronomy	23178	berlinsk
Pension Committee			
Regina Bendig	Thode Library	28659	bendigr
John Berlinsky	Physics & Astronomy	23178	berlinsk
Trevor Chamberlain*	Finance	23980	chambert
Sherman Cheung	Finance	23986	scheung
Richard Stubbs	Political Science	23890	stubbsr
Public Relations			
John Berlinsky	Physics & Astronomy	23178	berlinsk
Remuneration			
John Berlinsky	Physics & Astronomy	23178	berlinsk
Herb Schellhorn*	Biology	27316	schell
Richard Stubbs	Political Science	23890	stubbsr
Peter Sutherland	Arts & Sciences	24656	pgs
Special Enquiries & Grievances			
David Hitchcock	Philosophy	23464	hitchckd
Tenure			
Nancy Bouchier	Kinesiology	27015	bouchier
Treasurer			
Michelle MacDonald	Biochem&Biomed	22316	macdonnml
Returning Officer			
Matheus Grasselli	Math & Stats	23406	grasselli

UNIVERSITY COMMITTEES & BOARDS

Bookstore Board			
Paul Faure	Psychology,Neur&Beh	26393	paul4
Peter Sutherland	Arts & Sciences	24656	pgs
Disability Access, McMaster Univ Cte on (MUCDA)			
Audrey Hicks	Kinesiology	24643	hicksal
Enrolment Management Team			
Patrick Bennett	Psychology,Neur&Beh	23012	bennett
Labour Practices Committee			
Robert O'Brien	Political Science	23705	obrienr
Levels & Promotions Committee (Librarian Classification)			
Andrea McLellan	HSC Library	24169	mclell
Linda Michtics	Thode Library	23882	michtic
McMaster Day Care			
Rita Cossa	Business	26197	cossar
Parking Appeal Board			
Linda Michtics	Thode Library	23882	michtic
Pension Trust			
Regina Bendig	Thode Library	28659	bendigr
Trevor Chamberlain	Finance	23980	chambert
Sherman Cheung	Finance	23986	scheung
President's Advisory Committee on Building an Inclusive Community			
Antoine Deza	Computing & Software	23750	deza
President's Advisory Committee on Relations with Community			
Dan Goldreich	Psychology,Neur&Beh	28666	goldrd
President's Advisory Committee on Transportation & Parking			
Trevor Chamberlain	Finance	23980	chambert
Linda Michtics	Thode Library	23882	michtic
Rudy Heinzl Award of Excellence Committee			
Anne Savage	English & Cultural Stds	23729	savage
Safety Committee			
Nancy Bouchier	Kinesiology	27015	bouchier

AD HOC ASSOCIATION & UNIVERSITY COMMITTEES

Code of Conduct for Faculty			
David Hitchcock	Philosophy	23464	hitchckd
Dorothy Pawluch	Sociology	23618	pawluch
Employment Equity Survey Advisory Committee			
Catherine Connelly	HR & Management	23954	connell
Faculty Workload, JC Sub-Committee re			
Gladys Peachey	Nursing	24381	peacheg
Peter Sutherland	Arts & Sciences	24656	pgs
John Weaver	History	24135	jweaver
Pension Plan, JC Sub-Committee re			
Ian Hambleton	Math & Stats	27302	hambleton
Les Robb	Economics	23815	robb

AD HOC ASSOCIATION & UNIVERSITY COMMITTEES

(continued)

Teaching Dossier

Peter Sutherland	Arts & Sciences	24656	pgs
Lorraine York	English & CS	23739	yorkl

Tenure & Promotion Drafting Committee

Peter Sutherland	Arts & Sciences	24656	pgs
John Weaver	History	24135	jweaver

Travel Policy Implementation Committee

Bonny Ibhawoh	History	24153	ibhawoh
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WorkWell Steering Committee

Keith Kinder	School of the Arts	27280	kinderk
Peter Sutherland	Arts & Sciences	24656	pgs

OBSERVERS NEEDED

Required: faculty and librarians who are members of the Faculty Association — yes, RETIREES also qualify — to serve as observers for appeal and grievance hearings. The role of the Observer is to report on the adequacy of the procedures, with a view to making recommendations to improve relevant policies, not to comment on the conduct or the judgement of the tribunal. Hearings usually take place over one or two days. For more information, send us an e-mail (mufa@mcmaster.ca), give us a call (24682), or drop us a line (HH 103A).

Faculty Handbook Updates

Revised pages for the *Faculty Handbook* have recently been mailed out to MUFA members and administrative departments. If you did not receive your package, contact the MUFA Office (ext. 24682, mufa@mcmaster.ca). If you require another hard copy of the complete *Handbook*, contact the **Bookstore's Custom CourseWare Department** at ext. 23356.

The *Faculty Handbook* is also available on the MUFA web page (www.mcmaster.ca/mufa).

FACULTY ASSOCIATION COUNCIL

[There are several vacancies on Council. If your Department is not represented, why not call the Association office and volunteer your services? If your name is listed and you no longer feel able to serve on Council, please inform the MUFA Office.]

Anaesthesia	Bob Lee	75177	rmkwee
Anthropology	Wayne Warry	23901	warrywa
School of the Arts	VACANT		
Biochemistry	VACANT		
Biology	Pat Chow-Fraser	27338	chowfras
Business Faculty	Willi Wiesner	23985	wiesner
Chem. Engineering	Kim Jones	26333	kjones
Chemistry	Adam Hitchcock	24749	aph
Civil Engineering	Ioannis Tsanis	24415	tsanis
Classics	Michele George	23452	georgem
C E & B	Harry Shannon	23162	shannonh
Comp & Software	Antoine Deza	23750	deza
Economics	Martin Dooley	23810	dooley
Elec & Comp Eng	Natalia Nikolova	27141	talia
Eng Physics	Alexander Berezin	24546	berezin
English & Cul Stds	Mary Silcox	27314	silcox
Family Medicine	Helen McDonald	26657	mcdonal
French	VACANT		
Geog & Earth Sci	Robert Wilton	24536	wiltonr
History	Ken Cruikshank	24153	cruiksha
Interdisciplinary Stds	Jean Wilson	23455	wilsonj
Kinesiology	Nancy Bouchier	27015	bouchier
Labour Studies	Robert Storey	24693	storeyr
Library	Amanda Etches-Johnson	26006	etchesa
Linguistics & Lang	Vikki Cecchetto	24474	cecchett
Materials Science	Nikolas Provatas	26897	provata
Math & Statistics	Peter Macdonald	23423	pdmmac
Mech Engineering	Gary Bone	27591	gary
Medicine	VACANT		
Nursing	VACANT		
Obs & Gyn	Derek Lobb	22228	lobbd
Pathology & Molecular Med.	VACANT		
Pediatrics	VACANT		
Philosophy	David Hitchcock	23464	hitchckd
Physics & Astron.	John Berlinsky	23178	berlinsk
Political Science	Peter Graefe	27716	graefep
Psychiatry & Behavioural Neuroscience	Lennard Niles	22224	niles
Psychology, Neuroscience & Behaviour	Betty Ann Levy	23019	levy
Radiology	Eli Tshibwabwa	26248	tshibwab
Rehabilitation Sci	VACANT		
Religious Studies	Anders Runesson	23388	runess
Social Work	Jane Aronson	23789	aronsonj
Sociology	Neil McLaughlin	23611	nmclaugh
Surgery	Frank Baillie	75215	baillief

Project Status Reports

(as of September 17, 2008)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Status
Project & Budget Approved			
Faculty of Engineering School of Engineering Practice and Graduate Studies	Summer 2009	\$48,000,000 \$38,000,000 (pre BTech Programme) \$8,600,000 (orig project scope - December 2005)	All structural concrete complete. Curtain-wall 90% complete. Mechanical/electrical systems 40% complete. Roofing 90% complete. Internal masonry 25% complete. New B. Tech. Programme has been integrated into the building scope.
Burke Science Bldg - Phases 1, 2a & 2b General Science Bldg - Air Quality and Health & Safety Upgrades, Phase 3	Spring 2008 (Phase 2b)	\$43,574,413 \$30,000,000 (orig project scope - January 2004)	Phase 1 (BSB south wing) - All floors completed Phase 2a (BSB east wing) - All floors completed Phase 2b (BSB north wing) - All floors completed. Deficiency work remaining. Phase 3 (GSB) - Work completed
McMaster Front Entrance Improvements, Phase 2	Summer 2008	\$4,900,000	Design work complete. First stage of landscaping to be implemented with construction of new Engineering building in 2009
MUMC Biosafety Lab 3 (FHS)	Spring 2008	\$2,500,000	Engineering design work complete. Financing to be confirmed.
MUMC Life Safety Systems	Spring 2008	\$6,594,000 (McMaster share)	Project 99% complete. Deficiency work remaining.
Ronald V. Joyce Stadium / Underground Parking Garage	April 2008	\$34,457,900 \$23,500,000 (original budget - January 2006)	Project 99% complete. Deficiency work remaining. Landscaping work around stadium nearing completion.
MDCL, 2 nd Floor Fitup	Summer 2009	\$26,000,000	The new 2 nd floor bridge is nearing completion. Liquid tank enclosure complete. Partition walls 99% complete. Drywall has commenced. Mechanical and electrical infrastructure 60% complete.
MUMC Surgical Skills Facility		\$3,000,150	General layout complete. Moving into detail design stage.
Thode Library Learning Commons	Phase 1 Fall 2008	\$884,471	Phase 1: Construction work 85% complete
Project Not Approved & Budget Pending			
Main Entrance Building Complex for the Faculties of Engineering, Science, & Health Sciences (Phase 2)			
Burlington Campus	Fall 2009	\$28,000,000	Site plan approval underway.

Project Not Approved, Under Consideration			
Liberal Arts Building			Functional programme development is underway.
For Future Consideration			
Above Ground Parking Structure			On hold pending a campus wide parking review
Sports Arena			Offsite location
Tennis Courts			
Other			
City of Hamilton Combined Sewer Overflow (CSO) Tank			City of Hamilton has deferred the project until Fall 2009

United Way Kicks Off

The McMaster United Way campaign kicks off on Thursday September 24th. Come on over to MUSC and take part in our silent auction! Great items, including the President's parking spot for a week! We really need the support of our faculty and staff. Last year our campaign surpassed its target; we contributed more than \$200,000 to the Burlington-Hamilton United Way goal. This year we aim to raise \$210,000, and we also aim to broaden our participation rate. We want you all to help us demonstrate our commitment to the community. We are fortunate to be part of a socially sensitive community with a well organized social network to support community members in need. The United Way is a major fundraising umbrella organization that supports more than 130 social initiatives. These initiatives cover a wide array of programs for children, for youth and for our seniors. Many of our students are involved in helping out in these programs. Let's show our faculty support as well.

In the next few days you will be receiving a letter and pledge form that provides you with the details of the campaign and ways that you can lend your support. Please have a look at the brochure that tells you more about the United Way's work. If you have any questions about the United Way campaign, please contact us at unitedway@mcmaster.ca.

On behalf of the McMaster United Way Committee, my sincere thanks for your past support. Your

kindness is greatly appreciated and we urge everyone to contribute generously to this important McMaster community effort.

Betty Ann Levy, Co-Chair

2008/09 McMaster University United Way Campaign

The Healthy Workplace

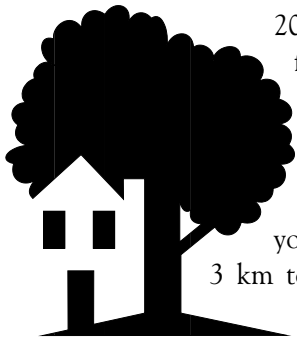
The Healthy Workplace Group is made up of a broad cross-section of dedicated and committed McMaster faculty and staff. The Group came together in 2002 with the common goal of empowering employees to make positive choices for health and well-being. Healthy Workplace is designed to provide employees with the tools that will help them move towards a healthier self, body and mind.

Join McMaster's Healthy Workplace Group in celebrating: Canada's Healthy Workplace Month! Now a four-week long celebration and promotion of healthy workplaces from September 29 to October 26, 2008.

McMaster's theme for 2008 is "Bringing Wellness to Mind" and the month's events will focus on mental well-being. Many activities will be available and you can participate by attending workshops, participating in the new 5-week Health Challenge, or attending the Health Fair on October 24th. For more information on the events please visit us online at

www.workingatmcmaster.ca

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House for rent from August 1, 2009 to July 31, 2010, with some flexibility. Beautiful, old Victorian home, 5 bedrooms, backyard, washer, dryer, dishwasher. Furnished or semi-furnished, depending on your needs. 8 km to McMaster, 3 km to St. Joseph's Healthcare, on efficient bus route and near bike route. No smoking in

house. \$1,500/month plus utilities. Contact sm.ac@cogeco.ca or call 905-543-8862 and ask for Andy or Sylvia.

Sabbatical house for rent from January to December 2009 in south Burlington a block

north of Lake Ontario with 4 bedrooms, double car driveway and single car garage, 1.5 bathrooms, dining room and eat-in kitchen. Recent downstairs renovations added an office area and upgraded central air conditioning, wide-screen HD TV and wireless internet. The private backyard, with gas barbecue is surrounded by a mature cedar hedge. Local schools are well ranked and are a 5-block walk. 22 minute drive to McMaster University (could include vehicle and parking pass). Phone x22482.

Sabbatical house for rent

Four bedrooms, 2 baths, study, fully furnished. Ravine lot, Oak Knoll Drive in Westdale, close to McMaster, parks and schools. Dates flexible, available February 1 to May 31, 2009. \$1400 per month plus utilities. Contact x27302 or email hambleton@mcmaster.ca

Healthy Workplace *(continued from p. 9)*

Did you know that the Healthy Workplace Group also offers programs throughout the year? Among them is a free, one-page electronic newsletter produced year-round on a bi-weekly basis for all employees. This newsletter discusses a variety of health topics including maintaining positive mental well-being, balanced nutrition, employee events and new programs. To subscribe to the Wellness Weekly, please e-mail hrshwp@mcmaster.ca.