
FACULTY TIMES

A Newsletter of UWOFA

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February 2005

UWOFA General Meeting

Wednesday, February 9, 2005

11 - 1 pm

Room 46, Biological & Geological Building (B&GS)

inside ...

Six months as VP, Jane Toswell, 3

Towards a Better IT Environment

Robert E. Webber, 4

Letter to the Editor, 6

The Ontario Scholars Portal and You

Albert Katz, 7

Look for the Union label, Persiflage to be

Resurrected, editorial by David Heap 8

Notes from Senate, Mike Carroll, 8

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Membership has its privileges

By Allan Gedalof, UWOFA President

Among the many benefits of working at a university and living the life of the mind are the opportunity to exchange and test ideas with one's colleagues, and especially to expand one's horizons, knowledge and ideas by talking to colleagues in other disciplines. Sadly, such opportunities are not that common in a large university where the workload is heavy and growing, and so much of our energy and time is necessarily focused within our departments and faculties. What's more, without a Faculty Club to which all faculty members have access, there is no natural venue for serendipitous crossings of paths by people in different disciplines and faculties, and as a result far fewer chances of meeting colleagues with whom one shares interests or develops a sense of common cause, or even common complaints. In the 1970s and 80s, we had such a club, although its membership was limited by relatively high monthly fees,

partly necessitated by the escalating occupancy charges the administration charged the faculty for use of the space, as well as by the premium charged on all food and drink served, even though the food and drink were the same as what was served at regular bars and cafeterias on campus where the prices were lower. Membership dwindled, the club closed, and at the same time savage cuts in faculty complement meant that we were all so hunkered down in our departments, teaching more students, producing more research, and carrying the service load of our departed colleagues, that we may have hardly noticed the absence.

Right now, however, we're trying to remedy that absence. Among the issues that will be coming to our next General Meeting of UWOFA (scheduled for 11-1 on Wednesday, February 9, in Biological and Geological Sciences 46) is the purchase by UWOFA of a bloc membership on behalf of all faculty members in the Grad Club in Middlesex College. Many of our members already treat the club as if it were a faculty club, as anyone who has dropped in on a Friday afternoon will attest. Some even pay the \$30 annual fee for associate membership, available to all faculty and staff at Western, in this members only club, and a small number has bought lifetime memberships. Many more, it seems, just use the club's facilities without being members, and quite a few departments book part of the club for parties at the beginning or end of terms or school years. What we'd like to do now is put all of that on a regular basis.

Through discussions with the Grad Club board, we have come up with an annual fee of \$4.00 per UWOFA member, to be paid on your behalf out of the dues you already pay to the association. Because we were concerned that this might be seen as a taxable benefit, an issue to which we are particularly sensitive about at the moment because of the Canada Revenue Agency's actions on our Faculty Dependent Scholarship Plan, we checked with our accountants. Their response was unequivocal: no tax would be owed because providing a place for its members to meet is an entirely legitimate, even desirable thing, for a union to do, and is quite a common practice. It's not, they said, like buying membership in a health club, or buying UWO recreation passes, in which cases a service or benefit would be provided to our members and that would be taxable. When even the accountants tell you that this is a good thing to do for your members, it seems like a clear signal to go ahead.

Our board members and department representatives have been informally polling the membership on this issue, and what we have heard back has been almost entirely positive and even enthusiastic. A few members among the thirty or so that have lifetime memberships have wondered why they should have to pay twice, as it were, or if they

could get a refund on the amount they paid. These are, of course, good questions, and they may even have good answers. If the membership votes at the GM to go ahead with this, we can certainly try to work something out with the club on their behalf, but I don't think this is really a major issue. A few other members have told us that they would never use the club for a variety of reasons, and while we respect that, it's also the case that entitlements of many kinds very rarely fall evenly on all persons who are entitled to them, even if they all pay for them. Some of us have better teeth than others and thus make fewer dental claims and I'm sure none of us is too upset about not needing to receive the long-term disability benefit that we all pay for.

If you're not familiar with the Grad Club, drop by there one day. It's on the ground floor of Middlesex College, at the centre of the building. They serve decent breakfasts and lunches at reasonable prices, better coffee than Tim's, have an excellent selection of draught beer for those so inclined, and our incoming Provost and VP Academic, Fred Longstaffe, says it's his favourite place on campus and the best place to chat with colleagues. More important at this point, I hope you'll come to our GM to vote on this and other issues that will appear on the agenda you should be getting at the beginning of February.

BOARD NOTES

TSUNAMI RELIEF: At our meeting on January 14, the board approved a donation of \$2000 to the Education International Solidarity Fund for the Tsunami Relief Program. This program will assist teachers at all educational levels and their families hit by the tsunami. The current estimate is that more than 10,000 teachers out of the 7,108,000 EI members in the affected area have been directly or indirectly affected by the disaster and may need humanitarian assistance. The funds are being distributed through unions like our own, which should ensure that overhead costs for delivery of the funds will be very low and that the money should go where it is meant to go.

T2200s: As tax time approaches, some of you will want to know that the Canada Revenue Agency has a T2200 form that allows employees to deduct from their income expenses for things they need to do their jobs but which are not paid for by the employer. You may want to check CRA guides on their website to find out exactly what you can claim, and you should know that the form has to be signed by your employer, which in this case is represented by your Dean. At the request of UWOFA, Deans have received guidelines on T2200s from the Office of Faculty Relations. Please let us know if you have any trouble in getting your forms signed.

Six months as VP

By Jane Toswell, UWOFA Vice-President

The job of being Vice-President of UWOFA is usually about learning the job of President. In that respect I am lucky to have been an observer, and occasional participant, of UWOFA for some time, so that I am able this year to be developing structures that will turn the next year, projected to be a difficult slog, into a team effort. I chair two committees, Membership and Policy & Governance, both of which have been very active. P&G is developing many policies and working out several new structures of governance. Currently, we are looking at the Constitution and the Board has just approved proposals for electing both the Secretary and Treasurer for two-year staggered terms (with course release and office space at UWOFA) so that the documentary and financial issues of the office will have their representatives *in situ*. We also unanimously approved a set of changes to strengthen the democratic provisions of the constitution, bearing in mind Byrl Whitney's injunction that "the basic objective of parliamentary law is to assure that the will of the majority shall prevail, but always with full protection of the right of the minority, by the art of persuasion, to become the majority" (Yes, I collect books about parliamentary law. This one is *Whitney's Parliamentary Procedure* New York: Dell, 1962). For example, the provision to send an issue to a mail ballot by way of a petition outside a meeting may have worked in earlier days, but in both the first and second contract negotiations this provision has severely weakened the faculty position by demonstrating a divided house to the employer. Our negotiations, and especially our negotiators, do not need to be undermined in this way. Other policies—including job descriptions, a donations policy, roles of UWOFA reps, a redeveloped system for handling complaints and grievances, and a communications policy—are in the pipeline for this year. The Membership committee has also been busy, developing a job description for the departmental representatives, organizing a party for new members, organizing a series of receptions for all members at UWOFA House, and producing a handbook to the collective agreement. Next year, the Membership committee or its successor will also be organizing a celebration (perhaps a one-day symposium and a

major party) to celebrate the fiftieth anniversary of UWOFA. I discovered in July that the first planning meeting for what was to become UWOFA was held on 18 April 1955; in our early years, among other accomplishments, we were instrumental in establishing both OCUFA and CAUT and a unique system of scholarships for students at UWO. However, a history of UWOFA's accomplishments might best be developed by others, so I will simply look forward here to the event.

A lot of day-to-day issues take up time, as have some of the more serious issues reported on elsewhere in this newsletter. A very productive set of meetings has been held by the Unity Group, the representatives of the employee groups on campus. We meet and exchange information and ideas about once a month. This year the administration has rediscovered us, and has been negotiating such things as a group submission to the Rae Review with us (an occasionally frustrating but eventually successful process), and consulting with us on a number of initiatives. We have been able to insist that the new Post-Doctoral Association of Western be included in the Administration + Unity Group (now being renamed to something grander), simply because the Unity Group remained unified.

I am also taking courses in Labour Relations; the third in the series is Organizational Culture, and I look forward to disentangling ours for the edification and amusement of my instructor. Being a student and having essay deadlines has given me a whole different attitude toward the importance of proofreading and correcting minor errors.

Obviously, a lot of time is going to setting up for negotiations next year. Expect a timeline that looks approximately like this: July-December, workload survey; October and November, discussions and surveys of the membership on compensation and on general issues for negotiations; January to March, development of negotiating proposals and approval of goals at general meetings; 1 April, notice to bargain submitted to the employer, with a view to bargaining at once, since the contract expires 30 June 2006. The timeline is tight, and we will have to be organized. We will be.

Faculty Times welcomes contributions and letters to the Editor. We look forward to lively responses and debate on issues related to UWOFA and its membership.

Towards a Better IT Environment

By Robert E. Webber, Computer Science Department

Information Technology (IT) is often introduced into an environment for cost savings reasons. While it is possible that the use of IT may occasionally save costs, the situation is often masked by having the task simultaneously redesigned -- often with a loss of some services that were previously provided. One visible example of this would be the digital library where support for accessing known references is promoted at the expense of significantly slower browsing capabilities (try flipping through the articles of a journal online sometime), offloading print costs onto the readers who have to compensate for the inferior reading quality of computer screens, and the loss of the ability to anonymously read controversial material. Of course it is not too surprising that if you reduce service, then you can cut costs. There are a number of problems that result from the use of IT conversion to obfuscate the process and thus disenfranchise people who might otherwise participate in the process due to the technical mysticism around IT installations.

To avoid such problems it is necessary to move toward a community that is more skeptical of IT undertakings and that places such undertakings under greater oversight. One of the central issues in IT undertakings is coming to terms with the observation that their implementations are inevitably flawed (in ways that are qualitatively different from the flaws in pre-IT systems). It seems to me that a reasonable strategy for dealing with this issue rests on four pillars:

- 1) Avoid proprietary systems as it is harder to get fixed something that was built by someone else than it is to fix (or find a work-around for) something you built yourself.
- 2) Make sure documentation on all systems in use is widely available. [In an education setting such as ours, such systems should be available for student experimentation thus increasing the local base of experts.]
- 3) Minimize the exposure of systems to attack, so that the consequences of flawed IT can be kept to a minimum.
- 4) Maintain an auditing structure so that we know that IT systems are doing what they were intended to do.

As examples of how these strategies might be implemented in our local context:

- 1a) Forms should be available as plain text files. One shouldn't have to use proprietary formats such as Word or PDF for commonly required data. Of

course one problem is that the commercial software that manipulates these proprietary formats is awkward to use as the designers are trying to lock in users so that it is hard for them to move to other formats. But also the formats and the associated tools are flawed. As an example of how bad things can get, it is worth noting that both MS Word and Adobe PDF have in the past been a back door for viruses to enter computers. See: Microsoft Word does not adequately validate macros embedded within malformed Word documents

<http://www.kb.cert.org/vuls/id/295867>

and Adobe Acrobat does not adequately validate Acrobat JavaScript [in PDF documents]

<http://www.kb.cert.org/vuls/id/184820>

(as well as: Various UNIX and Linux PDF readers/viewers execute commands embedded within hyperlinks)

<http://www.kb.cert.org/vuls/id/200132>

The reason behind these problems is that these formats offer many more features than a normal printed form offers, in particular, the ability to execute code on your computer that might do something you didn't want. There is no reason why formats with these sorts of capabilities should be used for providing simple data such as faculty vitae, meeting announcements, etc.

- 1b) Another aspect of using proprietary formats is that they are designed to go obsolete (requiring the purchase of new product to support the new versions of the format and occasionally deal with the inability to read data in the old format). HTML is an example of a commercial format (although created by a standards organization, standards in the computer world are heavily involved with the politics of the companies that will create product relating to the standards) that has been a constantly moving target for over a decade. Both the university and the library have caused users problems in the past (and currently) due to web sites that use HTML versions/features that not all web browser software can handle. Many times HTML is not needed at all as web browsers can read plain text files. If one really wants people moving through data by clicking on buttons, the version of HTML that existed under Mosaic (pre-Netscape) was quite adequate. Everything that has happened since then has been about making the page look prettier (at the expense of forcing readers to

- upgrade) or providing mechanisms to collect information about users (which HTML has never been able to do in a secure manner).
- 1c) For historical reasons, many users at the university have already been trapped into using proprietary systems. Rather than increasing support for proprietary software and thus dig ourselves even deeper into a hole, more effort needs to be made to support people using non-proprietary systems.
 - 2) To open up the discussion of what can be done with the systems that have unfortunately already been bought (such as PeopleSoft, WebCT, or the InfoSilem timetabling software), copies of all manuals and related documentation to software purchased for university administration should be available at the reference desk of the University library.
 - 3) Computer programs (including operating systems) are always flawed (usual industry estimates are on the order of one error per thousand lines of code being about as good as things get on systems <http://www.extra.research.philips.com/natlab/sy sarch/DYOFPaper.pdf> [Challenges in High-Tech, illustrated in the medical domain] Since current systems involve millions of lines of code, there will inevitably be errors that provide significant security concern. If one gives people enough opportunity to try and break into a computer, it is just a matter of time before they will. As discussed in *How to Own the Internet in Your Spare Time* <http://www.icir.org/vern/papers/cdc-usenix-sec02/cdc.pdf> the internet provides a mechanism for giving lots of resources to people who want to attack other people's computers. As observed in *The Spinning Cube of Potential Doom* <http://portal.acm.org/citation.cfm?id=990699&coll=ACM&dl=ACM&CFID=35087906&CFTOKEN=33335356> practically all systems attached to the Internet are constantly being scanned for vulnerabilities, while the number of attacks keeps increasing. Note that such attacks would probably not be aimed at

- Western specifically, but rather because Western was running some version of some piece of software that people had found a way to exploit, they would be caught in a general attack on all systems using that product (which is essentially what computer viruses do). Clearly such attacks are more likely against commercial software which is used by many other computers than against custom local software (whose problems would only be of interest to people who specifically wanted to attack the Western computer system). Given that most of the local systems run on software in common use, it is important to limit one's vulnerabilities to these sorts of attacks by maintaining computers that have no connection to the Internet. Confidential information about employees should only be kept on such isolated computers. This would include a variety of information relating to matters as diverse as employment records, pension data, medical bills, and library loan information.
- 4a) For example, with the central timetabling, people have been told that various wishes will be taken into account. But how would we know that this is actually happening, and that it continues to happen over the years after the person who promised it moved onto some other task? Even if the person who said it would be done intended to do it, people configuring computer systems always make mistakes that they don't realize (hence the importance of external review).
 - 4b) How would you know if your paycheck was miscalculated?
 - 4c) How would you know if the claimed earnings of your pension investments was incorrect? [Which in part relates to our dependency on external IT systems.]

While one can expect that it will be many decades before IT is properly integrated into human society, I believe the above steps focussing on making such systems more open to examination by all parties involved coupled with avoiding the excessive risks associated with putting confidential information on the Internet can improve the situation in the here and now.

**Does your Department or School have a Faculty Association Representative?
Not sure?? Maybe you need to find out - or volunteer?**

Contact us at

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661-3016 ext 83016

Letter to the Editor: On the UWO Pension Plan

Allan Heinicke's analysis of the UWO defined contribution pension plan, published in the November 18, 2004 issue of the UWOFA Bargaining Bulletin, is a valuable read for faculty members. It is also a good illustration of the important and constant challenge the Pension Board faces in communicating the key features of our plan. These key features are i) the responsibility of members to make investment choices with their contributions and those contributed by the employer on their behalf, and ii) the flexibility available to members at retirement with respect to the choice of retirement vehicles.

Heinicke attempts to compare the defined contribution plan at UWO with the hybrid plan at Queens and the defined benefit plan at Waterloo. He does this with the mindset of "Pat Prof.," a hypothetical member who apparently wants to replicate the key feature of a defined benefit plan: a guaranteed monthly pension for life starting immediately at retirement by converting his entire retirement account into an annuity on the retirement date. But this is only one of many possible goals that retirees may have. The advantage of UWO's plan is its flexibility in meeting the various retirement objectives of members. UWOFA president Allan Gedalof's claim in his cover letter that Heinicke's piece "puts to a thorough test" the Administration's claim that our pension plan is superior to those at other universities is therefore stated somewhat out of context.

We do agree that to someone retiring this year the 6% annuity rate assumed in the Blue Book may appear somewhat of a cruel jest. That number has been chosen as a conservative long run average of annuity rates. It is important that a realistic number be available for members of all ages. Nonetheless, we plan to change the Blue Book to include some language about current annuity rates and to provide some additional annuity tables appropriate to those rates. But let's not forget about all the other options that are available to members of the UWO plan.

Consider instead the case of Pete Prof. He looks at current annuity rates and his outside assets and decides that now is not the time to convert all his retirement account into an annuity. While he has had the opportunity to purchase a deferred annuity for the 5 years preceding his retirement (an option under the UWO plan to manage the risk of interest rates) he has not found the annuity market relatively cheap during that time. Pete does not regard himself as a sophisticated investor, but he has taken advantage of the Long Term Bond fund investment during the years

leading up to retirement. This fund has benefited particularly well due to the decreasing interest rate environment, offsetting somewhat the higher cost of annuities.

Pete has managed to accumulate a modest amount of outside assets over the years, some of which are in RRSPs but most of which are not. He decides to rely on these for retirement income for the next few years plus the unlocked funds if he retires one day early. These unlocked funds are equal to one quarter of Pete's pre-1986 retirement account plus income on them provided he retires "early". At Western, the Board has convinced the Administration that retiring one day early with no salary penalty is sufficient to free up that locked-in money. (Over the last three years, virtually all retiring faculty have chosen this option.) Thus Pete decides to limit the amount he will withdraw from his RIF account, which he has decided to set up at UWO because he is familiar with the investment options available, pleased with the overall performance of the fund, and particularly impressed with the low fees. (Western was the first pension fund to (legally) offer an in-house RIF. Retirees are no longer forced to place their retirement savings with a retail fund they know little about. Roughly 80% of retiring faculty chose to remain in our RIF.) He decides that the RIF account should be invested somewhat conservatively, so he plans to rely on a mix of equities, bonds and target date funds. He expects that annuity rates will become more attractive over the next few years as interest rates rise. He is undecided whether he will ever buy an annuity, but he likes the flexibility to choose. He also likes the idea that, after his death and the death of his spouse, he will be able to make a bequest of his retirement assets to his children. None of these options (which are available to members of UWO's defined contribution plan, but not available to the members of defined benefit or hybrid plans) are mentioned in Heinicke's analysis.

It is also useful to recall just why the faculty chose a defined contribution plan back in 1970. Defined benefit plans, such as the one Western had prior to that time, disadvantaged young, mobile faculty. Qualitatively, this is because the benefits in a defined benefit plan rise linearly (i.e. 2% of salary per year worked) whereas the income to support that benefit rises exponentially (i.e. compounding interest means the total interest income on a dollar contributed 10 years ago is substantially greater than on a dollar contributed this year). Thus if a plan member leaves when he is young the value of his contributions will be

much more than the present value of his benefits. This “penalty” for leaving in part supports a somewhat higher level of benefits to those members who stay at one place their entire career. Western faculty at the time felt it was fundamentally unfair to impose penalties on their younger colleagues to enrich the much wealthier senior faculty. The Board doubts that the current faculty would want to reimpose that possible penalty on their younger colleagues.

The Board is continually looking for means to ensure that the younger and less well-paid members of faculty receive all the benefits they are entitled to. For instance, as of the last few years, we write annually to those roughly 100 part time faculty members who are

eligible for membership in the plan yet have chosen not to belong. If they did join, it would represent an immediate 8.5% salary increase. We appreciate the opportunity to use the UWOFA forum to further encourage them to become members of the Academic pension plan.

UWO Academic Pension Board Members

David Burgess

Matt Davison

Joel Fried

Stephen Hicock

The Ontario Scholars Portal and You

By Albert Katz, UWOFA Past President

Perhaps when attempting to access electronic library sources you have noticed that a message pops up asking you to answer a short survey. This survey is part of a province-wide assessment of how successful Ontario university libraries are in meeting researcher needs with the electronic resources offered to users through the Ontario Scholars Portal. The survey is designed to randomly sample users and to (more or less) force them to answer a set of mandatory questions. As a colleague at the University of Ottawa told me “the argument is that one of the strengths and innovations of this survey technique is that it is based upon actual use, not on predicted, intended, or remembered use.”

The Scholars Portal is an important initiative and one can applaud the attempt to assess its’ effectiveness. The use of surveys, random samples, and statistical analyses, of course, is widespread in many of the disciplines studied on this campus. And this project, like any research project, underwent ethical review by one of the REBs on campus. But, unlike the many other projects of this sort, in this instance the standard for ethical evaluation seems to me to have been lowered considerably.

Consider this aspect of the survey: When your number comes up (i.e., you are randomly selected) while accessing the portal, you are told explicitly that you have the option of not completing the survey. However, if you take this option you are told that you will be denied use of the Portal (and through it, access to the electronic resources you are seeking) for a two-hour period. That is, if you don’t wish to take the survey you are punished (like timing out an unruly child). When I teach research ethics to my undergraduate students, I call techniques of this sort “coercive” and not acceptable. In fact, when I raised concerns at the annual meeting of the Librarians caucus at the CAUT in November 2004, the librarians present, from around the country, were surprised and somewhat dismayed about this aspect of the study, one even going so far as to claim that the problem must just be “a computer glitch”.

It is not a glitch but a procedure built into the study to ensure a large number of responses. In short, if you, a legitimate library user, do not wish to complete an off-campus survey you are denied use of library resources because, as I was told, the data are important and the coercion is, well, not that bad really. As a former member of a campus Research Ethics Board I cannot think of any one case where that argument would have succeeded. The response of our Administration to this restriction of university resources to the scholars and teachers on this campus was curt: the survey would continue until the study was completed.

I know one scholar who responded to the survey quickly (i.e., by not reading the question and responding randomly) just to get the information he required for an upcoming class. Although this worked for him, if others do as he did, one can question the accuracy of the data that will be produced. If you are one of those randomly chosen who does not want to answer the survey, does not wish to produce bogus data just to obtain your legitimate use of the library and does not want to be timed out for a few hours you can opt for the following, albeit more onerous and hence still coercive, procedures: you can go directly to the publisher's website for the desired journal or find the resource from various abstract and indexing databases.

Look for the Union label

Editorial by David Heap, Department of French and Linguistics Program



Observant readers will have noticed that for the last few issues Faculty Times has displayed the Allied Printing Trades Council Label, shown above. This symbol, known familiarly in the labour movement as the “union bug,” means that a publication is printed by union labour: “the bug also guarantees that the men and women who work on your printed materials receive decent wages and benefits in plants which practice responsible labour-management relations.” (<http://www.alliedlabel.org/>). As your Faculty Times editor, I am very pleased that our UWOF A newsletter is now printed in a union shop (Doyle Printing in London, a shop which also prints professional cards with the bug for some of our Members). As UWOF A reaches out to make links with other unions—our Board recently voted to send a regular observer to the London and District Labour Council (<http://www.ldlc.on.ca/>)—the union label on our newsletter is a recognised symbol showing that our union is part of the broader labour community. Note that tight time restrictions mean that some of our other publications (*Bargaining Bulletins* and *Your Collective Agreement*, for example) are photocopied on campus:

these are still produced by unionised members of the UWO Staff Association.

Persiflage to be Resurrected

Many *Faculty Times* readers fondly recall the feature entitled *Persiflage* which graced the pages of some of our past issues (<http://www.uwo.ca/uwofa/ft/index.html>), and sorely regret the untimely disappearance of its pointed observations about campus life. We hope to see a return of *Persiflage* to our publication in coming months, and to this end we need your help: please send your insights and leads about all aspects of life at UWO directly to to: uwopersiflage@yahoo.com (confidentiality assured). We look forward to your contributions. As Editor I would like to thank those members who have contributed to *Faculty Times* or suggested contributions to be reproduced from other publications: our newsletter is enriched by the whole diverse range of your views. Keep those suggestions coming!

Notes from Senate

Mike Carroll, Department of Sociology

A number of things have come up for discussion at Senate that might be of interest to faculty. We have, for example, discussed the fact that King’s has adopted the general norms of *Ex Corde Ecclesiae* (a papal document) which say—among other things—that “all Catholic teachers are to be faithful to, and all other teachers are to respect, Catholic doctrine and morals in their research and teaching.” A threat to academic freedom? Not really said Gerry Killan, King’s Principal, given that the King’s Board of Directors has made it clear that academic freedom would take precedence over these norms (Query: then why adopt them in the in the first place?)

At the last meeting of Senate, student representatives made a strong attempt to revise current policy in a way that would have allowed individual students to opt out of using Turnitin.com in a course where the professor wanted to make it a requirement. Generally, members of faculty on Senate (including myself) opposed this. Although the use of a

commercial database is certainly problematic, the general feeling (at least on the part of those faculty who spoke) seemed to be that there are a minority of students who are tempted to plagiarize and that there is no effective alternative to Turnitin.com.

Finally, at the same meeting I raised the matter of the announced collaboration between General Dynamics Canada, manufacturer of Light Armoured Vehicles, and the UWO engineering faculty (the purpose of which is to help GDC improve the armour on these vehicles) in light of an Amnesty International report suggesting that GDC has supplied military equipment to governments with a history of human rights abuses. I will possibly be saying more about the resulting Senate discussion in a future *Faculty Times*, but for now will only point out that although this university does have ethical guidelines for the conduct of research involving lab rats and human subjects, it has no set of analogous guidelines for the conduct of military research.
