



FAUW FORUM

Faculty Association Newsletter

January 2006 / Volume 131

ISSN 0840-7320

PRESIDENT'S MESSAGE



Roydon Fraser, Mechanical Engineering

This issue of the *Forum* contains a special tribute to three FAUW long-time stalwarts who recently retired: Len Guelke, Fred McCourt and Ray McLenaghan. All three have made major contributions to the FAUW and the University of Waterloo community. Personally, I find it a little scary to realize that the vast wisdom, expertise and knowledge of history possessed by these three colleagues will not be around in the future. I hope everyone will join me

in thanking Len, Fred and Ray for their years of exceptional contributions to FAUW and the University of Waterloo.

I would also like to thank everyone who attended the FAUW Fall General Meeting (FGM) in December. Members in attendance know that two of the major issues could not be suitably covered in the time available. These were the *Forum* mandate, and the elimination of mandatory retirement. Following the desires of those present at the FGM, two special general meetings of the FAUW have been scheduled, one for the end of January and the second for the beginning of February.

Forum Mandate General Meeting: Divergent views on the *Forum* mandate have developed to the point that the FAUW Board felt it necessary to seek input from faculty. The *Forum* mandate is copied on the

front page of this issue. Simply put, there is debate over the type of articles that should or should not appear in the *Forum*. All those who would like to provide the FAUW Board with guidance on whether or not a change in the *Forum* mandate is in order are encouraged to attend the *Forum* Mandate general meeting on January 25.

Elimination of Mandatory Retirement General Meeting: The FAUW has always supported the elimination of mandatory retirement and has been encouraging UW to do so for quite some time. With the Ontario government's passage of legislation to eliminate mandatory retirement to become effective on December 12, 2006, the FAUW must deal with how this change will affect such things as benefits and pensions. The February 1 meeting will update

(Continued on page 3)

FAUW SPECIAL MEETINGS

FAUW Forum mandate

Wednesday, January 25, 2:30 p.m., MC 5158

Forum mandate: 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.

As suggested by a member at the 2005 Fall General Meeting, the past two editors of the Forum (Jeanne Kay Guelke and Edward Vrscaj) were invited to submit comments on the Forum mandate issue. Edward Vrscaj's comments will be made available on the FAUW web site (www.uwfacass.uwaterloo.ca) prior to the meeting.

Issues related to the elimination of mandatory retirement

(confidential meeting)

Wednesday, February 1, 2:30 p.m., DC 1302

Inside this issue

Tributes to:

Len Guelke	2
Fred McCourt	3
Ray McLenaghan	4

SPECIAL INSERT

Call for nominations
and
nomination form
for
FAUW Board of Directors

HAPPY RETIREMENT

Len Guelke, Fred McCourt and Ray McLenaghan recently retired from the University of Waterloo. The following articles are written as a tribute for their many contributions to the Faculty Association.

Len Guelke, Geography

by Frank Reynolds, Statistics and Actuarial Science

Len joined the Department of Geography in 1975 shortly after completing his PhD. Promotions to associate professor in 1977, and full professor in 1983 followed. From 1983 to 1986, he served as Chair of the Geography Department.

In 1986, Len was elected as a member of the Faculty Association's Board of Directors and served in that capacity until 1988 when he became President. One of the lasting achievements of his three-year tenure as President was the founding of the *FAUW Forum* with the goal to provide not just information regarding Board actions and salary matters, but also a place where faculty members could express and discuss in an open and uncensored way ideas and issues of concern to them, both academic and non-academic. Len again served as a director for 1991-1992 and for 2000-2003. During this latter period he was Chair of the important Academic Freedom and Tenure Committee, handling many complex, touchy and confidential cases.



Those who had the privilege of working with Len quickly came to recognise his dedication to furthering the cause of academic freedom and installing proper collegial procedures on campus. He taught his colleagues the value of attention to detail. Equally important, he instilled the need to approach each problem with an open mind and to use common sense in relation to what could or could not be achieved. Usually this meant considering what was or could be the problem facing the other party. In AF&T cases, it meant ensuring that a colleague always put matters in a clear, concise and positive form.

Those who sought his assistance in his capacity as Chair of

AF&T quickly became aware of his practical approach and positive attitude, regardless of the problem they faced. These qualities helped to restore many people's self respect, keeping them from becoming despondent in difficult situations. Administrators respected his willingness to stand up for his principles and, in particular, for seeing that unpopular colleagues were treated fairly. In many cases, his common sense and forceful advocacy led to a solution of the underlying problem that both sides could accept. Time and experience are testimony of the fact that Len's approach served both sides well, that is, he brought to the table winning solutions.

On behalf of those you helped and who worked with you, I say a heartfelt "THANKS, LEN!" You will be sorely missed by all who have benefited by your sagacity and generosity.

The '5 Minute Survey'

is now available online in PDF format at the FAUW website
<http://www.uwfacass.uwaterloo.ca/>

The '5 Minute Survey' was distributed to all faculty in the previous issue of the *FAUW Forum*. The answers we have received to the survey questions will help the FAUW Board determine what is important to UW faculty and will assist in establishing priorities for the upcoming year. If you have not already done so, please take 5 minutes to complete the survey and return it to the FAUW office (MC 4002) - your feedback is important to us in order to assist you better!

Fred McCourt, Chemistry

by Catherine Schryer, English Language & Literature

According to all the rumours and announcements, Fred McCourt has retired as of the end of December 2005. Personally, I do not believe that Fred will be totally gone from UW. He has invested too much into the real infrastructure that maintains a place like Waterloo. The real infrastructure consists of people and their relationships. And Fred McCourt, through his involvement in the Faculty Association as a Board member (for a total of five years between 1973 and 1997), as President (1997-2000), and as Past-President (2000-2003), has had an impressive and positive impact on that infrastructure. Most importantly, Fred was one of the main architects of the Memorandum of Agreement (MoA). Together with other faculty negotiators such as Ian McDonald and the late John Wilson, Fred recognized that good policies and procedures make for good neighbours. The kinds of agreements negotiated in the MoA provided both faculty and administrators with clearer grievance procedures, as well as stable processes for salary negotiations and future exigencies such as program redundancies. While as a Board member and as President, Fred was also a member of the Faculty Relations Committee, which negotiates with the Administration



policies that affect faculty. In that capacity, he was one of the main designers of Policies 76 and Policy 77, policies that affect hiring and promotion, issues of concern to all faculty. In these negotiations, it seemed to me that Fred's intent was to produce the infrastructure for good, fair and clear governance. This kind of governance creates the conditions that support productive relations between faculty members and between faculty members and the various administrative levels.

On a more personal note, Fred was, and continues to be, a wonderful mentor for me and other members of the Association. His knowledge of the university system is extensive and he is always willing to share that expertise. His most noteworthy characteristic is his ability to articulate exactly what he thinks – a virtue to my

way of thinking. One never has to guess or surmise Fred's views on any issue in which he takes an interest. He also seems to know everybody, especially those people who can actually accomplish useful tasks. In other words, Fred knows who to call on in order to get work done – a useful skill for a President of a Faculty Association or for any administrator, in fact.

Besides his commitment to the Faculty Association, Fred has done exemplary work as a scholar and administrator in his own Department of Chemistry. Given his long and generous involvement in the life of our campus, I refuse to believe the current rumours and announcements¹. We will experience the positive effects of Professor McCourt's investments in our campus for many decades to come.

And for this, we his colleagues, express to him our indebtedness and our profound gratitude.

¹I was right. Another rumour is circulating that Fred will stay on as Associate Chair in his department.

(Continued from page 1)

President's Message

faculty on the status of FAUW efforts and will provide the opportunity for feedback on the approach being followed by the FAUW. All those interested in what is happening as we transition to the new frontier of no mandatory retirement are invited to attend the elimination of mandatory retirement general meeting on February 1.

Hagey Bonspiel: For over 25 years the Hagey Bonspiel has been bringing fun and smiles to the UW community.

When the organizers say no experience necessary they mean it. If you are new to UW, or have been at UW for awhile, the Hagey Bonspiel is a great way to meet people from across campus. For more information, contact Meredith McGinnis, Office of the Dean, Faculty of Applied Health Sciences (x3631).

FAUW Board Positions: Finally, I would like to strongly encourage anyone interested in participating in the FAUW to consider running for a position on the Board of Directors. Please contact anyone on the Elections Committee (see insert), the current

FAUW Board, or Pat Moore (x3787, facassoc@uwaterloo.ca) should you be interested or want to learn more.

Hoping everyone has a wonderful 2006, and best wishes to all for a great winter term.

Ray McLenaghan, Applied Mathematics

by Roydon Fraser, Mechanical Engineering

I am honoured to have had the opportunity to work with Ray McLenaghan over the past several years, before his retirement in August 2004 from the University of Waterloo. Ray first became actively involved with the FAUW in 1979 as a member of the Board of Directors. In total, Ray spent ten years as an elected Director and two as an ex-officio Director, while he chaired the Academic Freedom and Tenure (AF&T) Committee. I first met Ray when I joined the AF&T Committee; from that day onward I found him to be a fountain of wisdom and insight on re-appointment, tenure and promotion issues and appeals, and on grievance matters. He was passionate about ensuring that faculty were treated fairly and justly.

The personal time Ray volunteered to the FAUW has been enormous. His service stands as a testimony of this: in addition to serving as an FAUW Board Director and AF&T Chair, Ray served as FAUW Secretary/Treasurer, Ontario Council of University Faculty



Associations (OCUFA) Director, Personnel Committee Chair, and as a member of the Political Relations Committee, Faculty Relations Committee (FRC), Hagey Lecture Committee and Compensation and Salary Negotiations Committee. And, believe it or not, Ray continues to assist FAUW in his retirement as a member of the AF&T Committee. It takes active diligence to maintain the protection of academic freedom for faculty, and Ray has been a central figure in defending the academic freedom rights of our faculty across this campus. His FAUW efforts represent a significant contribution to supporting and fostering the congenial and collegial community we currently enjoy at the University

of Waterloo.

I know that all those faculty who are indebted to Ray appreciate the help, support and time he provided for them in their time of need. It is people like Ray who give FAUW its human face and human sensitivity. I am grateful for all Ray has done and for his many contributions to FAUW. Personally, I deeply respect him for having been a wonderful mentor for me. Ray, we all thank you and wish you many years of happy retirement.

FAUW Office

Pat Moore, Administrator, x3787
Cathy Paisley, FAUW Assistant, x5158
Math and Computer Building,
Rooms 4001 & 4002
Fax: 888-4307
E-mail: facassoc@uwaterloo.ca
Website:
<http://www.uwfacass.uwaterloo.ca>

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 FAUW Forum, please contact the Faculty Association Office and your name will be removed from the mailing list.

FORUM EDITORIAL BOARD

- Vera Golini, Interim Editor, St. Jerome's University
- Paul Fieguth, Systems Design Engineering
- Paul Malone, Germanic & Slavic Studies
- Catherine Schryer, English Language & Literature
- Jeffrey Shallit, Computer Science
- Edward Vrscaj, Applied Mathematics

Roydon Fraser, Mechanical Engineering, ex officio

Pat Moore, Faculty Association Office, Production

Cathy Paisley, Faculty Association Office, Production