

NEWSLETTER

SEPTEMBER 1998, Volume 25.1, Jeffery Donaldson, EDITOR

President's Report

THE YEAR AHEAD

Dear Colleagues, I am pleased to report to you on several actions taken this past spring on issues in which MUFA was involved and to comment briefly on what lies ahead.

The Senate and Board have approved major revisions to the Appointments, Tenure and Promotion Policy that were fashioned and agreed to in joint discussions among MUFA, the Senate Committee on Appointments, and the Administration. New provisions relating to reduced workloads for tenure-track faculty and the suspension of faculty members have been added. The rules concerning the involvement of the Provost and the Dean of Graduate Studies in the decision-making process have been changed and the quorum and voting rules have been altered accordingly. Certain matters having to do with the Board of Governors' involvement in the removal of faculty members have been clarified. A number of the supplementary policy statements (SPS) have been revised and some added. A copy of the revised policy will be provided to you in the near future.

The Senate and Board also approved the new Employment Accommodation and Intellectual Property Policies which the Association had helped to draft. The Board which is to be set up in connection with the Intellectual Property Policy is to have five faculty members on it and these are to be appointed by the President in consultation with MUFA.

The Joint Committee agreed to certain revisions to our benefit plan having to do with dental work and medical devices and these were approved by our membership in a June ballot (see p. 2). Earlier, the membership had ratified the Joint Committee's proposal concerning tuition bursaries for dependents. The Joint Committee continued to review the matter of the allocation of funds to faculty for use of the "self-funding modem" service in CIS and decided that as of this past July 1st the allocation per eligible faculty member would be set at \$100. A further review of this issue is set for our January meeting.

The Joint Committee was also involved in the review and approval of the revised Pension Plan text that was ratified subsequently by a vote of the membership. The major work on this text was done outside of the Committee by Doug Welland, Les Robb, Sherman Cheung, Wayne Lewchuk and Sandy Darling and I extend to them a warm vote of thanks for their patience and hard work.

The past year saw considerable progress made in developing policies and procedures for the librarians as members of MUFA. The Librarians' Negotiating Committee agreed to a Grievance Policy for Librarians that has been forwarded to the Provost. A sub-committee completed a Classification Scheme for Librarian positions and though some significant disagreement remains over one aspect of the scheme, nevertheless the report has been submitted to the Provost.

The year ahead will be a busy one. The present remuneration agreement expires next June 3th and a new one has to be negotiated this year. Our Remunerations Committee is headed by David Hitchcock and he will be sitting with John Platt and me in the Joint Committee. You will be asked soon to assist in fashioning our remunerations brief. The University has decided to undertake, at the same time a major review of its

"provisions for retirement" and has invited each main employee group to name a person to the committee that is to undertake the task. Les Robb has kindly agreed to represent us. We will keep you fully informed about this review.

At the request of the Administration and with the backing of Senate, a review is to be made of the Faculty General Grievance Procedure and a committee comprising the Provost, Ian Hambleton, Martin Dooley and me has had its first meeting on this issue. MUFA has agreed also to work with the Administration in considering further revisions to those sections of the Tenure and Promotion Policy dealing with the role of the Senate Committee on Appointments and the appeals process.

I chose to become involved in the work of MUFA because I believe strongly in a notion of collegiality that has the faculty playing the major role in the shaping of the policies and conditions that relate to their teaching, scholarship and membership of this University community and because I believe that this notion is still alive here at McMaster and that MUFA is deeply committed to it. We may not always think about it and at times we may be far from convinced about it, but we do have something special here at McMaster and we should work hard to maintain and enhance it. I invite anyone who disagrees with me on this point, to join me in upcoming meetings off campus. I am especially grateful, therefore, to those colleagues who serve on our Executive and as our representatives in various committees and forums and I hope that others will also become involved in the years ahead. Best wishes.

Les King
MUFA President

Condolences

The Faculty Association offers its sympathy to the families and friends of the following members who passed away this summer.

GLENN SCOTT (School of Art, Drama and Music), June 7, 1998.

RANDY ROSS (School of Business), June 29, 1998.



Best Wishes to Retiring MUFA Members

We wish to extend best wishes to those faculty and librarians who have recently retired. We look forward to seeing them at the annual luncheon in their honour (this year on October 27) hosted jointly by the Presidents of the University and the Faculty Association.

Howard Aster	Political Science
Gian Bartolucc	Psychiatry
Ian Begg	Psychology
Vincent Betti	French

Jules Carbotte	Physics & Astronomy
Barbara Ferrier	Biochemistry
Christopher Hallpike	Anthropology
Alexander MacPherson	Psychiatry & CE&B
Sri Gopal Mohanty	Math & Statistics
Victor Neufeld	Medicine
Linda Panton	Health Sciences Library
Roy Pritchard	Psychology
Charles Roland	Family Medicine
Gerhart Tuescher	Modern Languages
Thomas Timusk	Physics & Astronomy
Roger Walker	Geography & Geology



BALLOT RESULTS

We hereby confirm the ballots to the question:

I approve of the changes to the benefit package as set forth in the memo from the Joint Committee regarding "Supplementary Benefits" dated June 18, 1998 and the attached, "Benefit Guidelines for Devices under the McMaster Program" dated June 10, 1998.

YES 180	NO 0	SPOILED 2
TOTAL BALLOTS CAST 182		

Timothy M. Galvin
Hoecht Galvin Chartered Accountants



A Word from the Ombuds Office

In 1979, Dr. Eric A. McKee, a practicing University Ombudsman, wrote an article entitled "Why an Ombudsman?" (in S. Belson, ed., *Proceedings of the First Conference of College and University Ombudsmen*, Montreal: Concordia University, November 1979). This article still presents, in my opinion, the best analysis of how a University can benefit from the existence of an Ombuds Office on campus. As a newcomer to this Office and to the role of Ombudsperson, I thought it might be useful to review Dr. McKee's comments and to step back for a moment and reflect on how this Office can assist the McMaster community.

First, it is often stated that the mere *existence* of an Ombuds Office is an important symbolic statement of an institution's commitment to self-evaluation. It demonstrates, in a concrete fashion, that an organization is concerned about the well-being of its members.

The Ombudsperson is in a unique position to have an institution-wide perspective. The University is a complex, often decentralized entity with a large number of policies and procedures, both written and unwritten. Since the Ombudsperson can often see "the bigger picture," they can function as a valuable resource to the institution, as well as to individuals who need information on specific policies and procedures.

The Ombudsperson can also be a benefit to a University by providing another avenue for dispute resolution. Of course, there are many individuals and offices on campus (other than the Ombuds Office) involved with solving problems, hearing complaints and cutting through red tape. As Dr. McKee pointed out, the Ombudsperson can only "complement and supplement existing grievance procedures". Furthermore, "an Ombudsman can only cope in a situation where most grievances, complaints, and conflicts...are successfully resolved elsewhere." As a result, the Ombudsperson often performs the function of a "traffic cop," directing people to other sources of assistance. Beyond this referral function, the Ombudsperson does occupy a unique problem-solving position. Ombudspersons can *investigate* a problem from the perspective of a *neutral insider* and can *publicize* their findings. It is inevitable that there will be some problems that fall outside existing policies and procedures and the Ombuds Office provides a method for the institution to address these concerns.

An Ombudsperson is in a good position to notice when changes are needed within the University and many people view this as the most important benefit of having a university Ombudsperson on campus. By tracking complaints and advocating for improvements to existing systems, university Ombudspersons can make an important contribution to the university community.

Finally, an Ombuds Office can encourage a peaceful and orderly approach to conflict resolution. The Ombudsperson, as a neutral, can concentrate on the "process" used to discuss issues and can encourage open and reasonable dialogue.

The Ombudsperson is uniquely positioned to assist the University community in a number of different ways. I am excited about this new role and the possibilities it presents.

On a more specific basis, the Office is available to assist any faculty member or librarian who would like to visit, confidentially, to discuss a concern. Issues might include: appointments, research, promotions, compensation, departmental problems, codes of conduct, performance evaluations, benefits and student/colleague conflicts. The Office is located in Hamilton Hall Room 212. The extension to make an appointment is 24151 or e-mail me at ombuds@mcmaster.ca. I am looking forward to meeting some of you in the coming weeks and exploring how this Office can be of assistance to you.

*Shelley Lancaster
Ombudsperson*



The Buffalo- Niagara Region Council for International Visitors seeks experienced business cultural trainers to run seminars. Trainers will focus on particular countries and/or regions. Interested trainers please send your résumé or vitae to: Council for International Visitors, 667 Main Street, Buffalo, NY 14203 USA. 716-842-1373 or civ@buffnet.net for more information.



COMMITTEE STRUCTURE 1998/99



FACULTY ASSOCIATION COUNCIL



EXECUTIVE



Observers Needed

Required: faculty 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).

Abolition 2000

An Opportunity for Canada and NGOs

The threat of nuclear war has almost disappeared from the consciousness of the media and the public, but the current complacent attitudes may be a dangerous delusion. This possibility was highlighted by a recent article in the New England Journal of Medicine (Farrow *et al.*, 338:1326-1330, 1998). This article, by members of International Physicians for Prevention of Nuclear War (IPPNW), pointed out that if a single rogue Russian nuclear submarine launched its missiles and 48 warheads hit near 8 cities, nearly 7 million immediate deaths would follow. Non-fatal injuries would exceed the capacity of all North American medical facilities. There would be hundreds of thousands of people with severe burns, but only 1078 burn beds exist in the USA and only 153 in Canada. The millions who would suffer immediately or later from radiation sickness and genetic damage could not be helped. The article also pointed out that nuclear weapons on these submarines and other Russian nuclear installations may not be under full control of Moscow. Remember that the Russian Armed Forces are often not paid for months and the financial crisis there is worsening.

We have come to ignore the continued threat of nuclear disasters because of the end of the Cold War and the breakup of the former Soviet Union. However there are 39,000 nuclear weapons, many on alert (launched in minutes) or near alert (launched within hours): 13,000 in the USA, 25,000 in Russia and another 1,000 among China, France and the U.K. There are also the undeclared ones in Israel. Now we have the proliferation of

nuclear weapons in India and Pakistan. Is there still a threat?

Besides the danger in regions where potential conflicts exist such as between India and Pakistan, there is the danger of response to an unauthorized launch by dissident armed forces, by terrorists who capture or steal such weapons or to a false alarm, misinterpreted by one of the nuclear states. Both the USA and Russia have a "launch on warning" policy, a policy allowing 15 minutes to decide whether or how to respond. On January 25, 1995, a rocket on a scientific mission from Norway was launched and detected by Russian radar. From the launch site to Moscow, rocket flight time is 5 minutes. Fortunately, the fact that it was not headed to Moscow was determined within the "launch on warning" deadline that time. Russia, like other nations, had been warned a week in advance about this launch, but the message never reached its Defence Ministry. Rockets, like messages, can go astray. If the rocket had gone astray or the radar been misinterpreted or had malfunctioned, a nuclear disaster could have resulted. If European or North American cities had been destroyed by a Russian response, is it likely that there would have been no retaliation? From such events are nuclear holocausts produced.

The organization responsible for the NEJM article was the International Physicians for Prevention of Nuclear War. Their Canadian affiliate is Physicians for Global Survival. The IPPNW has worked to reduce the risk of nuclear war by informing the public about the medical consequences of nuclear war and by promoting non-violent conflict resolution since its founding in 1980. Its efforts led to the award of the Nobel Peace Prize in 1985. Now it is warning of the continued serious threat of nuclear disaster with the growing inability of the Russian military to control its nuclear stockpile, the determination of India and Pakistan and likely other nations to join the nuclear club and the danger of terrorist acquisition of nuclear devices. It and a coalition of international peace organizations have launched an initiative to get international agreement *that there will be no first use of nuclear weapons, that all nuclear weapons will be removed from alert status, their war heads removed and that by the year 2000 an international Abolition Treaty which includes a timetable for the destruction of all nuclear weapons in the world will be in place.* That is what Abolition 2000 is about.

The International Court of Justice stated in an Advisory Opinion in 1996 that threat or use of nuclear weapons is "generally contrary to the rules of international warfare". At present, no negotiations to eliminate these weapons are underway. The USA insistence on expansion of NATO into Eastern Europe has led the Russians to fail to ratify the Start II treaty and no progress will be made on Start III until this is resolved. Indeed it appears clear that the USA and the other 4 declared nuclear powers are determined to keep nuclear weapons and have no interest in removing them. In fact, it may be that their chief interest in a nuclear containment policy is maintenance of their monopoly. The USA is conducting "sub-critical" tests to enable it to continue their use and develop more. The Russians are planning to follow suit. India, recognizing that its many years of advocacy of nuclear disarmament has fallen on deaf ears, has initiated a new course of action, to join the nuclear club, followed by Pakistan. Others will likely follow these examples.

Canada can play a special role in moving off this stalemate. Douglas Roche, former Canadian Ambassador for Disarmament, has proposed a "Middle Power Initiative". Like the "Ottawa Process" which, pushed ahead by Non-governmental Organizations (NGOs), helped bring about the treaty to ban land mines, this would involve NGO organizations supporting Abolition 2000 in Canada, Japan, Mexico, Australia, New Zealand, Norway, Sweden, Malaysia, Egypt, South Africa, Germany, Italy and Ireland pushing their governments to develop a treaty which would be signed ultimately by all nations and follow the goals outlined above.. Of course, NGOs in the nuclear states would play major roles to bring their governments eventually into line. This would place strong pressure on the declared and undeclared nuclear powers to accept the treaty. In Canada, we can begin by adopting resolutions as organizations and by individuals writing to Hon. L. Axworthy, Prime Minister Chretien and our parliamentary representatives asking for a Canadian government initiative to these ends.

Already some middle powers have begun to act. Eight of their Foreign Ministers, but not the Canadian Foreign Minister, Mr. Lloyd Axworthy, have taken what they call a "New Agenda Initiative" for rapid action to achieve abolition of nuclear weapons. The Japanese Foreign Minister has urged the convening of a group of non-nuclear, but nuclear capable nations like Canada and Japan, to make a strong statement for the rapid abolition of nuclear weapons. These events have been ignored by the media and apparently by the Canadian government.

It will require the initiative of individuals and NGOs, similar to that which initiated the Ottawa Process for a treaty against the manufacture and sale of land mines, to focus the attention of Mr. Chretien and Mr. Axworthy and the Canadian media and public on the possibility of achieving Abolition 2000. Respected organizations like MUFA and OCUFA and individual faculty can play a significant role in getting this process underway.

For more information about the history of the nuclear arms race, its present status and Abolition 2000, contact: IPPNW, 126 Rogers St., Cambridge, MA, 02142, USA, tel. 617-868-5050, fax. 617-868-2560, e-mail: ippnwbos@igc.apc.org; <http://www.healthnet.org>

org/IPPNW/ or Physicians for Global Survival, Suite 208, 145 Spruce St., Ottawa, ON, K1R 6P1; e-mail PGS@web.net.

*E. E. Daniel
Professor Emeritus, Biomedical Sciences*

Disabilities Awareness Week

September 28 to October 2

"Working Together to Learn Together"

McMaster University prides itself on a tradition of excellence in education for all students, including those with disabilities. In keeping with this tradition the second annual Disabilities Awareness Week (DAW) will take place from Monday, September 28 to Friday, October 2, 1998.

DAW is presented by the Centre for Student Development and the McMaster DisAbility Advocacy Group (MDAG). Our programming schedule features a range of events that combine disability with other interests. It has been specifically designed to appeal to people with and without disabilities.

Through DAW we hope to highlight the abilities of McMaster students, faculty and staff with disabilities. We also intend to raise awareness of the barriers that confront people with disabilities in our community.

There are over 300 students with various disabilities attending McMaster. Any of these students could easily be in your class. As a faculty member, you have the opportunity to shape the educational experience of all your students, including those with disabilities. We hope that you will take advantage of DAW to learn about their experiences and enrich your own.

Look out for programmes and posters in September. Contact CSD in Hamilton Hall 409 for more information, or call ext. 24711, TTY 528-4307. Join us in "Working Together to Learn Together"!

*Jodi Tuck & Carolyn You
Centre for Student Development*

WORLD NEWS: CLINTON DEPLOYS VOWELS TO BOSNIA

Cities of Sjlbdnzv, Grzny to Be First Recipients

Before an emergency joint session of Congress yesterday, President Clinton announced US plans to deploy over 75,000 vowels to the war-torn region of Bosnia. The deployment, the largest of its kind in American history, will provide the region with the critically needed letters A,E,I,O and U, and is hoped to render countless Bosnian

names more pronounceable.

"For six years, we have stood by while names like Ygrjvslhv and Tzlynhr and Glrm have been horribly butchered by millions around the world," Clinton said. "Today, the United States must finally stand up and say 'Enough.' It is time the people of Bosnia finally had some vowels in their incomprehensible words. The US is proud to lead the crusade in this noble endeavor."

The deployment, dubbed Operation Vowel Storm by the State Department, is set for early next week, with the Adriatic port cities of Sjlbdnznv and Grzny slated to be the first recipients. Two C-130 transport planes, each carrying over 500 24-count boxes of "E's," will fly from Andrews Air Force Base across the Atlantic and airdrop the letters over the cities.

Citizens of Grzny and Sjlbdnznv eagerly await the arrival of the vowels. "My God, I do not think we can last another day," Trszg Grzdnjklh, 44, said. "I have six children and none of them has a name that is understandable to me or to anyone else. Mr. Clinton, please send my poor, wretched family just one 'E.' Please."

Said Sjlbdnznv resident Grg Hmphrs, 67: "With just a few key letters, I could be George Humphries. This is my dream."

If the initial airlift is successful, Clinton said the United States will go ahead with full-scale vowel deployment, with C-130's airdropping thousands more letters over every area of Bosnia. Other nations are expected to pitch in as well, including 10,000 British "A's" and 6,500 Canadian "U's." Japan, rich in A's and O's, was asked to participate, but declined.

"With these valuable letters, the people of war-ravaged Bosnia will be able to make some terrific new words," Clinton said. "It should be very exciting for them, and much easier for us to read their maps."

Linguists praise the US's decision to send the vowels. For decades they have struggled with the hard consonants and difficult pronunciation of most Slavic words. "Vowels are crucial to construction of all language," Baylor University linguist Noam Frankel said. "Without them, it would be difficult to utter a single word, much less organize a coherent sentence. Please, just don't get me started on the moon-man languages they use in those Eastern European countries."

The airdrop represents the largest deployment of any letter to a foreign country since 1984. During the summer of that year, the US shipped 92,000 consonants to Ethiopia, providing cities like Ouaouoaua, Eaoiiuae, and Aao with vital, life-giving supplies of L's, S's and T's. The consonant-relief effort failed, however, when vast quantities of the letters were intercepted and hoarded by violent, gun-toting warlords.

WANTED

A quiet retirement couple is seeking accommodation in the Hamilton area between 1 January and 1 April 1999. Available for either house sitting or reasonable rent arrangements. Please contact Jeffery Donaldson at ext. 24132.

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