



# FAUW Forum

Faculty Association Newsletter

February 2005

Volume 128

**Mark your  
calendar!**

A combined Annual General and Council of Representatives meeting will be held Wednesday, April 6, 2005 3:00 p.m. In AL 105

Join us after the meeting at 4:30 for a reception in AL 211 to honour new faculty members.

## 2004-2005 HAGEY LECTURE TO BE PRESENTED BY URSULA FRANKLIN



**Ursula M. Franklin**  
C.C., FRSC  
University Professor Emerita  
Senior Fellow  
Massey College  
University of Toronto

**Wednesday, March 2, 2005  
7:30 p.m.  
Humanities Theatre, Hagey Hall**

### **Abstract**

### **Thinking about Technology: Defining Technology as Practice**

People's attitudes towards technology resemble their view of the weather: clearly, one depends on the weather, has to adjust to it, and must take it into account. Climate changes are very apparent and at times threatening. Yet, there does not seem much point in *thinking* about the weather. The lecture will try to make the case that, as a society, we can and indeed must think about technology. Defining technology as *practice* – i.e. the way things are done around here – provides a useful way of thinking about technology and its social and political impact. *UF*

*See Page 3 for more details and free ticket information.*

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## **DO YOU HAVE CONCERNS ABOUT CHILD CARE?**

The Status of Women and Equity Committee (SWEC) is inviting all regular faculty and professional librarians to a consultative luncheon on Thursday, March 3, in the Laurel Room, South Campus Hall, at noon.

Please register by February 24 at <http://www.lib.uwaterloo.ca/swec/register.html>

## **SPECIAL INSERTS**

### **Readership Survey**

### **Call for Nomination for FAUW Board of Directors**

## THE *FORUM*: BACK TO THE FUTURE

The *FAUW Forum* in early 2004 reprinted a controversial set of opinion pieces on European ethnic identity and immigration. The resulting flurry of letters to the editor was followed by an even stormier debate at the Annual General Meeting in April on the purpose of the *Forum* and its editorial objectives. Responses to the initial conservative op ed pieces ranged from supportive to outraged. Some professors disputed the mandate for an FAUW newsletter to move beyond university news; some who disagreed with the opinions on immigration nevertheless affirmed their appearance in the *Forum* under the aegis of academic freedom. Other faculty found no place for the racism they inferred from the reprinted articles. The editor's supporters believed the pieces raised important issues through a conservative perspective.

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*Editorial policy regarding the Forum's mandate will be developed over the coming months in consultation with the Association Board, the FAUW Forum Editorial Board and with you, our readers.*

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When the Faculty Association Board of Directors and *Forum* editor Ed Vrscaj (Applied Mathematics) could not subsequently agree on oversight provisions for the newsletter's contents, Ed submitted his resignation to the FAUW Board last September. The Board accepted Ed's resignation, but did not appoint a new editor until late January 2005, leaving a publication gap of several months. With this February issue, the Faculty Association resumes publication of the *Forum*.

As the new editor, my understanding with the FAUW Board is that I will ask the editorial advisory board of the *Forum* to review and comment on materials scheduled for publication, but that they will not veto my decisions on what to print. Editorial policy regarding the *Forum's* mandate will be developed over the coming months in consultation with the Association Board, the *FAUW Forum* Editorial Board and with you, our readers.

Do University of Waterloo faculty need or want a newsletter, printed or electronic? We encourage you to fill out and return the enclosed survey about your views and objectives for a forum of faculty communication. Your participation is crucial. With the demise of the UW-published *Gazette, The Imprint* could become the only outlet on campus for opinion pieces and letters to the editor on matters of concern to faculty. As a student-focused publication, *The Imprint* is unlikely to welcome topics such as proposed changes to faculty benefits or promotion appeals.

Of course, other campus venues for faculty to express their views and news range from Senate to departmental meetings. Communication to and from rank-and-file professors about the impacts of administrative decisions on their workplace nevertheless remains highly selective. The *Forum* may be the only opportunity on campus to learn more about hot topics currently under discussion in FAUW Board meetings.

UW faculty, whatever their views on the 2004 immigration controversy, can take pride in sponsoring one of the most thought-provoking and professional-looking

faculty association newsletters in print or on the Internet.

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The controversies of the past year over the *Forum* do not detract from former editor Ed Vrscaj's overall success in creating a lively and informative Faculty Association newsletter. For his dedication, energy, and commitment to academic freedom, Ed deserves our thanks. For the superior design and production of *The Forum*, thanks are also due to the FAUW's administrator, Pat Moore. If this first *Forum* issue of 2005 marks a new beginning, it is one firmly based upon their previous achievements.

*Jeanne Kay Guelke*  
*Geography*  
 Editor

## 2004-05 Hagey Lecture

**Speaker:** Ursula M. Franklin

**Topic:** Thinking about Technology: Defining technology as practice

**Date:** Wednesday, March 2, 2005

**Time:** 7:30 p.m.

**Location:** Humanities Theatre, Hagey hall

Acclaimed internationally for her pioneering work in the field of metallurgy, Dr. Ursula M. Franklin has also worked tirelessly to bring a humanitarian and feminist voice to the world of science and technology. The first woman to be granted the title of "University Professor" at the University of Toronto, U of T's highest honour, she continues to be actively involved in humanitarian, feminist, and environmental activities, such as encouraging young women in science, working for peace and justice, and disseminating her thoughts on the social and environmental impact of science and technology. Her pioneering work in the development of archaeometry, which employs techniques used in materials analysis to archaeology, was also applied to study the effects of nuclear weapons testing on the strontium-90 accumulation in the teeth of children in Canada. It was responsible for the US government's discussions about stopping nuclear weapons testing in the atmosphere. Amongst numerous honours and distinctions, Prof. Franklin has been awarded the Pearson Peace Medal and honorary doctorates from several Canadian universities. In 1992 she was made a Companion of the Order of Canada. Prof. Franklin also held UW's first TD/Canada Trust Walter Bean Professorship in the Environment.

A student colloquium will take place on Thursday, March 3 at 10:30 a.m. in DC 1302. The colloquium allows students from all faculties and disciplines to engage in a question-and-answer session with Professor Franklin in a more intimate setting than the Hagey Lecture is able to provide. Following a brief introductory talk, Professor Franklin will respond to a series of "prepared" questions from students in Systems Engineering, Environmental Science, Peace and Conflict Studies and Women Studies, after which questions from the floor will be entertained. The colloquium will be followed by a reception to which all participants are welcome.

The Hagey Lectures, sponsored jointly by the Faculty Association and the University, are the premier invitational public lectures at the University of Waterloo which bring individuals who have distinguished themselves internationally in some area of scholarly or creative endeavour to our community. Previous lecturers have included Nobel Laureates in various disciplines, internationally renowned scholars, architects, peace activists, and well-known artists. Last year's Hagey lecturer was Canadian filmmaker Atom Egoyan.

**Free tickets for the lecture are available from:**

- the Humanities Theatre Box Office, x4908
- the Faculty Association Office, MC 4002, x3787
- Hagey Committee members:
  - o Gerd Hauck, Drama and Speech Communication, x2169
  - o Aftab Patla, Kinesiology, x3535
  - o Hamid Tizhoosh, Systems Design Engineering, x6751
  - o Robert Gibson, Environment and Resource Studies, x3407
  - o Wayne Oldford, Statistics and Actuarial Science, x3037
  - o Jake Sivak, Optometry, x3174
  - o Conrad Hewitt, St. Jerome's University, 884-8111, x228

## BACKGROUND ON THE ELMASRY CASE

*From the October 25, 2004 University of Waterloo Daily Bulletin*

### **UW statement calls words 'abhorrent'**

The university has issued a brief official statement following controversial remarks on television last week by a prominent UW faculty member.

Mohamed Elmasry of the electrical and computer engineering department is also president of the Canadian Islamic Congress, and last Tuesday was a guest on "The Michael Coren Show", a syndicated TV program from Toronto, talking about "Who is a terrorist?" He is reported to have said that Palestinian attacks on Israeli civilians are justified. Stories followed on Saturday in the *Globe and Mail*, the *National Post*, the *Star* and other media.

Said the UW statement, issued yesterday: "The University of Waterloo is a pluralistic, publicly supported university that is an inclusive, tolerant community. David Johnston, President of the University of Waterloo, stated today that he concludes the statement attributed to Prof. Elmasry is abhorrent and conflicts with the University's values. The University expects that the important principle of freedom of speech will be responsibly exercised by members of its community."

At the same time, the CIC issued a statement calling Elmasry's comments "regrettable". "Dr. Elmasry did not, does not, and will not condone the widely-held Palestinian view that any form of armed resistance against civilians that includes suicide bombing constitutes a legitimate military operation against the Israeli occupation, and not a terrorist activity."

The CIC statement adds that Elmasry "was presenting not his own views – but those of a significant segment of Palestinians under occupation. I sincerely regret that my comments were misunderstood and, as a result, caused offense," he said."

*November 17, 2004, from the Director, Communications and Public Affairs, University of Waterloo*

Report on the University of Waterloo investigation into Professor Elmasry's remarks

WATERLOO, Ont. – University of Waterloo President David Johnston today released the following press release regarding recent statements attributed to Professor Mohamed Elmasry:

According to Article 8 of the Memorandum of Agreement between the Faculty Association of the University of Waterloo and the University (Article 8.8 "The member's Dean shall promptly investigate any concerns or allegations about a member if the Dean reasonably believes that a situation warranting disciplinary measures may exist."). Dean George Dixon conducted this investigation and has completed the following report.

*Text of Dr. Dixon's report:*

Dear Professor Elmasry:

As you know, I was asked by the President of the University of Waterloo, Professor David Johnston, to investigate concerns and allegations with respect to recent statements attributed to you.

I reviewed the statements which you made on the Michael Coren Show with particular reference to your statements to the effect that the targeting of Israeli civilians was an acceptable course of action.

These statements are in my view entirely unacceptable and inconsistent with the values of inclusiveness and tolerance for which the University of Waterloo stands.

During the course of the investigation, I met with you and with Professor Len Guelke. You indicated at that time that you wanted to provide a full apology with respect to the statements you had made.

I have now reviewed the full apology and retraction which you have provided to me, and understand that you are agreeable to them being placed in the public realm.

Although the statements made are indeed abhorrent and unacceptable, I

have taken into account the contents of the apology and retraction and your long years of distinguished service as a faculty member at this University as well as your assurance that there will be no repetition of any such statements in the future.

Having regard to all these circumstances, I have reached the conclusion that the apology and retraction should be accepted and that no formal discipline will be imposed.

Yours sincerely, D. George Dixon, Dean of Science

*Dr. Elmasry's statement:*

Dear Dean Dixon:

I would like to elaborate on my earlier public apology of October 27, 2004 regarding my remarks on the Michael Coren Show. As you know, I made statements during the course of a television program on Oct. 19, 2004 to the effect that the targeting of Israeli civilians was an acceptable course of action.

These public statements were totally unacceptable. They have understandably offended members of Canada's Muslim, Jewish, Palestinian and Arab communities and Canadians at large. They have also offended members of the University of Waterloo community.

I offer my unconditional apology to all these communities for the statements I made and for the distress they have caused.

I categorically retract the statements I made on the Michael Coren Show with respect to the targeting of civilians.

The statements were an aberration. It has always been a core belief of mine that killing civilians – any civilians for any cause, is an immoral act.

I recognize that the University of Waterloo is an inclusive, tolerant community and that statements of that kind are abhorrent and in conflict with the values for which the University stands.

As a faculty member at this University for many years, I can provide you with an assurance that there will be no repetition in the future of any such statements by me.

Yours sincerely, Mohamed Elmasry

# ANALYSIS: ACADEMIC FREEDOM AND THE ELMASRY AFFAIR

by Len Guelke  
Geography

Member of the FAUW Academic Freedom and Tenure Committee

Dr. Mohamed Elmasry, professor in UW's Faculty of Engineering for the last 30 years and President of the Canadian Islamic Congress, appeared on the Michael Coren television show on October 19, 2004. In the aftermath of Dr. Elmasry's controversial unqualified answer to one question regarding targeting of Israeli civilians by Palestinians, President David Johnston set in motion an investigation of Dr. Elmasry by Dr. George Dixon, Dean of Science (substituting for Dr. Elmasry's own Dean of Engineering) under Article 8 of the UW Faculty Memorandum of Agreement. Article 8 covers in some detail disciplinary measures against faculty, including dismissal for cause. President Johnston's statement is printed above. **In my opinion, these actions against Dr. Elmasry were not justified and have compromised the academic freedom of all UW's faculty members.** A more helpful statement on the Elmasry affair might have read as follows:

Dr. Elmasry is a respected and valued member of the UW community, with a distinguished record of research and teaching. President Johnston expresses puzzlement and disappointment at the remarks attributed to him on the Michael Coren show. These remarks, President Johnston noted, are not in keeping with Dr. Elmasry's published views condemning terrorism, and promoting religious tolerance, social justice and peace with justice.

Such a statement would have reflected reality a little more accurately, providing support for the individual's freedom of expression at the same time that the president distanced the university from a member's controversial comments. No further action was needed. Dr. Elmasry's comments – even if he had stood by them and not retracted and apologized for them – were not in need of a decanal investigation. It is worth noting that Article 8 requires a professor's Faculty dean to investigate only where the dean contemplates a serious "just cause." Section 8.6 of the Memorandum of Agreement sets out cause for dismissal as including: a serious breach of criminal law; violent behaviour or threats of violence against a member of the university community; a serious breach of ethics with respect of scholarship, teaching or collegiality. The section continues: "Any of the above must be of such a serious nature as to render the member clearly unfit to continue to hold a tenured appointment at the University of Waterloo."

There is no way that Dr. Elmasry's comments, however upsetting or offensive one might consider them, came close to reaching the threshold of Article 8 of the M of A. **The decision to have a decanal investigation of Dr. Elmasry creates a chilly climate for freedom of expression because it established an extremely broad interpretation of what constitutes grounds for investigating a UW faculty member.** It seems to me that academic freedom must be affirmed even, or

especially, in cases where one might disagree with an individual's ideas, because the whole notion of freedom becomes meaningless if the limits of acceptable speech are defined in terms of not offending the collective or any group or individual comprising it.

Let us be tolerant of our colleagues and supportive of their right to speak freely. Where they offend, let us counter their "bad" ideas with "good" ideas and sound arguments. And finally, let us encourage our president to be more like Voltaire when he said: "I disapprove of what you say, but I will defend to the death your right to say it." I recognize that the president has a duty to promote a positive public image for the university, but in that same capacity he also needs to affirm the rights of individual faculty. Senior administrators have a duty to support freedom of expression by making it clear that unpopular, or even outrageous, comments that do not infringe upon Canadian law cannot become grounds for discipline and dismissal.

*For more information on Professor Elmasry and links to additional online sources, go to the University of Waterloo Communications and Public Affairs website at <http://www.communications.uwaterloo.ca> and search Elmasry.*

*The following article appeared in the January 2005 issue of the Staff Association newsletter and is reprinted with the permission of the Staff Association and the author, Dr. Amit Chakma, Vice-President, Academic and Provost. The Memorandum of Agreement between the Faculty Association and the University of Waterloo, ratified by faculty and approved by the Board of Governors in 1998, is posted on the FAUW website: [www.uwfacass.uwaterloo.ca](http://www.uwfacass.uwaterloo.ca)*

*At the Open Meetings in October, we told you that over the past eight years, the SA Executive Committee has tried a number of times to establish a memorandum of agreement with the university. We asked Dr. Chakma to provide us with an explanation, on behalf of the university, as to why an agreement has not been accepted. The following is his response:*

### ***The University's View on a Memorandum of Agreement with Staff***

“At the November meeting, I was asked to document, for dissemination to the staff community, the University's reasons for not wanting a memorandum of agreement between the University and the UW Staff Association.

The Working Relationship document that was created by the administration and the Staff Association is a strong and viable statement of how the University and the Staff Association work together for the benefit of staff. The policies, procedures and processes in place, as reflected in the Working Relationship document, meet the needs of and provide an appropriate level of flexibility to both staff and the University. It may be that staff need a better understanding of the systems in place, how they work and, how well they work. For example, the Staff Relations Committee has the Vice-President, Academic & Provost, the Associate Provost, Academic & Student Affairs, the Associate Provost, Human Resources & Student Services and two Faculty Deans as members; the Staff Compensation Committee membership includes the Vice-President, Administration & Finance, the Associate Provost, Academic & Student Affairs and the Associate Provost, Human Resources & Student Services. This commitment of senior administrators to the work-life issues of staff is a measure of our belief that collegiality and consensus are the best ways to solve issues and challenges and our readiness to spend the time necessary to ensure a good workplace.

Most importantly, it is paramount that the collegial relationship now enjoyed between the University and the staff be upheld. Our current staff relations environment, including the way in which we approach problems and implement improvements, reflects a flexible, considered and collaborative approach. For that reason, a memorandum of agreement, which we believe may have the potential to diminish our collegial relationship, is not an avenue we are prepared to pursue.”

## COUNCIL OF REPRESENTATIVES

Accountancy .....	Carla Carnaghan
Anthropology.....	Harriet Lyons
Applied Mathematics.....	Kevin Lamb
Architecture.....	(vacancy)
Biology.....	Marilyn Griffith
Chemical Engineering.....	Bill Anderson
Chemistry .....	Guy Guillemette
Civil Engineering.....	Eric Soulis
Classical Studies .....	(vacancy)
Combinatorics & Optimization.....	Bruce Richmond
Computer Science .....	Mechelle Gittens
Drama & Speech Communication.....	Andy Houston
Earth Sciences.....	Eric Reardon
Economics .....	(vacancy)
Electrical & Computer Engineering.....	Jim Barbby
English Language & Literature.....	Kate Lawson
Environment & Resource Studies .....	Greg Michalenko
Fine Arts .....	Robert Linsley
French Studies.....	Robert Ryan
Geography.....	Peter Deadman
Germanic & Slavic Studies.....	Paul Malone
Health Studies & Gerontology.....	Linda Jessup
History .....	(vacancy)
Kinesiology .....	Stephen Prentice
Management Sciences.....	(vacancy)
Mechanical Engineering.....	Roydon Fraser
Optometry.....	vacancy
Philosophy .....	David DeVidi
Physics .....	Melanie Campbell
Planning.....	Mark Seasons
Political Science.....	Colin Farrelly
Psychology .....	John Michela
Pure Mathematics .....	(vacancy)
Recreation & Leisure Studies.....	Paul Eagles
Sociology .....	(vacancy)
Spanish & Latin American Studies.....	Maria Sillato
Statistics & Actuarial Science.....	Jerry Lawless
Systems Design Engineering.....	Paul Fieguth
St. Jerome's University .....	Danine Farquharson
Library.....	Jane Forgay

*If there is a vacancy in your department or school and you would be interested in serving as a representative, please contact Pat Moore (x3787) or Roydon Fraser (x4764).*

## FORUM EDITORIAL BOARD

*Jeanne Kay Guelke, Geography, Editor*  
*Paul Fieguth, Systems Design Engineering*  
*Len Guelke, Geography*  
*Paul Malone, Germanic & Slavic Studies*  
*Catherine Schryer, English Language & Literature*  
*Edward Vrscay, Applied Mathematics*  
*Pat Moore, Faculty Association Office, production*  
*Roydon Fraser, Mechanical Engineering, ex officio*

*The Forum mission statement was reviewed and reaffirmed by the FAUW Board of Directors on September 9, 2004.*

## FAUW FORUM

*The FAUW Forum is a service for UW faculty sponsored by the Association. It seeks to promote the exchange of ideas, foster open debate on issues, publish a wide and balanced spectrum of views, and inform members about current Association matters. Opinions expressed in the Forum are those of the authors, and ought not to be perceived as representing the views of the Association, its Board of Directors, or of the Editorial Board of the Forum, unless so specified. Members are invited to submit letters, news items and brief articles.*

*If you do not wish to receive the Forum, please contact the Faculty Association Office and your name will be removed from*

## FAUW Office

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 E-mail: facassoc@uwaterloo.ca  
 Website: <http://www.uwfacass.uwaterloo.ca>

## PRESIDENT'S MESSAGE



*Roydon Fraser  
Mechanical Engineering*

The FAUW depends on its volunteers. I therefore would like to thank all those who have volunteered their time on our various committees and with our various activities in 2004. I would also like to encourage anyone who is interested in representing the interests of faculty and enhancing the University of Waterloo community experience to consider running for the FAUW Board of Directors. The call for nominations for the Board of Directors is included in this newsletter; the deadline for submission is Monday, March 7. If you are interested in serving on one of our committees or helping out in some other way, please contact me or our Administrator, Pat Moore, at the FAUW office. The FAUW Annual General Meeting will be held April 6.

*Child care:* Several faculty members have expressed concern to the FAUW with regards to various child care issues, from difficulties in locating convenient daycare facilities to balancing career and family. The FAUW is interested in your views on the issues related to child care. On Thursday, March 3<sup>rd</sup> SWEC will be holding a luncheon

to discuss child care concerns and possible solutions with faculty and professional librarians. You are encouraged to register by Thursday, February 24 at <http://www.lib.uwaterloo.ca/swec/register.html> for the luncheon if child care is a current or potential future issue for you.

*Spousal Hiring and Exceptional Candidates:* The FAUW has been working with the administration to make its spousal hiring procedures more transparent. To this end, the FAUW has been negotiating changes to Policy 76 to explicitly include spousal hiring procedures that previously existed as guidelines. It is hoped that you will see these changes to Policy 76 soon. Also in the spirit of transparency, the FAUW has been working towards more transparency in the hiring of exceptional, uniquely qualified, internationally recognized candidates where normal hiring procedures may be bypassed. For simplicity, think of how the university would hire a Nobel Laureate or Field Medalist where the window of opportunity is small. The procedure will now be explicit in Policy 76 with a report to Senate for transparency.

*Parental Leave:* At the Fall General Meeting I mentioned that we were close to an agreement with the university regarding changes to the parental leave policy (Policy 14). Unfortunately, I must report that this is no longer the case. A review of our current parental leave policy reveals a parental leave inequity between birth parents and adoptive parents. It was hoped that we could improve the benefits for birth par-

ents, and on the surface the university readily agreed. It seemed that we had the fastest agreement to a change in policy ever. Unfortunately, upon closer review, it was realized that there were difficulties with the proposed changes. This reality check means that we must pursue the longer, more usual, path to possible changes.

*Mandatory Retirement:* An issue the FAUW will be pursuing with the university in more detail is that of mandatory retirement. With the provincial government's commitment to the removal of mandatory retirement at age 65, the FAUW believes that it would be prudent to have some guiding principles in place before the details of any legislative changes are known. It is hoped that such pre-consideration of the mandatory retirement issue will minimize the chance that we are forced to rush into policy changes that may include unintended consequences.

*Workload:* In closing, I would like to say that I continue to see workload as a serious issue for many faculty. Workload issues range from the increasing expectation that faculty perform more and more of their own support services, to larger class sizes, to faculty engaging in time-consuming duties for which there is little to no credit given at annual review time. If you have a workload issue, I would like to hear from you so that the FAUW can gauge the extent of faculty workload issues across campus.