

August 16, 2007

Louise Pagé-Valin
Associate Vice-President
Human Resources Services
University of Ottawa
Tabaret Hall
550 Cumberland Street
INTRA
(and by e-mail)

Dear Mrs. Pagé-Valin:

Notice of grievance (my code G-11): Employer's interference with PHY 4006 course delivery.

This grievance is made public, in the interest of transparency and the public good.

In a letter dated July 18, 2007 (attached below), I asked the dean to intervene in order to correct a recent intervention by the chairman of my department that barred me from offering a particular project topic in the physics fourth-year project course PHY 4006 2007-2008. My July 18th letter included relevant documentation, in the form of email exchanges in my possession that provided a clear description of the situation (all attached below).

The Dean answered by letter (attached below) on July 27th, after I pressed him to do so (see item-5 of my email dated July 26th, attached below). The dean's letter supports the chairman's decision, in contravention of the Collective Agreement (9(a), 10.3.2(e), 10.3.2(g), 21.1.2(b), 22.2.4.4, and other sections as applicable). The dean's letter also misquotes my project title as "Politics and Ethics Applied to the Physics Profession", presumably to stress the "Applied to" in making his point.

NATURE OF THE PHY 4006 PHYSICS PROJECT COURSE

PHY 4006 "Physics Research Project" is a six-credit project course where students are individually supervised each by a different professor on a research project that is typically in a research area of the professor. The project is chosen by consultation between the professor and the student. Professors are asked to provide project titles so that examples of project availabilities can be advertised to the students well before registration deadlines.

To my knowledge, a project title submitted by a professor for any PHY fourth-year project courses has never been denied or excluded or even questioned before it is included in the information to registering students or before it can be offered. This is of note because my physics department prides itself on interdisciplinarity and has in the past hosted fourth-year projects in a range of areas as broad as astronomy, biophysics, cell wall structure, polymer chemistry, geochemistry, environmental science, information theory, neural networks, artificial intelligence, and machine learning, solid state physics, materials science, measurement methods of all sorts, mineralogy, petrology, sediment diagenesis, perception and neural function, medical physics, high-energy physics, electronic device characterization, instrumental development for applications outside of physics, high-pressure geoscience, etc. In addition, accepted research methods used in PHY fourth-year projects include: bibliographical searches, analytic theoretical work, computer programming, all experimental measurement types whether predominantly used by physicists or not, instrument design and fabrication, all chemical synthesis and material fabrication methods and their development, field work (e.g., collecting samples, observations, etc.), statistical analyses, data mining methods, etc.

PROJECT TITLE AND TOPIC REJECTED

In this case, my project title “Politics and Ethics in the Physics Profession” was denied and the chairman barred it from being included in the list of projects available to students for the fall 2007 start of the academic year.

These titles are normally meant as guides to students to encourage them to speak to the professor about the nature of the project. I had included background URL links illustrating some of my political perspectives in the area of my project title. The title also represents one of my ongoing research interests as a professional physicist.

Nothing in the Senate-approved course description for PHY 4006 would exclude my proposed research project topic. PHY 4006 is not a lecture or laboratory course with several sections (it is a project course in individual research groups) and its CONTENT has never been coordinated as such to ensure “common didactic materials” (21.1.2(b)) or to ensure curriculum uniformity of any kind. Its main aim has always been to expose students to research, in an active research group (although non-funded researchers and non-Graduate Faculty members have been allowed to supervise projects), in an area that can be useful to a graduating professional physicist. Physicists pride themselves on being exceptionally versatile and physicists work in all areas of the service, government, educational, and corporate sectors.

BOGUS ARGUMENTS USED / BIASED TREATMENT

To have the position (shared by the dean and my chairman) that physicists cannot legitimately do research as professional physicists in the area of the politics and ethics of their own profession is absurd. Disciplinary divisions are useful in organizing curricula and in facilitating specialization but they are not meant as arbitrarily applied barriers to prevent new areas from being developed or interdisciplinary avenues from being practiced.

Several criteria for beneficial fourth-year research projects offered to physics students by a physics department can be advanced. For example, one can point out that research into the pedagogy of physics is performed by physics professors in physics departments (and funded by the NSF) on several campuses in the USA. UBC has recently hired a physics Nobel laureate (Carl E. Wieman) to head a research group in the pedagogy of science. One of my former graduate students is an Associate Professor and physics pedagogy researcher in the Physics Education Group, Department of Physics, University of Washington. Using the logic of my chairman and of the dean (dean's letter dated July 27th), such a group would be characterized as "doing pedagogy applied to physics and not a project in physics" and its members would not be allowed to supervise physics research projects with titles such as "pedagogy of physics".

Another erroneous argument that has been implicitly advanced by the dean and my chairman is that a PHY-code course (a "physics course") must confine itself to (undefined) "physics content". This is an example of a regressive application of disciplinary boundaries, and it is false in current practice. Several PHY-code courses are effectively mathematics courses, just as some ENG-code courses are classic introductory physics courses, etc. In fall 2005 a PHY-code special topics course entitled "Science and Society" was offered after unanimous approval by the physics Departmental Council. The SCI 1101 Science in Society course is a Faculty of Science course that looks at the societal aspects of "Science in Society", etc. Disciplinary divisions are meant to facilitate not arbitrarily impede. Academics should not lower themselves into using disciplinary divisions for political or ideological control, as was done with industrial specialization of labour to control the workforce.

An argument in favour of interdisciplinary physics projects is based on the PACS codes (see the email of Professor Ivan L'Heureux dated July 16th, below). "The Physics and Astronomy Classification Scheme® (PACS) was developed by the American Institute of Physics (AIP) and has been used in *Physical Review* since 1975 to identify fields and sub-fields of physics." (<http://publish.aps.org/PACS/pacsgen.html>) These codes are a standard in the physics profession and include such varied topics as:

- 89.20.Dd Military technology and weapons systems; arms control
- 89.20.Hh World Wide Web, Internet
- 89.60.Fe Environmental regulations
- 89.65.-s Social and economic systems
- 89.65.Ef Social organizations; anthropology
- 01.40.Fk Research in physics education
- 01.75.+m Science and society
- 01.78.+p Science and government

Based on this and on the many physics conference talks and physics journal papers that deal with such topics, clearly, the physics profession considers it legitimate for physicists to work in these areas. In this light, the chairman's answer to Professor L'Heureux (dated July 17th, below) and the dean's decision (having been informed by me: July 17th email, below) appear to be a shameful example of bias against me.

(It is interesting to speculate whether or not my chairman and the dean would have rejected my project had it been in PACS area 89.20.Dd: Military technology and weapons systems.)

The main criterion for fourth-year research projects should be benefit to the graduating physics student wishing to contribute optimally to some sector of the economy and to the betterment of society. In this regard, the topic “politics and ethics in the physics profession” is eminently suited. History has shown the disastrous effects that occur when scientists leave it to others to decide on the societal implications of their work. There is presently no course on ethics or societal implications in the physics curriculum.

My views on the physics profession are published and are very critical:
<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>
I have been criticized in my department for these views.

My views on the societal impacts of science are radical and have been criticized by many colleagues in the Faculty of Science, in relation to my delivery of SCI 1101.

It appears that some of my physics colleagues and the dean have attempted to limit my academic freedom (9(a)) and have discriminated against me for my political views and research interests (10.3.2(g)) by disallowing my PHY 4006 project topic.

ACTIONS VIOLATE THE CA / FOLLOWING A DOCUMENTED HISTORY OF EMPLOYER HARASSMENT

Irrespective of their motives, it is clear that these colleagues and the dean have inhibited the free exchange and dissemination of ideas or information and deliberately interfered with my performance of workload duties (10.3.2(e)), have interfered with my rights and responsibilities in delivering PHY 4006 (21.1.2(b)), and have effectively changed my workload after May 1st without prior consultation and without just cause (22.2.4.4).

At the time of filing this grievance, damage has already been done and by the time the Step-1 is scheduled (given recently observed employer delays) the academic term will be well underway. The dean’s resilience to my plea (July 18th) and his position in the face of the facts presented to him, at the very least suggest an exceptional lack of judgement that is itself evidence for bias against my person, in view of the history documented in my past grievances (G-9 and G-10 attached below).

In reparation, I ask:

(1) That the dean apologize to me in writing for his lack of judgement in excluding my PHY 4006 project topic,

(2) That the dean apologize in writing, with cc to me, to all the students who were eligible to register for the PHY 4006 course or its 3-credit version in the fall 2007, for having incorrectly excluded the “Politics and Ethics in the Physics Profession” project topic as an option,

(3) That the dean inform all professors in the Department of Physics, in writing, that PHY 4006 projects of the type “politics and/or societal interactions and/or ethics in the physics profession” are legitimate PHY 4006 project topics that should not be discriminated against using disciplinary or other arguments,

(4) That accommodation be made in my next two workloads, in consultation with me, such that I can supervise two PHY 4006 students (thereby doubling the average workload for this course),

(5) That the dean officially investigate and reprimand the chairman, Bela Joos, and the professor responsible for coordinating the PHY 4006 projects, Peter Piercy, for their interventions that violated my rights, freedoms, and responsibilities under the Collective Agreement, and

(6) Given that the dean’s actions indicate bias and appear to be politically or ideologically motivated, in view of the history documented in my previous grievances, I ask that he be asked to resign.

Please allow me to remind you (13.4.2) that the employer must convene a Step-1 mediation meeting within 10 working days. You should contact me directly for this purpose as I have asked the APUO not to be involved in any way in the first step of this grievance, except to provide a silent observer at the Step-1 meeting. Therefore, you should not discuss the content of this case with the APUO until the grievance falls under its responsibility.

Sincerely,

Denis Rancourt
(Professor)
Department of Physics

cc: APUO, INTRA and by e-mail.
cc: Dean of Science, INTRA and by email
cc: All professors in Physics, by email
cc: All Physics students, by email
cc: Made public

APPENDIX: SUPPORTING DOCUMENTS

Part-I:

E-mail and letter exchange concerning interference with PHY 4006

----- Original Message -----

Subject:CALL FOR HONOURS RESEARCH PROJECT OFFERINGS FOR 2007-8

Resent-Date:Wed, 9 May 2007 16:18:10 -0400

Resent-From:Dgr.phy.FAC-SCI@science.uottawa.ca

Date:Wed, 9 May 2007 16:16:36 -0400

From:Peter Piercy <Peter.Piercy@uottawa.ca>

To:Professeurs de Physique (APUO) - Physics Professors (APUO)
<phyprofs@science.uottawa.ca>

Dear colleagues,

CALL FOR HONOURS RESEARCH PROJECT OFFERINGS FOR 2007-8:

This message is directed to all professors.

Replies are requested by May 31

I will be organizing the fourth year project courses again this coming year. These courses give our undergraduate students a chance to participate in a research project supervised by one of us, in their final year. Students may take either the eight-month course PHY4006 (6 hours/week, 6 cr.) which has been by far the most popular recently, or the four-month course PHY4906 (6 hours/week, 3 cr.), depending on their program.

I therefore ask whether you would be willing to offer a project this coming fall and winter, and if so, could you please let me know, and send me a title and a couple sentences' description of the project by May 31. You may include more than one project if you wish. This will be included in the course information for our students. For your info, last year's project titles/descriptions may be found at www.courseweb.uottawa.ca/phy4006 ... so if last year's description is still fine, please just let me know.

Students are then asked to contact you anytime to discuss the possibility of doing a project in your group. Although projects only start in September, many students look into it in the summer, so I will post the new list of projects approximately June 1.

Thanks for your help again this year,

Peter

Peter Piercy
Department of Physics

University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject:Re: CALL FOR HONOURS RESEARCH PROJECT OFFERINGS FOR 2007-8
Date:Thu, 10 May 2007 15:16:19 -0400
From:Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To:dgr@uottawa.ca
Organization:University of Ottawa
To:Peter Piercy <Peter.Piercy@uottawa.ca>
CC:Denis G Rancourt <dgr@physics.uottawa.ca>
References:<-1914655203.3060.1178727524@science.uottawa.ca>

Title: Politics and Ethics in the Physics Profession.

Example of project topic: When, how, and why does the CAP take a stand?

Related background:

<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>
<http://activistteacher.blogspot.com/>
<http://climateguy.blogspot.com/>

Thanks,
dgr

Peter Piercy wrote:

Dear colleagues,

CALL FOR HONOURS RESEARCH PROJECT OFFERINGS FOR 2007-8:

This message is directed to all professors.

Replies are requested by May 31

I will be organizing the fourth year project courses again this coming year. These courses give our undergraduate students a chance to participate in a research project supervised by one of us, in their final year. Students may take either the eight-month course PHY4006 (6 hours/week, 6 cr.) which has been by far the most popular recently, or the four-month course PHY4906 (6 hours/week, 3 cr.), depending on their program.

I therefore ask whether you would be willing to offer a project this coming fall and winter, and if so, could you please let me know, and send me a title and a couple sentences' description of the project by May 31. You may include more than one project if you wish. This will be included in the course information for

our students. For your info, last year's project titles/descriptions may be found at www.courseweb.uottawa.ca/phy4006 ... so if last year's description is still fine, please just let me know.

Students are then asked to contact you anytime to discuss the possibility of doing a project in your group. Although projects only start in September, many students look into it in the summer, so I will post the new list of projects approximately June 1.

Thanks for your help again this year,

Peter

Peter Piercy
Department of Physics
University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject:RE: CALL FOR HONOURS RESEARCH PROJECT OFFERINGS FOR 2007-8

Date:Wed, 23 May 2007 10:00:51 -0400

From:Peter Piercy <Peter.Piercy@uottawa.ca>

To:<dgr@uottawa.ca>

References:<-1914655203.3060.1178727524@science.uottawa.ca>
<46436F83.7000400@physics.uottawa.ca>

Hi Denis,

When I dropped by your office yesterday, I thought it would be simple enough to ask you about your project title, which looked like it would be rather far from what we have come to expect in the physics research projects – a simple answer would suffice, but instead you asked me to address you in writing.

Cheers,
Peter

From: Denis Rancourt [<mailto:dgr@physics.uottawa.ca>]

Sent: Thursday, May 10, 2007 3:16 PM

To: Peter Piercy

Cc: Denis G Rancourt

Subject: Re: CALL FOR HONOURS RESEARCH PROJECT OFFERINGS FOR 2007-8

Title: Politics and Ethics in the Physics Profession.

Example of project topic: When, how, and why does the CAP take a stand?

Related background:

<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>

<http://activistteacher.blogspot.com/>

<http://climateguy.blogspot.com/>

Thanks,

dgr

Peter Piercy wrote:

Dear colleagues,

CALL FOR HONOURS RESEARCH PROJECT OFFERINGS FOR 2007-8:

This message is directed to all professors.

Replies are requested by May 31

I will be organizing the fourth year project courses again this coming year. These courses give our undergraduate students a chance to participate in a research project supervised by one of us, in their final year. Students may take either the eight-month course PHY4006 (6 hours/week, 6 cr.) which has been by far the most popular recently, or the four-month course PHY4906 (6 hours/week, 3 cr.), depending on their program.

I therefore ask whether you would be willing to offer a project this coming fall and winter, and if so, could you please let me know, and send me a title and a couple sentences' description of the project by May 31. You may include more than one project if you wish. This will be included in the course information for our students. For your info, last year's project titles/descriptions may be found at www.courseweb.uottawa.ca/phy4006 ... so if last year's description is still fine, please just let me know.

Students are then asked to contact you anytime to discuss the possibility of doing a project in your group. Although projects only start in September, many students look into it in the summer, so I will post the new list of projects approximately June 1.

Thanks for your help again this year,

Peter

Peter Piercy
Department of Physics
University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject:Curriculum committee

Date:Fri, 8 Jun 2007 09:42:10 -0400

From:Chairman of dept. of Physics <phychair@uottawa.ca>

To:<dgr@physics.uottawa.ca>

Denis,

The Curriculum committee is planning to meet on June 12 at 2:00 p.m. One of the items on the agenda is your proposed fourth-year project. I would like to invite you to come to the beginning of that meeting to present your arguments for that project. Let me know if you will attend.

Richard

----- Original Message -----

Subject:Re: Curriculum committee

Date:Fri, 08 Jun 2007 11:03:11 -0400

From:Denis Rancourt <dgr@physics.uottawa.ca>

Reply-To:dgr@uottawa.ca

Organization:University of Ottawa

To:Chairman of dept. of Physics <phychair@uottawa.ca>

CC:Peter Piercy <piercy@physics.uottawa.ca>

References:<35141BE6A60459488367EDBFED55F4FB91F1B3@MSMAIL2.uottawa.o.univ>

Hi Richard,

Please explain why my 4th year project is being treated this way: Why is my project being discussed by the curriculum committee? This has never been the case before or for any previous project title submitted by a professor. PHY 4005 is on my official workload and I have submitted my project title as requested.

I believe that my project topic is in an important area of physics research (research legitimately done by a professional physicist from the perspective of a physicist) and that it will be of significant benefit to interested students planning careers in physics and its applications. In addition, it is in an area that is lacking in our department. It is also in one of my research areas, as is the practice with 4th year projects.

I have already explained my position to Peter Piercy who appeared to have concerns that he did not express when I asked him about his queries.

Please, therefore, clarify what this is about before I blindly engage in presentations or

discussions. Are new "criteria" or "topic restrictions" being developed? I am concerned that this may be the kind of censorship that you once attempted to apply to my Physifest departmental presentation.

I await your clarifications. I also want to be told immediately if you plan to discuss this in my absence.

Sincerely,
dgr

Chairman of dept. of Physics wrote:

Denis,

The Curriculum committee is planning to meet on June 12 at 2:00 p.m. One of the items on the agenda is your proposed fourth-year project. I would like to invite you to come to the beginning of that meeting to present your arguments for that project. Let me know if you will attend.

Richard

----- Original Message -----

Subject:RE: Curriculum committee

Date:Fri, 8 Jun 2007 13:09:37 -0400

From:Chairman of dept. of Physics <phychair@uottawa.ca>

To:<dgr@uottawa.ca>

Denis,

The 4th year project is a 6-credit course, so is a significant part of a student's course load. The curriculum committee is responsible for overseeing all curriculum issues in the department, including the content of courses. I believe the question is whether or not what you are proposing falls within the intended meaning associated with a "physics research project".

Richard

From: Denis Rancourt [mailto:dgr@physics.uottawa.ca]

Sent: Friday, June 08, 2007 11:03 AM

To: Chairman of dept. of Physics

Cc: Peter Piercy

Subject: Re: Curriculum committee

Hi Richard,

Please explain why my 4th year project is being treated this way: Why is my project being discussed by the curriculum committee? This has never been the case before or for any previous project title submitted by a professor. PHY 4005 is on my official workload and I have submitted my project title as requested.

I believe that my project topic is in an important area of physics research (research legitimately done by a professional physicist from the perspective of a physicist) and that it will be of significant benefit to interested students planning careers in physics and its applications. In addition, it is in an area that is lacking in our department. It is also in one of my research areas, as is the practice with 4th year projects.

I have already explained my position to Peter Piercy who appeared to have concerns that he did not express when I asked him about his queries.

Please, therefore, clarify what this is about before I blindly engage in presentations or discussions. Are new "criteria" or "topic restrictions" being developed? I am concerned that this may be the kind of censorship that you once attempted to apply to my Physifest departmental presentation.

I await your clarifications. I also want to be told immediately if you plan to discuss this in my absence.

Sincerely,
dgr

Chairman of dept. of Physics wrote:

Denis,

The Curriculum committee is planning to meet on June 12 at 2:00 p.m. One of the items on the agenda is your proposed fourth-year project. I would like to invite you to come to the beginning of that meeting to present your arguments for that project. Let me know if you will attend.

Richard

----- Original Message -----

Subject:Re: Curriculum committee
Date:Fri, 08 Jun 2007 15:11:55 -0400
From:Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To:dgr@uottawa.ca
Organization:University of Ottawa
To:Chairman of dept. of Physics <pychair@uottawa.ca>
CC:Peter Piercy <piercy@physics.uottawa.ca>, Dean of Science
<deansci@uottawa.ca>, Renata Green <apuoadm@uottawa.ca>, Serge Desgreniers
<serge@physics.uottawa.ca>, Ivan LHeureux <ilheureu@physics.uottawa.ca>,

Christian Gigault <christian.gigault@science.uottawa.ca>

References:<35141BE6A60459488367EDBFED55F4FB91F1B4@MSMAIL2.uottawa.o.univ>

Richard,

The Curriculum Committee has no mandate or authority to examine how a particular professor proposes to give a course assigned in his workload, nor even how a professor has given a course.

I assure you that I fully intend to follow the Collective Agreement (CA). However, if you proceed in this way, both you and the committee will be violating several directives of the CA.

You have not explained your concerns as I requested. I await your clarifications. Please try to live up to the interdisciplinary standard set by our institution's Vision 2010 mission statement.

Sincerely,

dgr

PS: Did you even see the proposed title that I submitted? It was: "Politics and Ethics in the Physics Profession." What exactly is your problem with this title?

Chairman of dept. of Physics wrote:

Denis,

The 4th year project is a 6-credit course, so is a significant part of a student's course load. The curriculum committee is responsible for overseeing all curriculum issues in the department, including the content of courses. I believe the question is whether or not what you are proposing falls within the intended meaning associated with a "physics research project".

Richard

From: Denis Rancourt [<mailto:dgr@physics.uottawa.ca>]

Sent: Friday, June 08, 2007 11:03 AM

To: Chairman of dept. of Physics

Cc: Peter Piercy

Subject: Re: Curriculum committee

Hi Richard,

Please explain why my 4th year project is being treated this way: Why is my project being discussed by the curriculum committee? This has never been the case before or for any previous project title submitted by a professor. PHY 4005 is on my official workload and I have submitted my project title as requested.

I believe that my project topic is in an important area of physics research (research legitimately

done by a professional physicist from the perspective of a physicist) and that it will be of significant benefit to interested students planning careers in physics and its applications. In addition, it is in an area that is lacking in our department. It is also in one of my research areas, as is the practice with 4th year projects.

I have already explained my position to Peter Piercy who appeared to have concerns that he did not express when I asked him about his queries.

Please, therefore, clarify what this is about before I blindly engage in presentations or discussions. Are new "criteria" or "topic restrictions" being developed? I am concerned that this may be the kind of censorship that you once attempted to apply to my Physifest departmental presentation.

I await your clarifications. I also want to be told immediately if you plan to discuss this in my absence.

Sincerely,
dgr

Chairman of dept. of Physics wrote:

Denis,

The Curriculum committee is planning to meet on June 12 at 2:00 p.m. One of the items on the agenda is your proposed fourth-year project. I would like to invite you to come to the beginning of that meeting to present your arguments for that project. Let me know if you will attend.

Richard

----- Original Message -----

Subject:Curriculum Committee

Date:Mon, 11 Jun 2007 11:35:07 -0400

From:Chairman of dept. of Physics <phychair@uottawa.ca>

To:<dgr@uottawa.ca>

Denis,

The Curriculum Committee meeting has been changed to 3 pm on Tuesday.

Richard

----- Original Message -----

Subject:Re: Curriculum Committee
Date:Tue, 12 Jun 2007 13:42:41 -0400
From:Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To:dgr@uottawa.ca
Organization:University of Ottawa
To:Chairman of dept. of Physics <phychair@uottawa.ca>
References:<35141BE6A60459488367EDBFED55F4FB91F1B8@MSMAIL2.uottawa.o.univ>

Send me the minutes.
dgr

Chairman of dept. of Physics wrote:

Denis,

The Curriculum Committee meeting has been changed to 3 pm on Tuesday.

Richard

----- Original Message -----

Date:Mon, 9 Jul 2007 11:16:32 -0400
From:Peter Piercy <Peter.Piercy@uottawa.ca>
To:Denis Rancourt <dgr@physics.uottawa.ca>
CC:Chairman of dept. of Physics <phychair@uottawa.ca>

Hi Denis,

Just to let you know, I will be posting the fourth year project titles soon, but I wait for a departmental decision to post yours. I believe this is the right thing to do, since as you explained it to me some time back, the topic area did not appear to be the usual physics/science research content of the course. But please feel free to drop by to discuss this anytime, especially if I have any misconceptions about it. Maybe your topics need a different course to accommodate them?

Cheers,
Peter

Peter Piercy
Department of Physics
University of Ottawa

150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject:Peter Piercy excludes Rancourt's project from PHY 4006
Resent-Date:Mon, 9 Jul 2007 16:29:54 -0400
Resent-From:Dgr.phy.FAC-SCI@science.uottawa.ca
Date:Mon, 09 Jul 2007 16:30:03 -0400
From:Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To:dgr@uottawa.ca
Organization:University of Ottawa
To:Professeurs de Physique (APUO) - Physics Professors (APUO)
<phyprofs@science.uottawa.ca>
References:<35141BE6A60459488367EDBFED55F4FB0129BC19@MSMAIL2.uottawa.o.univ>

Peter,
In response to your message below.

What you are doing is not right. You are interfering with my rights and responsibilities (21.1.2) and with my academic freedom.

Each professor has the responsibility to give the courses assigned to her in a manner that is consistent with the course description. If this is not done, the member answers to the dean. You have no authority over this point, nor does the departmental council.

By acting in this way, you are effectively censoring my project "Politics and Ethics in the Physics Profession" from being offered as a PHY4006 project. In my opinion, this project can be of significant value to a graduating physics student and it is in one of my areas of research and it is consistent with the kind of material that can be legitimately covered in an undergraduate physics degree.

The Senate-approved course description is:

PHY4006 Projet de recherche en physique / Physics Research Project (0,0,6) 6 cr.

The student will join a research group or a professor in the Department for two consecutive academic sessions, and will write a report and present a seminar on some aspect of the research and his/her participation in it. (Formerly PHY4005)

Prerequisite: 12credits in physics at the 3000 level. Cannot be combined for credit with PHY

4906.

Please retract from your position and list my project topic along with the other topics.

Sincerely,
dgr

Peter Piercy wrote:

Hi Denis,

Just to let you know, I will be posting the fourth year project titles soon, but I wait for a departmental decision to post yours. I believe this is the right thing to do, since as you explained it to me some time back, the topic area did not appear to be the usual physics/science research content of the course. But please feel free to drop by to discuss this anytime, especially if I have any misconceptions about it. Maybe your topics need a different course to accommodate them?

Cheers,
Peter

Peter Piercy
Department of Physics
University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject:RE: Peter Piercy excludes Rancourt's project from PHY 4006

Date:Wed, 11 Jul 2007 12:49:40 -0400

From:Chairman of dept. of Physics <phychair@uottawa.ca>

To:<dgr@uottawa.ca>

CC:DEANSCI <deansci@uottawa.ca>, Peter Piercy <piercy@physics.uottawa.ca>

Denis,

You have proposed the following project for PHY4006:

Title: Politics and Ethics in the Physics Profession.

Example of project topic: When, how, and why does the CAP take a stand?

Related background:

<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>

<http://activistteacher.blogspot.com/>

<http://climateguy.blogspot.com/>

PHY4006, a 6 credit course, is the culmination of 4 years of physics training. It is compulsory for some honours students (those in the computational stream, the others can take the 3 cr version PHY4906, and do the 4th year lab course, PHY4903, but most take PHY4006). It is an opportunity for students to apply their physics training and get an experience in research. You should not confuse your academic freedom to work on a subject of your choice and the mission of this course. The proposed project is neither physics nor science, so is not, in my opinion, acceptable.

PHY4006 is the collective responsibility of Physics Faculty members. We have to ensure that the course fulfills its mission, that the projects are of comparable value and level of difficulty, and that the evaluation is fair. So, if a contentious project is proposed, we, as a group have to make a decision on it. It is not the sole responsibility of the coordinator of the course (currently Peter Piercy), nor indeed the Departmental Council, but the professors who "teach" this course to monitor its content.

If you wish, I can call a meeting of the Faculty members of the department to discuss this issue.

Bela

Béla Joos, PhD, P.Eng.
DIRECTEUR / CHAIRMAN
DÉPARTEMENT DE PHYSIQUE / DEPARTMENT OF PHYSICS
UNIVERSITÉ D'OTTAWA / UNIVERSITY OF OTTAWA
150 LOUIS PASTEUR
OTTAWA, ONTARIO K1N 6N5
PH. 613-562-5758
FAX: 613-562-5190

From: Maiser@science.uottawa.ca [mailto:Maiser@science.uottawa.ca] **On Behalf Of** Denis Rancourt
Sent: Monday, July 09, 2007 4:30 PM
To: Professeurs de Physique (APUO) - Physics Professors (APUO)
Subject: Peter Piercy excludes Rancourt's project from PHY 4006

Peter,
In response to your message below.

What you are doing is not right. You are interfering with my rights and responsibilities (21.1.2) and with my academic freedom.

Each professor has the responsibility to give the courses assigned to her in a manner that is consistent with the course description. If this is not done, the member answers to the dean. You have no authority over this point, nor does the departmental council.

By acting in this way, you are effectively censoring my project "Politics and Ethics in the Physics Profession" from being offered as a PHY4006 project. In my opinion, this project can be of significant value to a graduating physics student and it is in one of my areas of research and it is consistent with the kind of material that can be legitimately covered in an undergraduate

physics degree.

The Senate-approved course description is:

PHY4006 Projet de recherche en physique / Physics Research Project (0,0,6) 6 cr.

The student will join a research group or a professor in the Department for two consecutive academic sessions, and will write a report and present a seminar on some aspect of the research and his/her participation in it. (Formerly PHY4005)

Prerequisite: 12credits in physics at the 3000 level. Cannot be combined for credit with PHY 4906.

Please retract from your position and list my project topic along with the other topics.

Sincerely,
dgr

Peter Piercy wrote:

Hi Denis,

Just to let you know, I will be posting the fourth year project titles soon, but I wait for a departmental decision to post yours. I believe this is the right thing to do, since as you explained it to me some time back, the topic area did not appear to be the usual physics/science research content of the course. But please feel free to drop by to discuss this anytime, especially if I have any misconceptions about it. Maybe your topics need a different course to accommodate them?

Cheers,
Peter

Peter Piercy
Department of Physics
University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject:[Fwd: RE: Peter Piercy excludes Rancourt's project from PHY 4006]

Date:Wed, 11 Jul 2007 14:00:41 -0400

From:Denis Rancourt <dgr@physics.uottawa.ca>

Reply-To:dgr@uottawa.ca

Organization:University of Ottawa

To:Physics Professors (APUO) <phyprofs@science.uottawa.ca>

CC:Physics Chair <phychair@science.uottawa.ca>, Dean of Science
<deansci@uottawa.ca>, Renata Green <apuoadm@uottawa.ca>, Mario
Lamontagne <mlamon@uottawa.ca>

For your information (Chair's message appended below).

The Chairman of Physics has correctly concluded that this issue is NOT a legitimate issue for a Departmental Council decision, as had been proposed by the Departmental Curriculum Committee (see their last minutes). The Chair also correctly admits that it was NOT an issue for the Departmental Curriculum Committee. This all helps to clear up some of the related misconceptions.

The Chair's conclusion on the proper procedure however is wrong; that is, contrary to the Collective Agreement and Senate-approved regulations. I will be pointing this out in detail to the chair in a next email.

If Peter were following the rules and their spirit, and not acting as a filter, he would post my project title with the others. As for the Chair's value and pedagogical judgments, they are out of place. One can have opinions but one cannot use such unfounded/irrelevant opinions to make official decisions.

dgr

----- Original Message -----

Subject:RE: Peter Piercy excludes Rancourt's project from PHY 4006

Date:Wed, 11 Jul 2007 12:49:40 -0400

From:Chairman of dept. of Physics <phychair@uottawa.ca>

To:<dgr@uottawa.ca>

CC:DEANSCI <deansci@uottawa.ca>, Peter Piercy <piercy@physics.uottawa.ca>

Denis,

You have proposed the following project for PHY4006:

Title: Politics and Ethics in the Physics Profession.

Example of project topic: When, how, and why does the CAP take a stand?

Related background:

<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>

<http://activistteacher.blogspot.com/>

<http://climateguy.blogspot.com/>

PHY4006, a 6 credit course, is the culmination of 4 years of physics training. It is compulsory for some honours students (those in the computational stream, the others can take the 3 cr version PHY4906, and do the 4th year lab course, PHY4903, but most take PHY4006). It is an opportunity for students to apply their physics training and get an experience in research. You should not confuse your academic freedom to work on a subject of your choice and the mission of this course. The proposed project is neither physics nor science, so is not, in my opinion, acceptable.

PHY4006 is the collective responsibility of Physics Faculty members. We have to ensure that the course fulfills its mission, that the projects are of comparable value and level of difficulty, and that the evaluation is fair. So, if a contentious project is proposed, we, as a group have to make a decision on it. It is not the sole responsibility of the coordinator of the course (currently Peter Piercy), nor indeed the Departmental Council, but the professors who "teach" this course to monitor its content.

If you wish, I can call a meeting of the Faculty members of the department to discuss this issue.

Bela

Béla Joos, PhD, P.Eng.
DIRECTEUR / CHAIRMAN
DÉPARTEMENT DE PHYSIQUE / DEPARTMENT OF PHYSICS
UNIVERSITÉ D'OTTAWA / UNIVERSITY OF OTTAWA
150 LOUIS PASTEUR
OTTAWA, ONTARIO K1N 6N5
PH. 613-562-5758
FAX: 613-562-5190

From: Maiser@science.uottawa.ca [<mailto:Maiser@science.uottawa.ca>] **On Behalf Of** Denis Rancourt
Sent: Monday, July 09, 2007 4:30 PM
To: Professeurs de Physique (APUO) - Physics Professors (APUO)
Subject: Peter Piercy excludes Rancourt's project from PHY 4006

Peter,
In response to your message below.

What you are doing is not right. You are interfering with my rights and responsibilities (21.1.2) and with my academic freedom.

Each professor has the responsibility to give the courses assigned to her in a manner that is consistent with the course description. If this is not done, the member answers to the dean. You have no authority over this point, nor does the departmental council.

By acting in this way, you are effectively censoring my project "Politics and Ethics in the Physics Profession" from being offered as a PHY4006 project. In my opinion, this project can be of significant value to a graduating physics student and it is in one of my areas of research and it is consistent with the kind of material that can be legitimately covered in an undergraduate

physics degree.

The Senate-approved course description is:

PHY4006 Projet de recherche en physique / Physics Research Project (0,0,6) 6 cr.

The student will join a research group or a professor in the Department for two consecutive academic sessions, and will write a report and present a seminar on some aspect of the research and his/her participation in it. (Formerly PHY4005)

Prerequisite: 12credits in physics at the 3000 level. Cannot be combined for credit with PHY 4906.

Please retract from your position and list my project topic along with the other topics.

Sincerely,
dgr

Peter Piercy wrote:

Hi Denis,

Just to let you know, I will be posting the fourth year project titles soon, but I wait for a departmental decision to post yours. I believe this is the right thing to do, since as you explained it to me some time back, the topic area did not appear to be the usual physics/science research content of the course. But please feel free to drop by to discuss this anytime, especially if I have any misconceptions about it. Maybe your topics need a different course to accommodate them?

Cheers,
Peter

Peter Piercy
Department of Physics
University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject:Re: Peter Piercy excludes Rancourt's project from PHY 4006

Date:Thu, 12 Jul 2007 18:44:20 -0400

From:Denis Rancourt <dgr@physics.uottawa.ca>

Reply-To:dgr@uottawa.ca

Organization:University of Ottawa

To:Chairman of dept. of Physics <phychair@uottawa.ca>
CC:Renata Green <apuoadm@uottawa.ca>, DEANSCI <deansci@uottawa.ca>, Peter Piercy <piercy@physics.uottawa.ca>, Mario Lamontagne <mlamon@uottawa.ca>, "Physics Professors (APUO)" <phyprofs@science.uottawa.ca>
References:<35141BE6A60459488367EDBFED55F4FB91F1F3@MSMAIL2.uottawa.o.univ>

Bela,

The only circumstances where there can be legitimate interference with a professor's rights in course delivery (21.1.2), according to the Collective Agreement and present Senate-approved rules, is in the special case where several professors give different sections of the same course. In this case, the Chair of the unit can ask the professors involved to coordinate their teaching in such a way as to create uniformity of covered course material and of grading criteria.

The case of the 4th year project course PHY 4006 is not such a case. In PHY 4006 grading uniformity is already regulated by a department procedure that involves several professors and the course coordinator grading each given student project. Content uniformity is not imposed since the whole idea of the course is that students can work with individual researchers on different research projects.

Your view of the "mission" of PHY 4006 is not a regulated concept or principle that can be used in constraining or censoring certain projects. Your biases concerning what is valid research legitimately performed by physicists and what research project topics can be most useful to students in a physics program are not relevant.

In addition, any new "guidelines" that you may attempt to develop in order to exclude "Politics and Ethics in the Physics Profession" topics from PHY 4006 would only be understood as an attempt to limit my 21.1.2 rights.

Please back down from your campaign and confirm that you will not interfere any more.

Sincerely,
dgr

Chairman of dept. of Physics wrote:

Denis,

You have proposed the following project for PHY4006:

Title: Politics and Ethics in the Physics Profession.

Example of project topic: When, how, and why does the CAP take a stand?

Related background:

<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>

<http://activistteacher.blogspot.com/>
<http://climateguy.blogspot.com/>

PHY4006, a 6 credit course, is the culmination of 4 years of physics training. It is compulsory for some honours students (those in the computational stream, the others can take the 3 cr version PHY4906, and do the 4th year lab course, PHY4903, but most take PHY4006). It is an opportunity for students to apply their physics training and get an experience in research. You should not confuse your academic freedom to work on a subject of your choice and the mission of this course. The proposed project is neither physics nor science, so is not, in my opinion, acceptable.

PHY4006 is the collective responsibility of Physics Faculty members. We have to ensure that the course fulfills its mission, that the projects are of comparable value and level of difficulty, and that the evaluation is fair. So, if a contentious project is proposed, we, as a group have to make a decision on it. It is not the sole responsibility of the coordinator of the course (currently Peter Piercy), nor indeed the Departmental Council, but the professors who "teach" this course to monitor its content.

If you wish, I can call a meeting of the Faculty members of the department to discuss this issue.

Bela

Béla Joos, PhD, P.Phys.
Directeur / Chairman
Département de physique / Department of Physics
Université d'Ottawa / University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N 6N5
Px. 613-562-5758
Fax: 613-562-5190

From: Maiser@science.uottawa.ca [<mailto:Maiser@science.uottawa.ca>] **On Behalf Of** Denis Rancourt
Sent: Monday, July 09, 2007 4:30 PM
To: Professeurs de Physique (APUO) - Physics Professors (APUO)
Subject: Peter Piercy excludes Rancourt's project from PHY 4006

Peter,
In response to your message below.

What you are doing is not right. You are interfering with my rights and responsibilities (21.1.2) and with my academic freedom.

Each professor has the responsibility to give the courses assigned to her in a manner that is consistent with the course description. If this is not done, the member answers to the dean. You have no authority over this point, nor does the departmental council.

By acting in this way, you are effectively censoring my project "Politics and Ethics in the Physics Profession" from being offered as a PHY4006 project. In my opinion, this project can

be of significant value to a graduating physics student and it is in one of my areas of research and it is consistent with the kind of material that can be legitimately covered in an undergraduate physics degree.

The Senate-approved course description is:

PHY4006 Projet de recherche en physique / Physics Research Project (0,0,6) 6 cr.

The student will join a research group or a professor in the Department for two consecutive academic sessions, and will write a report and present a seminar on some aspect of the research and his/her participation in it. (Formerly PHY4005)

Prerequisite: 12credits in physics at the 3000 level. Cannot be combined for credit with PHY 4906.

Please retract from your position and list my project topic along with the other topics.

Sincerely,
dgr

Peter Piercy wrote:

Hi Denis,

Just to let you know, I will be posting the fourth year project titles soon, but I wait for a departmental decision to post yours. I believe this is the right thing to do, since as you explained it to me some time back, the topic area did not appear to be the usual physics/science research content of the course. But please feel free to drop by to discuss this anytime, especially if I have any misconceptions about it. Maybe your topics need a different course to accommodate them?

Cheers,
Peter

Peter Piercy
Department of Physics
University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject:Rancourt's proposed project for PHY 4006
Resent-Date:Mon, 16 Jul 2007 10:37:01 -0400
Resent-From:Dgr.phy.FAC-SCI@science.uottawa.ca

Date: Mon, 16 Jul 2007 09:54:05 -0400
From: Chairman of dept. of Physics <phychair@uottawa.ca>
To: Professeurs de Physique (APUO) - Physics Professors (APUO)
<phyprofs@science.uottawa.ca>

Denis,

I stand by my earlier comments. PHY4006 *Physics Research Project* is a physics course in a Faculty of Science. It is common sense then that the project has to be physics, as a discipline of science and not social science. Anyone reading the transcript of a student who has 6 credits for that course would expect the student to have done a significant scientific project. The course title says it all. The course description simply specifies that it has to be a project in a research group within the department as opposed to anywhere else in Ottawa or the country.

Finally, your approach is not collegial. This is group teaching. The evaluation of every project involves typically three to five professors who have to be comfortable and competent in assessing it. So, when proposing something unconventional such as "Politics and Ethics in the Physics Profession", you have to be ready to discuss it with your colleagues.

Bela

Béla Joos, PhD, P.Phys.
Directeur / Chairman
Département de physique / Department of Physics
Université d'Ottawa / University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N 6N5
Ph. 613-562-5758
Fax: 613-562-5190

From: Denis Rancourt [mailto:dgr@physics.uottawa.ca]
Sent: Thursday, July 12, 2007 6:44 PM
To: Chairman of dept. of Physics
Cc: APUOADM; DEANSCI; Peter Piercy; Mario Lamontagne; Physics Professors (APUO)
Subject: Re: Peter Piercy excludes Rancourt's project from PHY 4006

Bela,

The only circumstances where there can be legitimate interference with a professor's rights in course delivery (21.1.2), according to the Collective Agreement and present Senate-approved rules, is in the special case where several professors give different sections of the same course. In this case, the Chair of the unit can ask the professors involved to coordinate their teaching in such a way as to create uniformity of covered course material and of grading criteria.

The case of the 4th year project course PHY 4006 is not such a case. In PHY 4006 grading

uniformity is already regulated by a department procedure that involves several professors and the course coordinator grading each given student project. Content uniformity is not imposed since the whole idea of the course is that students can work with individual researchers on different research projects.

Your view of the “mission” of PHY 4006 is not a regulated concept or principle that can be used in constraining or censoring certain projects. Your biases concerning what is valid research legitimately performed by physicists and what research project topics can be most useful to students in a physics program are not relevant.

In addition, any new “guidelines” that you may attempt to develop in order to exclude “Politics and Ethics in the Physics Profession” topics from PHY 4006 would only be understood as an attempt to limit my 21.1.2 rights.

Please back down from your campaign and confirm that you will not interfere any more.

Sincerely,
dgr

Chairman of dept. of Physics wrote:

Denis,

You have proposed the following project for PHY4006:

Title: Politics and Ethics in the Physics Profession.

Example of project topic: When, how, and why does the CAP take a stand?

Related background:

<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>

<http://activistteacher.blogspot.com/>

<http://climateguy.blogspot.com/>

PHY4006, a 6 credit course, is the culmination of 4 years of physics training. It is compulsory for some honours students (those in the computational stream, the others can take the 3 cr version PHY4906, and do the 4th year lab course, PHY4903, but most take PHY4006). It is an opportunity for students to apply their physics training and get an experience in research. You should not confuse your academic freedom to work on a subject of your choice and the mission of this course. The proposed project is neither physics nor science, so is not, in my opinion, acceptable.

PHY4006 is the collective responsibility of Physics Faculty members. We have to ensure that the course fulfills its mission, that the projects are of comparable value and level of difficulty, and that the evaluation is fair. So, if a contentious project is proposed, we, as a group have to make a decision on it. It is not the sole responsibility of the coordinator of the course (currently Peter Piercy), nor indeed the Departmental Council, but the professors who “teach” this course to monitor its content.

If you wish, I can call a meeting of the Faculty members of the department to discuss this issue.

Bela

Béla Joos, PhD, P.Eng.
DIRECTEUR / CHAIRMAN
DÉPARTEMENT DE PHYSIQUE / DEPARTMENT OF PHYSICS
UNIVERSITÉ D'OTTAWA / UNIVERSITY OF OTTAWA
150 LOUIS PASTEUR
OTTAWA, ONTARIO K1N 6N5
PH. 613-562-5758
FAX: 613-562-5190

From: Maiser@science.uottawa.ca [<mailto:Maiser@science.uottawa.ca>] **On Behalf Of** Denis Rancourt
Sent: Monday, July 09, 2007 4:30 PM
To: Professeurs de Physique (APUO) - Physics Professors (APUO)
Subject: Peter Piercy excludes Rancourt's project from PHY 4006

Peter,
In response to your message below.

What you are doing is not right. You are interfering with my rights and responsibilities (21.1.2) and with my academic freedom.

Each professor has the responsibility to give the courses assigned to her in a manner that is consistent with the course description. If this is not done, the member answers to the dean. You have no authority over this point, nor does the departmental council.

By acting in this way, you are effectively censoring my project "Politics and Ethics in the Physics Profession" from being offered as a PHY4006 project. In my opinion, this project can be of significant value to a graduating physics student and it is in one of my areas of research and it is consistent with the kind of material that can be legitimately covered in an undergraduate physics degree.

The Senate-approved course description is:

PHY4006 Projet de recherche en physique / Physics Research Project (0,0,6) 6 cr.

The student will join a research group or a professor in the Department for two consecutive academic sessions, and will write a report and present a seminar on some aspect of the research and his/her participation in it. (Formerly PHY4005)

Prerequisite: 12credits in physics at the 3000 level. Cannot be combined for credit with PHY 4906.

Please retract from your position and list my project topic along with the other topics.

Sincerely,
dgr

Peter Piercy wrote:

Hi Denis,

Just to let you know, I will be posting the fourth year project titles soon, but I wait for a departmental decision to post yours. I believe this is the right thing to do, since as you explained it to me some time back, the topic area did not appear to be the usual physics/science research content of the course. But please feel free to drop by to discuss this anytime, especially if I have any misconceptions about it. Maybe your topics need a different course to accommodate them?

Cheers,
Peter

Peter Piercy
Department of Physics
University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject:Projet 4006 de Denis

Date:Mon, 16 Jul 2007 10:13:38 -0400

From:Ivan L'Heureux <ilheureu@uottawa.ca>

To:Bela Joos <bjoos@uottawa.ca>

CC:<dgr@uottawa.ca>, "Peter Piercy" <Peter.Piercy@uottawa.ca>

Cher Bela,

A mon avis, tout sujet qui fait l'objet d'un numero PACS tel qu'enumere par l'APS serait acceptable pour un projet de 4^e annee. On y trouverait alors des sujets en histoire de la physique, en education de la physique, en physique et societe, science et societe...Peut-etre pourrait-on y voir la un critere d'acceptation des projets ? Nous avons eu une longue discussion lors de la derniere reunion du comite des programmes a ce propos, mais ca s'etait termine en « match nul » entre nous. Cependant, je n'avais pas pense a ce critere a ce moment-la.

Humblement,
Ivan

----- Original Message -----

Subject:[Fwd: Projet 4006 de Denis]
Date:Tue, 17 Jul 2007 08:56:17 -0400
From:Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To:dgr@uottawa.ca
Organization:University of Ottawa
To:Dean of Science <deansci@uottawa.ca>

FYI (below).

I will soon be asking you to intervene.

dgr

----- Original Message -----

Subject:Projet 4006 de Denis
Date:Mon, 16 Jul 2007 10:13:38 -0400
From:Ivan L'Heureux <ilheureu@uottawa.ca>
To:Bela Joos <bjoos@uottawa.ca>
CC:<dgr@uottawa.ca>, "Peter Piercy" <Peter.Piercy@uottawa.ca>

Cher Bela,

A mon avis, tout sujet qui fait l'objet d'un numero PACS tel qu'enumere par l'APS serait acceptable pour un projet de 4^e annee. On y trouverait alors des sujets en histoire de la physique, en education de la physique, en physique et societe, science et societe...Peut-etre pourrait-on y voir la un critere d'acceptation des projets ? Nous avons eu une longue discussion lors de la derniere reunion du comite des programmes a ce propos, mais ca s'etait termine en « match nul » entre nous. Cependant, je n'avais pas pense a ce critere a ce moment-la.

Humblement,

Ivan

----- Original Message -----

Subject:Re: Rancourt's proposed project for PHY 4006
Date:Tue, 17 Jul 2007 09:11:39 -0400
From:Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To:dgr@uottawa.ca
Organization:University of Ottawa
To:Chairman of dept. of Physics <phychair@uottawa.ca>
CC:Professeurs de Physique (APUO) - Physics Professors (APUO)
<phyprofs@science.uottawa.ca>, Dean of Science <deansci@uottawa.ca>,
Renata Green <apuoadm@uottawa.ca>, Mario Lamontagne
<mlamon@uottawa.ca>
References:<1966843.3010.1184582209@science.uottawa.ca>

Bela,

I see that you are not distracted by the rules and that you insist on attempting to enforce your bias. It is the first time that I have seen a colleague appeal to both “common sense” and expected external perceptions of “anyone” in order to impose censorship on a professor’s course delivery.

You leave me no choice but to proceed to the next step.

Regarding your characterization of PHY 4006 as “group teaching”, I think you know that this is false. The department changed the grading method of the 4th year project course from just the research supervisor to three or so graders by arbitrary choice and the then participants agreed to this. Most often several of the graders are not experts in the project area and are not able to grade the technical aspects of the student report. The great variety of project topics (from optics to geochemistry to biophysics to astronomy, etc.) and of research methods (bibliographic, numerical, analytical, experimental, field measurements, etc.) have nonetheless always been accommodated. I trust that many physics professors would have acquired some knowledge of the politics and ethics of their profession or be prepared to do a little extra reading in order to help out with a novel project. Speaking of collegiality, we have all done this in the past. There is also nothing to stop us from using outside experts. For example, we could call on physicist colleagues who do research in these areas.

Your arguments simply do not hold and you are violating the Collective Agreement. Your position is regrettable.

dgr

Chairman of dept. of Physics wrote:

Denis,

[I stand by my earlier comments.](#) PHY4006 *Physics Research Project* is a physics course in a Faculty of Science. It is common sense then that the project has to be physics, as a discipline of science and not social science. Anyone reading the transcript of a student who has 6 credits for that course would expect the student to have done a significant scientific project. The course title says it all. The course description simply specifies that it has to be a project in a research group within the department as opposed to anywhere else in Ottawa or the country.

[Finally, your approach is not collegial. This is group teaching. The evaluation of every project involves typically three to five professors who have to be comfortable and competent in assessing it. So, when proposing something unconventional such as "Politics and Ethics in the Physics Profession", you have to be ready to discuss it with your colleagues.](#)

Bela

Béla Joos, PhD, P.Eng.

DIRECTEUR / CHAIRMAN
DÉPARTEMENT DE PHYSIQUE / DEPARTMENT OF PHYSICS
UNIVERSITÉ D'OTTAWA / UNIVERSITY OF OTTAWA
150 LOUIS PASTEUR
OTTAWA, ONTARIO K1N 6N5
PH. 613-562-5758
FAX: 613-562-5190

From: Denis Rancourt [mailto:dgr@physics.uottawa.ca]
Sent: Thursday, July 12, 2007 6:44 PM
To: Chairman of dept. of Physics
Cc: APUOADM; DEANSCI; Peter Piercy; Mario Lamontagne; Physics Professors (APUO)
Subject: Re: Peter Piercy excludes Rancourt's project from PHY 4006

Bela,

The only circumstances where there can be legitimate interference with a professor's rights in course delivery (21.1.2), according to the Collective Agreement and present Senate-approved rules, is in the special case where several professors give different sections of the same course. In this case, the Chair of the unit can ask the professors involved to coordinate their teaching in such a way as to create uniformity of covered course material and of grading criteria.

The case of the 4th year project course PHY 4006 is not such a case. In PHY 4006 grading uniformity is already regulated by a department procedure that involves several professors and the course coordinator grading each given student project. Content uniformity is not imposed since the whole idea of the course is that students can work with individual researchers on different research projects.

Your view of the "mission" of PHY 4006 is not a regulated concept or principle that can be used in constraining or censoring certain projects. Your biases concerning what is valid research legitimately performed by physicists and what research project topics can be most useful to students in a physics program are not relevant.

In addition, any new "guidelines" that you may attempt to develop in order to exclude "Politics and Ethics in the Physics Profession" topics from PHY 4006 would only be understood as an attempt to limit my 21.1.2 rights.

Please back down from your campaign and confirm that you will not interfere any more.

Sincerely,
dgr

Chairman of dept. of Physics wrote:

Denis,

You have proposed the following project for PHY4006:

Title: Politics and Ethics in the Physics Profession.

Example of project topic: When, how, and why does the CAP take a stand?

Related background:

<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>

<http://activistteacher.blogspot.com/>

<http://climateguy.blogspot.com/>

PHY4006, a 6 credit course, is the culmination of 4 years of physics training. It is compulsory for some honours students (those in the computational stream, the others can take the 3 cr version PHY4906, and do the 4th year lab course, PHY4903, but most take PHY4006). It is an opportunity for students to apply their physics training and get an experience in research. You should not confuse your academic freedom to work on a subject of your choice and the mission of this course. The proposed project is neither physics nor science, so is not, in my opinion, acceptable.

PHY4006 is the collective responsibility of Physics Faculty members. We have to ensure that the course fulfills its mission, that the projects are of comparable value and level of difficulty, and that the evaluation is fair. So, if a contentious project is proposed, we, as a group have to make a decision on it. It is not the sole responsibility of the coordinator of the course (currently Peter Piercy), nor indeed the Departmental Council, but the professors who "teach" this course to monitor its content.

If you wish, I can call a meeting of the Faculty members of the department to discuss this issue.

Bela

Béla Joos, PhD, P.Phys.

DIRECTEUR / CHAIRMAN

DÉPARTEMENT DE PHYSIQUE / DEPARTMENT OF PHYSICS

UNIVERSITÉ D'OTTAWA / UNIVERSITY OF OTTAWA

150 LOUIS PASTEUR

OTTAWA, ONTARIO K1N 6N5

PH. 613-562-5758

FAX: 613-562-5190

From: Maiser@science.uottawa.ca [<mailto:Maiser@science.uottawa.ca>] **On Behalf Of** Denis Rancourt

Sent: Monday, July 09, 2007 4:30 PM

To: Professeurs de Physique (APUO) - Physics Professors (APUO)

Subject: Peter Piercy excludes Rancourt's project from PHY 4006

Peter,

In response to your message below.

What you are doing is not right. You are interfering with my rights and responsibilities (21.1.2)

and with my academic freedom.

Each professor has the responsibility to give the courses assigned to her in a manner that is consistent with the course description. If this is not done, the member answers to the dean. You have no authority over this point, nor does the departmental council.

By acting in this way, you are effectively censoring my project "Politics and Ethics in the Physics Profession" from being offered as a PHY4006 project. In my opinion, this project can be of significant value to a graduating physics student and it is in one of my areas of research and it is consistent with the kind of material that can be legitimately covered in an undergraduate physics degree.

The Senate-approved course description is:

PHY4006 Projet de recherche en physique / Physics Research Project (0,0,6) 6 cr.

The student will join a research group or a professor in the Department for two consecutive academic sessions, and will write a report and present a seminar on some aspect of the research and his/her participation in it. (Formerly PHY4005)

Prerequisite: 12credits in physics at the 3000 level. Cannot be combined for credit with PHY 4906.

Please retract from your position and list my project topic along with the other topics.

Sincerely,
dgr

Peter Piercy wrote:

Hi Denis,

Just to let you know, I will be posting the fourth year project titles soon, but I wait for a departmental decision to post yours. I believe this is the right thing to do, since as you explained it to me some time back, the topic area did not appear to be the usual physics/science research content of the course. But please feel free to drop by to discuss this anytime, especially if I have any misconceptions about it. Maybe your topics need a different course to accommodate them?

Cheers,
Peter

Peter Piercy
Department of Physics
University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5

piercy@uottawa.ca
(613)562-5800ext6758

----- Original Message -----

Subject: RE: Projet 4006 de Denis
Date: Tue, 17 Jul 2007 10:09:49 -0400
From: Bela Joos <bjoos@uottawa.ca>
To: Ivan L'Heureux <ilheureu@uottawa.ca>
CC: <dgr@uottawa.ca>, "Peter Piercy" <Peter.Piercy@uottawa.ca>
References: <35141BE6A60459488367EDBFED55F4FB9B8AB4@MSMAIL2.uottawa.o.univ>

Cher Ivan,

Les numeros PACS sont un juste outil administratif pour classifier les articles publies par l'AIP. En fait les sujets que tu mentionnes dans ton message apparaissent dans la categorie 01 ci-jointe. Cette categorie inclut des items tels, nouvelles, necrologie, erreurs dans les manuels, gagnants des prix, qui ne sont evidemment pas des sujets de recherche en physique.

Amicalement, Bela

From: Ivan L'Heureux
Sent: Mon 16/07/2007 10:13 AM
To: Bela Joos
Cc: 'dgr@uottawa.ca'; Peter Piercy
Subject: Projet 4006 de Denis

Cher Bela,

A mon avis, tout sujet qui fait l'objet d'un numero PACS tel qu'enumere par l'APS serait acceptable pour un projet de 4^e annee. On y trouverait alors des sujets en histoire de la physique, en education de la physique, en physique et societe, science et societe... Peut-etre pourrait-on y voir la un critere d'acceptation des projets ? Nous avons eu une longue discussion lors de la derniere reunion du comite des programmes a ce propos, mais ca s'etait termine en « match nul » entre nous. Cependant, je n'avais pas pense a ce critere a ce moment-la.

Humblement,
Ivan

----- Original Message -----

Subject: important: dean's intervention needed, please respond
Date: Wed, 18 Jul 2007 15:35:09 -0400 (EDT)
From: dgr@uottawa.ca
To: deansci@uottawa.ca
CC: harvey@caut.ca, apuoadm@uottawa.ca, mlamon@uottawa.ca, dgr@uottawa.ca

July 18, 2007

Dr. André Lalonde
Interim dean of the Faculty of Science
Office of the Dean
University of Ottawa
(hand delivered) [and this email]

Re: Chairman's interference with PHY 4006, Rancourt, 21.1.2

Dear André Lalonde,

You are aware (by email) of the recent exchange (attached) concerning the physics Chairman's attempt to disallow my project topic "Politics and Ethics in the Physics Profession" in the course PHY 4006 that you assigned in my 2007-2008 workload.

It would be important to solve this immediately as the list of project titles is presently being sent to students for them to make their choices.

Please intervene and inform the Chair that his actions are contrary to the Collective Agreement. I believe that a simple message from your office would solve the problem.

I think this issue should be solved quickly. Otherwise, students may suffer and the collegial atmosphere could be negatively affected.

Please acknowledge this letter and indicate when you will be able to answer.

Sincerely,

Denis Rancourt
(Professor)

cc: APUO, CAUT (by email).

----- Original Message -----

Subject: Re: Rancourt's proposed project for PHY 4006
Date: Tue, 17 Jul 2007 09:11:39 -0400
From: Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To: dgr@uottawa.ca
Organization: University of Ottawa
To: Chairman of dept. of Physics <phychair@uottawa.ca>
CC: Professeurs de Physique (APUO) - Physics Professors (APUO) <phyprofs@science.uottawa.ca>, Dean of Science <deansci@uottawa.ca>, Renata Green <apuoadm@uottawa.ca>, Mario Lamontagne <mlamon@uottawa.ca>
References: <1966843.3010.1184582209@science.uottawa.ca>

Bela,

I see that you are not distracted by the rules and that you insist on attempting to enforce your bias. It is the first time that I have seen

a colleague appeal to both "common sense" and expected external perceptions of "anyone" in order to impose censorship on a professor's course delivery.

You leave me no choice but to proceed to the next step.

Regarding your characterization of PHY 4006 as "group teaching", I think you know that this is false. The department changed the grading method of the 4th year project course from just the research supervisor to three or so graders by arbitrary choice and the then participants agreed to this. Most often several of the graders are not experts in the project area and are not able to grade the technical aspects of the student report. The great variety of project topics (from optics to geochemistry to biophysics to astronomy, etc.) and of research methods (bibliographic, numerical, analytical, experimental, field measurements, etc.) have nonetheless always been accommodated. I trust that many physics professors would have acquired some knowledge of the politics and ethics of their profession or be prepared to do a little extra reading in order to help out with a novel project. Speaking of collegiality, we have all done this in the past. There is also nothing to stop us from using outside experts. For example, we could call on physicist colleagues who do research in these areas.

Your arguments simply do not hold and you are violating the Collective Agreement. Your position is regrettable.

dgr

Chairman of dept. of Physics wrote:

> Denis,
>
>
>
> I stand by my earlier comments. PHY4006 Physics Research Project is a
> physics course in a Faculty of Science. It is common sense then that
> the project has to be physics, as a discipline of science and not
> social science. Anyone reading the transcript of a student who has 6
> credits for that course would expect the student to have done a
> significant scientific project. The course title says it all. The
> course description simply specifies that it has to be a project in a
> research group within the department as opposed to anywhere else in
> Ottawa or the country.
>
>
>
> Finally, your approach is not collegial. This is group teaching. The
> evaluation of every project involves typically three to five
> professors who have to be comfortable and competent in assessing it.
> So, when proposing something unconventional such as "Politics and
> Ethics in the Physics Profession", you have to be ready to discuss it
> with your colleagues.
>
>
>
> Bela

>
>
>
> Béla Joos, PhD, P.Phys.
>
> Directeur / Chairman
>
> Département de physique / Department of Physics
>
> Université d'Ottawa / University of Ottawa
>
> 150 Louis Pasteur
>
> Ottawa, Ontario K1N 6N5
>
> Ph. 613-562-5758
>
> Fax: 613-562-5190
>
>
>
>
>
> -----
>
> From: Denis Rancourt [mailto:dgr@physics.uottawa.ca]
> Sent: Thursday, July 12, 2007 6:44 PM
> To: Chairman of dept. of Physics
> Cc: APUOADM; DEANSCI; Peter Piercy; Mario Lamontagne; Physics
> Professors (APUO)
> Subject: Re: Peter Piercy excludes Rancourt's project from PHY 4006
>
>
>
>
> Bela,
>
> The only circumstances where there can be legitimate interference with
> a professor's rights in course delivery (21.1.2), according to the
> Collective Agreement and present Senate-approved rules, is in the
> special case where several professors give different sections of the
> same course. In this case, the Chair of the unit can ask the
> professors involved to coordinate their teaching in such a way as to
> create uniformity of covered course material and of grading criteria.
>
> The case of the 4th year project course PHY 4006 is not such a case.
> In PHY 4006 grading uniformity is already regulated by a department
> procedure that involves several professors and the course coordinator
> grading each given student project. Content uniformity is not imposed
> since the whole idea of the course is that students can work with
> individual researchers on different research projects.
>
> Your view of the "mission" of PHY 4006 is not a regulated concept or
> principle that can be used in constraining or censoring certain
> projects. Your biases concerning what is valid research legitimately
> performed by physicists and what research project topics can be most
> useful to students in a physics program are not relevant.

>
> In addition, any new "guidelines" that you may attempt to develop in
> order to exclude "Politics and Ethics in the Physics Profession"
> topics from PHY 4006 would only be understood as an attempt to limit
> my 21.1.2 rights.
>
> Please back down from your campaign and confirm that you will not
> interfere any more.
>
> Sincerely,
> dgr
>
>
> Chairman of dept. of Physics wrote:
>
> Denis,
>
>
>
> You have proposed the following project for PHY4006:
>
>
>
> Title: Politics and Ethics in the Physics Profession.
> Example of project topic: When, how, and why does the CAP take a stand?
> Related background:
>
<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>
>
<<http://www.globalresearch.ca/index.php?context=viewArticle&code=20060904&articleId=3140>>
> <http://activistteacher.blogspot.com/>
> <http://climateguy.blogspot.com/>
>
>
>
> PHY4006, a 6 credit course, is the culmination of 4 years of physics
> training. It is compulsory for some honours students (those in the
> computational stream, the others can take the 3 cr version PHY4906,
> and do the 4th year lab course, PHY4903, but most take PHY4006). It
> is an opportunity for students to apply their physics training and get
> an experience in research. You should not confuse your academic
> freedom to work on a subject of your choice and the mission of this
> course. The proposed project is neither physics nor science, so is
> not, in my opinion, acceptable.
>
>
>
> PHY4006 is the collective responsibility of Physics Faculty members.
> We have to ensure that the course fulfills its mission, that the
> projects are of comparable value and level of difficulty, and that the
> evaluation is fair. So, if a contentious project is proposed, we, as a
> group have to make a decision on it. It is not the sole responsibility
> of the coordinator of the course (currently Peter Piercy), nor indeed
> the Departmental Council, but the professors who "teach" this course
> to monitor its content.

>
>
>
> If you wish, I can call a meeting of the Faculty members of the
> department to discuss this issue.
>
>
>
> Bela
>
>
>
>
>
>
>
>
>
> Béla Joos, PhD, P.Phys.
>
> Directeur / Chairman
>
> Département de physique / Department of Physics
>
> Université d'Ottawa / University of Ottawa
>
> 150 Louis Pasteur
>
> Ottawa, Ontario K1N 6N5
>
> Ph. 613-562-5758
>
> Fax: 613-562-5190
>
>
>
>
>
> -----
>
> From: Maiser@science.uottawa.ca <mailto:Maiser@science.uottawa.ca>
> [mailto:Maiser@science.uottawa.ca] On Behalf Of Denis Rancourt
> Sent: Monday, July 09, 2007 4:30 PM
> To: Professeurs de Physique (APUO) - Physics Professors (APUO)
> Subject: Peter Piercy excludes Rancourt's project from PHY 4006
>
>
>
>
> Peter,
> In response to your message below.
>
> What you are doing is not right. You are interfering with my rights
> and responsibilities (21.1.2) and with my academic freedom.
>
> Each professor has the responsibility to give the courses assigned to
> her in a manner that is consistent with the course description. If

> this is not done, the member answers to the dean. You have no
> authority over this point, nor does the departmental council.
>
> By acting in this way, you are effectively censoring my project
> "Politics and Ethics in the Physics Profession" from being offered as
> a PHY4006 project. In my opinion, this project can be of significant
> value to a graduating physics student and it is in one of my areas of
> research and it is consistent with the kind of material that can be
> legitimately covered in an undergraduate physics degree.
>
> The Senate-approved course description is:
>
> PHY4006 Projet de recherche en physique / Physics Research Project
> (0,0,6) 6 cr.
>
> The student will join a research group or a professor in the
> Department for two consecutive academic sessions, and will write a
> report and present a seminar on some aspect of the research and
> his/her participation in it. (Formerly PHY4005)
>
> Prerequisite: 12credits in physics at the 3000 level. Cannot be
> combined for credit with PHY 4906.
>
> Please retract from your position and list my project topic along with
> the other topics.
>
> Sincerely,
> dgr
>
> Peter Piercy wrote:
>
> Hi Denis,
>
>
>
>
> Just to let you know, I will be posting the fourth year project titles
> soon, but I wait for a departmental decision to post yours. I believe
> this is the right thing to do, since as you explained it to me some
> time back, the topic area did not appear to be the usual
> physics/science research content of the course. But please feel free
> to drop by to discuss this anytime, especially if I have any
> misconceptions about it. Maybe your topics need a different course to
> accommodate them?
>
>
>
> Cheers,
>
> Peter
>
>
>
> Peter Piercy
>
> Department of Physics
>
> University of Ottawa

>
> 150 Louis Pasteur
>
> Ottawa, Ontario K1N6N5
>
> piercy@uottawa.ca <mailto:piercy@uottawa.ca>
>
> (613) 562-5800ext6758
>

----- Original Message -----

Subject: Meeting of July 25, 2007, in TBT 250, with ML, DGR, EAL, LPV present.

Date: Thu, 26 Jul 2007 10:04:54 -0400 (EDT)

From: dgr@uottawa.ca

To: deansci@uottawa.ca, dgr@uottawa.ca, lpvalin@uottawa.ca

CC: apuoadm@uottawa.ca, mlamon@uottawa.ca

TO: Dean Andre Lalonde (AEL), LO Louise Page-Valin (LPV)
CC: LO Mario Lamontagne (ML), APUO

Re: Meeting of July 25, 2007, in TBT 250, with ML, DGR, EAL, LPV present.

Dear Andre and Louise,

Before the beginning of our Step-1 meeting of July 25th, we were able to resolve several outstanding administrative issues. The resolutions were as follows.

(1) LPV informed us that it was not in the habit of her office to acknowledge letters, even when such acknowledgement is explicitly requested in the letter, and that this is why she did not acknowledge my letter to her office of July 4, 2007.

[Louise: I do not agree with this attitude regarding letters requesting acknowledgement and I ask that my such letters in the future be acknowledged. Please confirm.]

(2) LPV committed to answering my letter of July 4, 2007 (about the employer's reasons for dropping its JSA and CUPE disciplinary investigations), by Friday July 27, 2007.

(3) When asked by DGR, the dean confirmed that he was continuing his disciplinary investigation (dean's letter of May 14, 2007) concerning the complaint to his office authored by 52 professors. The dean refused to give any information about the process or details or progress of this investigation.

(4) DGR asked that the names of the 52 professors who authored the complaint to the dean (dean's letter of May 14, 2007) be provided and stated that these names should not be secret. The dean committed to studying this point and to answering DGR within two weeks, by August 8th.

(5) DGR pointed out to the dean that the dean had not acknowledged his urgent letter of July 18th (about PHY 4006) despite being explicitly asked to do so. The dean said he had received the letter. The dean committed to answering the letter by Friday July 27, 2007.

DGR



uOttawa

Université d'Ottawa
Faculté des sciences
Cabinet du doyen

University of Ottawa
Faculty of Science
Office of the Dean

July 27, 2007

Professor Denis Rancourt
Department of Physics
INTRA

Dear Professor Rancourt,

The course PHY4006 is entitled "Physics Research Project". A project entitled "Politics and Ethics Applied to the Physics Profession" is a project in social science applied to physics and not a project in physics. I support the opinion of the Chair of the Department, Professor Béla Joós, that the project you are proposing does not fulfill the objectives of the course PHY4006.

Sincerely,

André E. Lalonde
Acting Dean

c.c. Béla Joós, Chair, Department of Physics

G-11 Rancourt

Page 43.5
(inserted)

----- Original Message -----

Subject:FW: PHY4006 Fourth year project course info
Resent-Date:Mon, 13 Aug 2007 17:51:09 -0400
Resent-From:Dgr.phy.FAC-SCI@science.uottawa.ca
Date:Mon, 13 Aug 2007 17:53:37 -0400
From:Peter Piercy <Peter.Piercy@uottawa.ca>
To:Professeurs de Physique (APUO) - Physics Professors (APUO)
<phyprofs@science.uottawa.ca>

To: All profs

For your information, the course outline and list of projects etc. for the fourth year project course PHY4006 is posted at www.courseweb.uottawa.ca/phy4006

Cheers,
Peter

Peter Piercy
Department of Physics
University of Ottawa
150 Louis Pasteur
Ottawa, Ontario K1N6N5
piercy@uottawa.ca
(613)562-5800ext6758

Part-II: Grievance G-9

May 18, 2007

Louise Pagé-Valin
Associate Vice-President
Human Resources Services
University of Ottawa
Tabaret Hall
550 Cumberland Street
INTRA
(and by e-mail)

Dear Mrs. Pagé-Valin:

Notice of grievance: Unethical behaviour and misfeasance of President Patry, VP-Academic Major, and Dean Lalonde in removing Prof. Rancourt from all first-year courses that he has developed.

This grievance is made public, in the interest of transparency and the public good.

WORKLOAD ATTRIBUTION ANOMALIES

I was informed of my workload for academic year 2007-2008 on April 30, 2007.

The workload assignment is a break with my previous workloads in that:

(1) whereas I have always taught first-year courses as part of my overall teaching load in my 21 years at the university and whereas I asked to continue doing so, I have been removed from all first-year courses and I have been given only fourth-year and graduate courses,

(2) the number of separate courses assigned to me was doubled compared to the number of courses I gave the previous year (PHY 5130, 4770, 4006/4906, 4385/5100 versus SCI 1101, PHY 1722), whereas the size of the research group that I supervise has not changed, nor have my other work activities, and

(3) the 8-month weekly Cinema Politica documentary film and discussion series that I run was explicitly removed from my recognized workload and it was suggested that I “do this out of personal interest, like stamp collecting” and that I “attempt to reserve the classroom via the conference reservation system” like an outside user.

The courses removed are three first-year courses that I have developed and that I have been the only professor ever to give. In comparison, the courses assigned are advanced technical courses comprising small classes of 15 or less.

This unjustified shuffling will require at least three other professors to prepare new courses that they did not request. For example, the professor who has been giving PHY 4770 asked to keep this course instead of being given a new course that was taken from another professor. He was told that the administration wanted to give PHY 4770 to me.

The three courses removed from my workload are:

(1) PHY 1722, Principes de Physique II (for life sciences students)

This was a newly restructured course previously coded PHY 1702, with approximately 50% new content. It was given only once and for the first time in the faculty, in the winter 2007 term, when I successfully introduced a novel grading and self-motivation teaching method. My department chairman expressed concerns about the new methods to one of the TAs in the course but never mentioned this to me. The voluntary student attendance rate at class was 88%, compared to less than 50% or so in most other first-year physics courses (except when in-class tests are given). Data was collected that can be analysed to compare the amount of physics learned with the amount learned in the course before restructuring.

(2) PHY 1703, Physique et environnement

This is a required course in the Environmental Studies (ES) program in the Faculty of Arts. It was first offered in the then-new ES program in the fall of 1997. I had been specifically approached to develop and give this course by the then-director of the ES program. I have always given this course except once when on sabbatical leave, where I nonetheless helped the contract professor organise his delivery. It is one of the few most appreciated courses in the ES program.

(3) SCI 1101/1501, Science in Society

This new and unique course was spearheaded by students and me as the popular “activism course” and accepted as a new course after an exceptional 11-month and 16-committee process. It was given only once in the fall 2006 term. In the final stage of the course acceptance process, the Executive of the Senate promised (after re-writing the course description) that the course’s S/NS grading system would be studied for two full years and that the course would alternate between the English and French versions (as recorded in the minutes of that meeting). Therefore, there was a commitment that SCI 1501 be offered in the fall 2007 term.

In expressing my workload preferences to my chairman, I had proposed that PHY 1703 and SCI 1501 be given jointly by me in the fall of 2007. I explained how both courses used weekly invited expert speakers and how the themes were close enough for the speakers to be shared. The other parts of the courses were to be accommodated by the parallel workgroup method that I have developed, thereby allowing the different topics to be covered. I reminded my chairman that mixed interdisciplinary classes have demonstrated pedagogical advantages.

The imposed changes in workload and the anomalous machinations surrounding it are not administrative accidents or mistakes, nor are they intended to optimize resources or to benefit the students. The record (e.g., above, below, and supporting documents) shows that this executive decision was a reprisal for course content, for pedagogical innovation and grading methods, and for political outlook, and therefore violates academic freedom.

There were other, telling, contraventions of Collective Agreement procedures in assigning my 2007-2008 workload. I was never consulted or informed of the administration's intentions despite my many attempts to discuss my workload with my dean (Science). My chairman (Physics) could not discuss my workload with me, as required by the Collective Agreement, until the dean had discussed the Science-code component SCI 1101 with me and informed my chairman and me of the faculty status of this course. During five separate scheduled conversation attempts, the Dean refused to do so.

CONTEXT OF HARASSMENT AND REPRISAL

My removal from all first-year courses has occurred in a broad and sustained context of harassment and interference that has been documented in several filed grievances (and unfounded disciplinary attempts):

(G1) Filed October 12, 2005: To grieve the Dean's in-class intervention of September 21, 2005, to suspend PHY 1703, F2005, for allegedly not following the official course description. The latter charge was never subsequently brought forward by the employer. This grievance was taken up by the APUO.

(G2) Filed November 16, 2005: To be shown an alleged student complaint used by the Dean to initiate a disciplinary investigation into my invitation to students to publicly criticize the university on campus radio (CHUO 89.1 FM). The Disciplinary investigation was dropped and it was demonstrated during the grievance process that the alleged separate student complaint about the CHUO invitation did not exist.

(G3) Filed November 28, 2005: For harassment by the employer related to four unfounded disciplinary attempts and several other incidents. The failed disciplinary attempts were as follows:

- //D1// Initiated October 24, 2005: For inaccurately describing the PHY 1703 F2005 course on a non-university web site and for allegedly illegitimately using the S/NS (satisfactory/non-satisfactory) grading system in PHY 1703 F2005,

- //D2// Initiated October 25, 2005: Based on a non-existent student complaint, for my invitation for students to criticize the university on CHUO 89.1 FM,
- //D3// Initiated November 1, 2005: Based on an unfounded complaint by the Jewish Student Association (JSA) in relation to a PHY 1703 F2005 lecture by an invited speaker critical of US foreign policy in the Middle East, and
- //D4// Initiated November 3, 2005: For allegedly being unethical toward graduate students by stating that some teacher assistants (TAs) do not understand first-year physics concepts as well as some first-year students, in making a point about pedagogy.

(G4) Filed January 12, 2006: To establish my Collective Agreement right to use the S/NS grading system in my teaching, after the Dean sent a memo announcing a new *ad hoc* non-Senate-approved Faculty of Science regulation preventing professors from using the S/NS grading system, following my announced plan to use S/NS in PHY 1702 W2006. This grievance was taken up by the APUO as a collective grievance.

(G5) Filed February 27, 2006: To have the employer rescind its letter of reprimand resulting from the above disciplinary attempt-//D1//. The letter is itself an unethical use of the Collective Agreement disciplinary process. This grievance was taken up by the APUO.

(G6) Filed June 20, 2006: To have the Dean disciplined for lying about the existence of a separate student letter of complaint regarding my invitation for students to criticize the university on CHUO 89.1 FM (above item-//D2//). This grievance is now in process for the APUO to decide if it will take it up.

(G7) Filed July 10, 2006: To have the employer publicly rescind all its letters of insinuation and accusation regarding its bogus disciplinary attempts //D3// and //D4// (above). This grievance is now in the first stages of negotiation (Step-1), before the APUO is asked to take it up.

(G8) Filed January 3, 2007: For sustained and continued harassment by the employer related to: many incidents of official accusation, interference, and obstruction in connection with my offering of SCI 1101 (Science in Society) in the fall of 2006; bias in disciplinary treatment; and for not intervening to curb and repair a chairman's unethical behaviour against me. This grievance is now in the first stages of negotiation (Step-1), before the APUO is asked to take it up.

Additional elements of the context include several lawsuits undertaken by students against the university, in relation to SCI 1101. These include five students who are separately suing the university for not providing adequate TA support for SCI 1101, Fall 2006, and two students who have filed Ontario Human Rights complaints against the university for being expelled from SCI 1101, fall 2006, on the basis of age. The President has linked the latter case to his negative opinion of SCI 1101, fall 2006 (see supporting evidence).

Treatment of a second-year course proposal (to create SCI 2101) is another example of the harassment context. Although it would be a simple free-elective course with only SCI 1101 as a prerequisite and that would not be required by or attached to any academic study program, and

although it would be very similar in theme and philosophy to its already accepted prerequisite (SCI 1101), there has been unparalleled resistance to fairly considering its creation.

I presented the new course proposal to the Undergraduate Program Committee of the Faculty of Science on January 30, 2007. Student Senate member Nathalie Payette had asked to be present at the meeting as a silent observer and was refused. Committee members argued that I should withdraw the proposal and communicated only their negative bias rather than providing any valid reasons for not offering this course, the creation of which is supported by a petition of several hundred names. This committee then voted to not recommend further consideration of the course, without informing me, without sending me the minutes of their closed-door meeting, and without providing me with any information or feedback that would allow me to improve or re-submit the course proposal.

Next was an attempt by the Dean of the Faculty of Science to veto an agenda item that would have discussed the possible creation of this second-year Science in Society course (SCI 2101) at Faculty Council on April 5, 2007. This veto was against the Faculty By-Laws and counter to the principles of a democratic council. The circumstances related to this conflict within the faculty have led to an official complaint (University Policy 110) of alleged unethical behaviour against nine professors, submitted by the student Faculty Council member who is advancing the agenda item and who has made the existence of his complaint public. The student has publicly stated that he intends to file a judicial review of the Dean's decision to veto the agenda item, as this decision was officially supported in writing by both the President and the VP-Academic.

The issue of the Dean's veto of the SCI 2101 agenda item also gave rise to another Policy 110 student complaint against a faculty officer by another student who simply wanted to clarify the Dean's justification for applying a veto.

It appears that the Faculty of Science and the Dean are in a state of over-reaction in opposing my professional initiatives and available evidence indicates that this unwarranted opposition is being condoned by the upper administration.

As yet another example of the harassment context, the Dean has recently (May 14, 2007, letter, supporting document) initiated a new disciplinary investigation against me based on a letter of complaint signed by 52 APUO members (professors) of the Faculty of Science. Although this letter of complaint (received by the Faculty on April 27, 2007, supporting document) is obviously unfounded and vexatious, the Dean has chosen to use it to initiate a disciplinary investigation, thereby conveying its content to me with his implied approval, rather than trying to defuse the situation. I do not believe that 52 colleagues would write such a letter if the climate was not one where the upper administration condones a negative bias against my professional initiatives and against my person.

The above elements of context illustrate an institutional culture where independent thought and criticism are opposed rather than encouraged and where improving societal relevance, practicing institutional self-criticism, and developing new pedagogical methods are punished rather than facilitated. None of the conflicts with the university would have occurred if the university had

not repressed the corresponding initiatives that are in line with a professor's duties and with the university's Vision 2010 mission statement.

WORKING AGAINST THE STUDENTS AND THE COMMUNITY

This section shows that the litigious actions and positions of the administration have gone against student and community requests and desires, against the interests of students, and against pedagogical interests; privileging bias, control, and a status quo political outlook.

[1] SCI 1101, Science in Society (the activism course)

I have been removed from the popular SCI 1101 Science in Society course (that I developed), after giving it only once in the university's largest auditorium, despite unprecedented support that includes:

- (1) A 2005 petition of three hundred names for its creation.
- (2) Official support for its creation from the 30,000 member student association, the SFUO.
- (3) Nine outstanding 2006 letters to the President in support of SCI 1101 from community members.
- (4) A 2006 petition of nearly 300 names to have a second-year Science in Society (SCI 2101) course created.
- (5) Many letters of request to the President regarding the SCI 1101/1501 offering for the fall 2007.
- (6) Many students attempting to pre-register for SCI 1501, fall 2007, that was not in the registration system as expected.
- (7) Unprecedented popularity of and satisfaction with this Faculty of Science service course, as amply expressed in registration numbers and by registered students and auditors, and all observers who attended any lecture.

The Dean has made *ad hoc* enquiries and accusations (see supporting documents) about SCI 1101, that I have always answered, but he never initiated a formal investigation to support his and the upper administration's unfounded conclusions about SCI 1101. These unfounded views appear to have motivated the recent workload retaliation. All such concerns appear to be based on gossip (some reported in the media, see supporting documents) from individuals who did not attend classes and on other irrelevant items reported in the media, such as independent student lawsuits against the university.

In the SCI 1101, fall 2006, course I implemented a classroom policy of open participation and contribution from community members, as part of the pedagogical method. This policy was

explicitly banned in writing by the Dean of Science (see supporting document) and was criticized by the VP-Academic at the Executive of the Senate meeting of August 14, 2006. It was then allowed to be implemented, by not responding to my objection. It was a great success, with mutual benefit to both students and community members. At certain classes, the auditorium of nearly 500 seats would fill.

By removing me from SCI 1101, and by not offering SCI 1101 or by offering it via a professor who would not implement and advertise the open policy, the university is effectively barring community participation and depriving students from vital community input. This is contrary to the university's Vision 2010 mission statement, which I, perhaps naively, took seriously.

[2] PHY 1722, Principes de physique II (for life sciences students)

I have been removed from PHY 1722, after having given it only once, despite: high student satisfaction, unprecedented voluntary in-class attendance (documented by a TA), successful application of a new grading and self-motivation pedagogical method, and excellent student academic results.

I have made special efforts to deliver this new course as best as possible while implementing current pedagogical advances. The student response to the novel methods and to the subject was positive beyond my expectations based on 21 years teaching first-year physics.

By all informed accounts (myself, students, and TAs) the course was a success. I asked to continue giving it. Yet I was removed from this course, thereby forcing another professor to prepare it as a new course, without the possibility of discussing this decision and without being given a reason, without being consulted or informed in any way. This violates the Collective Agreement.

The executive decision appears to disadvantage students and to be contrary to an efficient use of university resources.

[3] PHY 1703, Physique et environnement

I was not given PHY 1703 (given every two years for the ES program) for the first time since this course was created despite a strong letter of support and request to the Dean (supporting document) signed by all the executive members of the ES Student Association, all students who had taken the course previously. The letter from the students dated March 15 (or 16), 2007 (supporting document), was not acknowledged or answered by the dean.

The course PHY 1703 has not been attributed in the workloads of my colleagues, which means that it will be given by a sessional lecturer for whom it will be a new and demanding course. Sessional lecturers do not generally have the required physics and environmental backgrounds for this course (I am an environmental science researcher and a professor of physics) or the desirable experience teaching to Faculty of Arts students.

This implies that the decision to remove me from PHY 1703 will probably be a disservice to both students and the Environmental Studies program.

Again, no consultation occurred and I was given no reasons or explanations as to why I was removed from this course. In addition, the administration has previously stated in writing that it had no problems with course content the last time PHY 1703 was given (by me).

DEFAMATION

On the one hand, I am a dedicated professor and much appreciated and highly regarded teacher who has done an outstanding job developing and delivering SCI 1101 in particular. This new course is eminently in line with the university's Vision 2010 mission statement. It is the first "SCI"-code course in the Faculty of Science and was the first course of its kind, emphasizing the role of activism in science-society interactions, on campus. The interim Dean of Science, André Lalonde, in September 2007 congratulated me on bringing renowned Afghan MP Malalai Joya to open the first class to an overflowing auditorium and asked "you must be proud of the course and your achievements?" The course has deeply touched hundreds of students and community members and enriched their lives. Several lectures from the course have been extensively reported on information websites. Informed positive articles and editorials have been written about the course in recognized journals and media outlets. The experiment is followed by dozens of teachers and researchers in pedagogy from around the world.

On the other hand, the President, Mr. Gilles Patry, and the VP-Academic, Mr. Robert Major, have defamed me by vehemently stating to several students that I did not deliver SCI 1101, fall 2006, properly, in that I "did not follow the course curriculum", that they will not allow me to teach SCI 1101, that I "am only interested in making trouble for the university", and that the speakers I invited were not appropriate for SCI 1101. Such messages were also conveyed to the media via the university's media relations office.

The fact that these defamatory statements are recorded in two separate student reports related to two separate events, that these reports have been sent to and not denied by the President, that one event was an *ad hoc* university negotiation whereas the other event was a business social function, all suggest that these unfounded views are liberally expressed to students and others by the President and VP-Academic.

It is unethical and inappropriate for university executives to make unfounded statements about performances of a professor to anyone and to students in particular (in order to justify executive interventions) even if such comments do not damage the professor's reputation.

CONFLICT OF INTEREST

My documented view of environmental science (as an environmental science and societal researcher), expressed in SCI 1101 and broadly reported on the web in 2005 and 2006, is one that is very critical of the environmental science enterprise and of environmental scientists' role

in serving corporations rather than informing and alerting the public. On environmental issues, I communicate an anti-corporate position in favour of democratic and government control, rather than via market mechanisms and corporate funding.

The president, Mr. Gilles Patry, is an environmental science and engineering researcher and business entrepreneur who has continued to have strong business ties with the environmental corporate sector.

Therefore, the President's intervention in removing me from SCI 1101 (see below) is not only an abuse of his executive power in the democratic and collegial university context, but it is also a decision that puts him in conflict of interest.

MISFEASANCE AND UNETHICAL BEHAVIOUR

It would be unlikely that the views expressed to students by the President and by the VP-Academic in defaming me (above) would not also be expressed to the Dean who is directly responsible for attributing my workload. Indeed, the President and VP-Academic, in discussion with several students about SCI 1101 on April 4, 2007, repeatedly and emphatically stated (see supporting documents) that (on their authority) I would not be allowed to teach the SCI 1101 course.

At that meeting, the President and VP-Academic falsely claimed that I had been offered to teach the course in the Faculty of Social Sciences. (The latter is commonly called a lie, since the executive officers must know that this is not true. The same false claim was made by a university media relations officer on April 4, 2007.)

On another occasion (see supporting documents) the president stated to a student that SCI 1101 speakers did not cover science in society topics, that "Dr. Rancourt has been hired to teach physics, and I have a university to run", and that "I will not change my position on this issue for as long as I am Rector of the University of Ottawa."

These records show that the President and VP-Academic directly intervened in the attribution of my workload, something that is disallowed by the Collective Agreement. The Dean has also stated to me that he has had communications "about my case" with the upper administration. He once explained to the media (Le Droit) that "Professor Rancourt is well known by the upper administration", in an interview that itself was libellous on the face of it.

In contrast to these executive interventions, when asked about my SCI 1101 course, the President has stated in writing to community members that "universities have a long tradition of working in a collegial and democratic environment" and that "It would ... be inappropriate for the President to decide who should or should not be teaching a given course."

It appears, therefore, that the president has both intervened in my workload and mislead the public.

The stated reasons for these executive interventions are that I did not run SCI 1101, fall 2006, correctly, that I “did not follow the course curriculum”. Other employer complaints or concerns have included use of the S/NS grading system and my open door policy regarding community contributions and participation. All of this is in contrast to the University of Ottawa Vision 2010 mission statement that states “We do our utmost to help our students ... enhance their ability to question and analyze ... to become well-rounded, responsible citizens ... We ... perform our social, political and community-outreach roles ... We encourage freedom of expression in an atmosphere of open dialogue, enabling critical thought, supported by intellectual integrity and ethical judgment. Collegiality, transparency and accountability are the principles that guide our university governance ... We support and recognize initiatives designed to implement a range of new and diversified strategies for learning and evaluation ... We ensure that community members take a more active part in the decision making process and are promptly informed of decisions ...”

It appears that the executive is sending a double message by punishing a professor for enthusiastically trying to implement Vision 2010 in the university’s most important function: teaching.

The above described collaborative actions of the President, VP-Academic, and Dean were arbitrary, unfounded, and irresponsible and constitute a breach of the public trust in addition to multiple violations of the Collective Agreement. They constitute misfeasance.

REPARATION

The President, VP-Academic, and Dean should be forced to resign and never again occupy executive positions at the University of Ottawa.

My workload should be assigned properly, without bias, and using stated legitimate criteria, as soon as possible and well before the start of classes in September 2007.

To counter the university’s attack on academic freedom, a budget of \$500,000.00 for the next five years should be established to fund freedom of expression activities (e.g., conferences and workshops) organized by students (e.g., SFUO, GSAED, OPIRG, and other groups) and to fully fund the speakers and required TAs for SCI 1101/1501 and PHY 1703, without administrative censorship.

To partially compensate for my professional losses as a researcher due to the harassment that the employer has practiced against me since September 2005, \$500,000.00 should be deposited in a research account for my use in academic research.

As partial compensation for the damage I have suffered (emotional, physical, to my professional reputation, and to my reputation as a teacher) the employer should pay me \$10,000,000.00.

Please allow me to remind you (13.4.2) that the employer must convene a Step-1 mediation meeting within 10 working days.

Sincerely,

Denis Rancourt
(Professor)
Department of Physics

cc: APUO, by e-mail.
cc: Dean of Science, President, VP-Academic, by e-mail
cc: Chairman of Physics, by e-mail
cc: GSAED Executive, by e-mail
cc: SFUO Executive, by e-mail

LIST OF SOME SUPPORTING DOCUMENTS, NOT ATTACHED
(Available as needed, by request)

1. DGR and interim Dean Thomas Moon's email exchange about SCI 1101 and community participation.
2. Workload assignment sheet for DGR and cover letter dated April 24, 2007, received April 30, 2007.
3. Description of the Cinema Politica series, dated 2006, originally sent to DGR's DTPC.
4. DGR email to President, dated XX, concerning Dean's position on Cinema Politica
5. Student Jean-Paul Prévost's email to President, dated XX, summarizing their XX conversation.
6. DGR email to President, dated XX, to confirm the three-student report on their meeting with The President and the VP-Academic of XX.
7. Nine 2006 letters to the President from community members in support of SCI 1101, fall 2006.
8. XX 2007 letters to the President from community members of concern regarding the signals to remove DGR from SCI 1101, with some answers from the President.

9. Executive of the Environmental Studies Student Association email to Dean of Faculty of Science in support of DGR teaching PHY 1703, fall 2007. (No answer was received.)
10. DGR email to President, dated XX, about workload process anomalies and need to discuss. (No answer was received.)
11. Texts of previous grievances filed by DGR.
12. DGR's lawyer's letters to President, with answers, concerning chairman St-Amant
13. DGR and Physics Chairman's email exchanges about workload.
14. DGR and Dean email exchanges about SCI 1101, fall 2006, course content.
15. List of dates of scheduled conversations between DGR and Dean, intended to discuss the workload.
16. Irrelevant media reports that illustrate the negative gossip being generated concerning SCI 1101.
17. Le Droit article, dated XX, about Foster Twins, Dean's statements.
18. May 14, 2007, disciplinary investigation letter and attached complaint.

List of G-9 Supporting Documents delivered to the employer on July 16, 2007.

Ordered by date:

Code	date	Title of document	pages
SD-20	12-Jun-07	DGR and dean exchange: Dean calls an emergency 39.4.2.1 disciplinary meeting	19
SD-23	08-Jun-07	DGR and department chair exchange: Intervention in PHY 4006 Fall 2007 course content, project course topic.	8
SD-24	19-May-07	FEC petition: Patry-Major-Lalonde must resign	7
SD-18	14-May-07	Dean's letter initiating a disciplinary investigation: D-7, 52-prof complaint.	4
SD-2	30-Apr-07	Dean's letter to DGR dated Apr-24 received Apr-30: Workload assignment for 2007-2008	3
SD-5	30-Apr-07	Student JP Prevost to president Patry email: Summary of their Apr-19 conversation.	5
SD-19	20-Apr-07	Student Philippe Marchand email to VP-academic Major: VP's position on dean's veto of FC agenda items is untenable	5
SD-10	15-Apr-07	DGR email to president Patry: Anomalies in workload assignment process, proposed solutions, request to discuss.	8
SD-6	09-Apr-07	DGR to president Patry email: Confirm or deny the three-student report of the Apr-4 negotiation meeting.	4
SD-4	28-Mar-07	DGR to president Patry email: Dean's inteference with DGR's community service - Ottawa Cinema Politica; Dean's reply; DGR's rejection of dean's position.	3
SD-21	26-Mar-07	DGR email to all profs in Faculty of Science: Report on the success of SCI 1101 Fall 2006	5
SD-8	25-Mar-07	22 letters and emails to president Patry (and some replies): In support of SCI 1101 for the Fall 2007.	48
SD-9	15-Mar-07	Email to dean-Lalonde: Signed by all executive members of the Environmental Studies Student Association in support of DGR teaching PHY 1703 Fall 2003.	2

SD-12	13-Mar-07	DGR's solicitor to president Patry letter and reply from employer's legal counsel: Colleague's behaviour.	5
SD-15	16-Feb-07	List of dates of failed or cancelled scheduled discussions between DGR and dean-Lalonde: Workload 2007-2008, SCI 1101 component.	5
SD-13	06-Feb-07	DGR and department chairman email exchange: DGR workload assignment 2007-2008.	25
SD-17	30-Jan-07	Media article: Le Droit, dean's statements.	2
SD-14	27-Nov-06	DGR and dean-Lalonde email-letter exchange: Dean's content and grading method concerns for SCI 1101 Fall 2006.	13
SD-7	09-Nov-06	Nine letters of support for SCI 1101 Fall 2006 to president Patry from community members who attended class.	11
SD-25	12-Sep-06	Email exchanges about limits imposed of DGR's email and listserve uOttawa.ca services	8
SD-16	01-Sep-06	Several various media articles about SCI 1101 Fall 2006	
SD-1	29-Aug-06	Interim dean Thomas Moon and DGR letter-email exchange: SCI 1101 F2006 advert and community participation	11
SD-22	01-May-06	DGR and dean-Detellier exchange: DGR 2006-2007 workload	11
SD-3	01-Apr-06	Chairman and DGR email exchange: Workload 2006-2007 and Cinema Politica series	9
SD-11	12-Oct-05	Texts of all previous grievances filed by DGR (G-1 to G-8).	28

The documents listed in the above table are relevant to the present grievance G-11 and are already with the employer.

Part-III: Grievance G-10

July 9, 2007

Louise Pagé-Valin
Associate Vice-President
Human Resources Services
University of Ottawa
Tabaret Hall
550 Cumberland Street
INTRA
(and by e-mail)

Dear Mrs. Pagé-Valin:

***Notice of grievance (my code G-10): Abuse of Collective Agreement process
(39.4.2.1) to intimidate and harass a member.***

This grievance is made public, in the interest of transparency and the public good.

On June 12, 2007, interim dean of the Faculty of Science Mr. André E. Lalonde ordered me by letter (signed June 12) to attend an emergency 39.4.2.1 disciplinary meeting on June 14, 2007, at 5pm.

The dean's June 12, 2007, gave no indication of what the meeting was about or the nature of the dean's concerns and gave no possibility to propose alternative dates for the meeting.

June 14th was a Thursday and 5pm is the time of the weekly radio show that I host (The 5'O'Clock Train, CHUO 89.1 FM). The dean is well aware of this since: (1) the show and its schedule was described in an appendix to my official annual report to the dean, (2) the dean has previously told me that he often listens to my show on his way home from work, and (3) a previous disciplinary investigation was initiated (on October 25, 2005, and later dropped) about my radio show and two related grievances were subsequently filed by me on November 16, 2005, and June 20, 2006. Dean André Lalonde was the presiding dean at the November 6, 2006, Step-1 meeting of the latter grievance filed on June 20, 2006. He was therefore required to read the associated documents.

Meetings governed by paragraph 39.4.2.1 of the Collective Agreement do not require a dean to make a proper disciplinary investigation following 39.1 and are reserved for urgent cases where the dean already has “reasonable grounds to believe that a member ... has committed an act or omission which constitutes cause for discipline.” A 39.4.2.1 meeting (as was confirmed by both the APUO legal counsel and the employer) is a NOT without prejudice meeting that is on-the-record.

On June 14, 2007, I informed the dean by email (all correspondence is appended below) that I could not attend the meeting and asked to be informed of the reasons for the meeting.

The dean replied by email on the same day (June 14th): *“The purpose of the meeting is to verify the content of a press release by the Freedom of Expression Committee that is dated June 6th 2007 [appended below] in which you are quoted and appear as a contact for information. Also, to follow up on concerns that I have previously expressed to you about the subject matter of the course SC11101 that you gave in the fall of 2006.”* The dean offered his availabilities to reschedule the meeting on June 18th, 19th, or 20th.

I answered the dean by hand-delivered letter on June 18, 2007 (all correspondence is appended below). I stated that the dean appeared to be misusing the 39.4.2.1 mechanism. I asked the dean which “act or omission” he was inferring exactly, how this act was “cause for discipline”, and what were his “reasonable grounds”? I offered to answer all of the dean’s questions about his concerns either via a regular 39.1 investigation or via an informal non-39.4.2.1 meeting with him. I reminded the dean of our extensive correspondence (appended below) on the old question of his now 39.4.2.1 concern about the course content of SCI 1101 fall 2006 and that he had not yet informed me in writing that he had initiated a disciplinary investigation on this question, as required by 39.1, nor had he ever acknowledged or responded to my previous lengthy answers.

The dean answered by email on June 18, 2007 (appended below). The dean ordered me to attend a 39.4.2.1 meeting on June 18th, 19th, or 20th (all workday hours were made available), under a threat of termination of my employment.

Here, it is relevant to note that the dean and the employer liaison officer have resisted even scheduling the Step-1 meeting for the last grievance I filed on May 18, 2007, and re-scheduling the Step-1 meeting for the grievance I filed on January 3, 2007, showing the relative importance and urgency that the dean attributed to his 39.4.2.1 action.

In his June 18th email, the dean reaffirmed that:

“As I have previously explained to you, I have reasonable grounds to believe that you have committed an act or omission which constitutes cause for discipline under the collective agreement. These grounds include:

- a) that you failed to respect the course description in SCI 1101; and*
- b) that you may have been insubordinate, which allegation is based on the press release of the Freedom of Expression Committee dated June 6, 2007.”*

The dean's point-(a) is an unfounded assertion, made without investigation or proof, that has been answered in my previous letters (all below) which the dean has never acknowledged even receiving. This is also an old concern that dates back to the dean's first (December 1, 2006, below) letter on this subject. It is inconceivable that this would now be a basis for an urgent 39.4.2.1 meeting, nor does such a baseless assertion in itself constitute "grounds for having committed an act or omission which constitutes cause for discipline." There are well established Collective Agreement guidelines for evaluating courses and performances of duty: 39.4.2.1 does not constitute an acceptable element for such investigations, in this case apparently based purely on the administration's bias as to what constitutes acceptable course content consistent with the given Senate-approved course description.

The dean's second point of "reasonable grounds" (point-(b)) in the dean's own words is an "allegation", that I "may have been insubordinate". How can an allegation be grounds for having committed an act or omission? Even if we take the June 6th Freedom of Expression Committee press release at face value, what exactly would be the act or omission committed? That I actually said "*Even if I must give it in Tabaret Hall...*"? Does intent to commit an act now count as an act? Would giving my time freely to students constitute an act which constitutes cause for discipline?

It is difficult to see where the dean has "reasonable grounds to believe" or even what the dean might believe that would constitute legitimate cause for discipline. This, I believe, is because there are no reasonable grounds, nor are there even actions or omissions that might justify the use of 39.4.2.1, unless we accept that a dean's creative extrapolations about a professor's *intent* are now valid excuses for invoking this inquisitorial process.

In addition, these incidents must not only be evaluated in isolation. There is a background pattern of sustained harassment that is well documented in my grievance (my code G-9) filed on May 18, 2007, and supporting documents. There is also a documented negative bias against the course SCI 1101 that I developed; that is widespread in the Faculty of Science (see G-9 and supporting documents).

Nonetheless, given the dean's June 18th imperative and given the context of the employer's insistent June 19th email reminder to the APUO (not included below), I accepted to attend a 39.4.2.1 meeting, by email on June 19th. In this email (appended below), I stated that:

"I remain concerned about abuse of process regarding 39.4.2.1 in these circumstances, as in your email of June 18th you appear to: (1) confuse unfounded accusations with "reasonable grounds", (2) offer no indication of such reasonable grounds, (3) refuse to explain your perceived need to invoke 39.4 ("do not intend to respond [...]"), (4) make a disproportionate threat, and (5) not acknowledge my past responses on the issue of SCI 1101 course content or my June 18th offer to answer your questions and meet in the context of 39.1."

The meeting was attempted on June 20th at 4pm in the dean's office. Present in addition to the dean and me were: The employer's liaison officer, Ms. Louise Pagé-Valin, my accompanying person, solicitor Yavar Hameed, and silent observer APUO liaison officer Mario Lamontagne.

At this meeting, the employer confirmed that this was a not without prejudice meeting that is on-the-record. I then proposed that the 39.4.2.1 be recorded and turned on my recording device. The employer objected. I turned off the recording device and we discussed the legality of recording the meeting and possible alternatives for approximately 45 minutes. The employer then decided to end the meeting before its official start.

The employer has not contacted me or the union since it cancelled this meeting and the dean then took vacation leave until July 16th.

Since the dean treated his 39.4.2.1 imperative as urgent and of the utmost importance, it is difficult to understand why the dean then appeared to drop the process and went on vacation.

It is also difficult to understand why the dean would not want me to have an exact recorded record of the 39.4.2.1 meeting or why the dean would assume that I might do something illegal with this record?

In my view, the above described record unambiguously shows that the dean abused the 39.4.2.1 process and that his actions in this direction were not justified. Even just mixing two such different sets of concerns in the same 39.4.2.1 meeting can only be interpreted as bad managerial practice at best.

In my view, the dean was attempting to use the 39.4.2.1 process to in order to:

- (1) illegitimately gather incriminating evidence under stressful circumstances to advance his agenda regarding SCI 1101 fall 2006 course content, thereby possibly attempting to legitimize the employer's drastic change to my 2007-2008 workload (see grievance G-9 filed on May 18, 2007), and
- (2) intimidate me from either offering a course on my own time to students who have repeatedly asked for this or from protesting that my workload was completely changed without consultation or explanation (both were inferred intents from a third party press release).

As reparation, I ask:

- (1) That the dean fully and logically explain on-the-record exactly what his 39.4.2.1 concerns were/are, how he attempted to justify using 39.4.2.1 under these circumstances, and why his questions could not simply be answered, as offered, via a 39.1 investigation,
- (2) That the dean provide a written apology for misusing 39.4.2.1 in these circumstances and for the stress that this has caused me,
- (3) That the dean either provide a written apology for knowingly and maliciously scheduling his first ordered 39.4.2.1 meeting (dean's June 12th letter) in conflict with my weekly radio show or explain on-the-record why he chose this time,

- (4) That the dean EITHER follow the Collective Agreement in properly investigating his SCI 1101 fall 2006 course content concerns (including acknowledge and reply to my past answers) OR drop his campaign and acknowledge this withdrawal on-the-record,
- (5) That the dean provide a written apology for single-mindedly and with-bias pursuing his long-term and unfounded conviction that SCI 1101 fall 2006 was not given in a way consistent with the official course description as required by the Collective Agreement,
- (6) That the dean allow me to officially offer SCI 1101 this fall 2007, instead of PHY 5130, and in conjunction with PHY 1703 as previously proposed by me and by students (see <http://freedomofexpress.tripod.com/id75.html>),
- (7) That the employer pay me \$1,000,000.00 in damages for the stress, pain, and suffering caused by the dean's 39.4.2.1 campaign initiated on June 12, 2007,
- (8) That the employer stop all such incidents of continued harassment and intimidation, and
- (9) That the employer offer a professional development course or workshop in the Faculty of Science that would address the origins of bias against uncommon pedagogical methods and of disciplinary bias against social science and political content in SCI-code courses that treat the social relevance of science.

Please allow me to remind you (13.4.2) that the employer must convene a Step-1 mediation meeting within 10 working days. I have already given my availabilities to the APUO office.

Sincerely,

Denis Rancourt
(Professor)
Department of Physics

cc: APUO, by e-mail.
cc: Dean of Science, by email
cc: Made public

APPENDIX: ALL RELEVANT CORRESPONDENCE

Part-I:

E-mail and letter exchange concerning an imposed 39.4.2.1 meeting

----- Original Message -----

Subject:Re: You are convened at a meeting under article 39.4.2

Date:Tue, 19 Jun 2007 16:19:11 -0400

From:Denis Rancourt <dgr@physics.uottawa.ca>

Reply-To:dgr@uottawa.ca

Organization:University of Ottawa

To:DEANSCI <deansci@uottawa.ca>

CC:Mario Lamontagne <mlamon@uottawa.ca>, Renata Green
<apuoadm@uottawa.ca>

References:<35141BE6A60459488367EDBFED55F4FBE077EE@MSMAIL2.uottawa.o.univ>

Dear André,

My agent and I are able to meet you and Misses Louise Pagé-Valin at 4pm on Wednesday, June 20th.

Please indicate if this meeting is with or without prejudice. Please confirm the room.

I remain concerned about abuse of process regarding 39.4.2.1 in these circumstances, as in your email of June 18th you appear to: (1) confuse unfounded accusations with “reasonable grounds”, (2) offer no indication of such reasonable grounds, (3) refuse to explain your perceived need to invoke 39.4 (“do not intend to respond [...]”), (4) make a disproportionate threat, and (5) not acknowledge my past responses on the issue of SCI 1101 course content or my June 18th offer to answer your questions and meet in the context of 39.1.

Sincerely,

Denis Rancourt

cc: APUO, interested students and community members

Related correspondence is attached as a PDF file.

DEANSCI wrote:

Dear Professor Rancourt,

I am in receipt of your letter of June 18, 2007. As I have previously explained to you, I have reasonable grounds to believe that you have committed an act or omission which constitutes cause for discipline under the collective agreement. These grounds include:

a) that you failed to respect the course description in SCI 1101; and

b) that you may have been insubordinate, which allegation is based on the press release of the Freedom of Expression Committee dated June 6, 2007.

I reiterate that you are required to attend an informal meeting with me and Ms. Louise Pagé-Valin under article 39.4.2 of the collective agreement. To that end, when you advised that you were not able to attend on Thursday June 14th, we have made ourselves available anytime between 9 and 4pm on the 18th, 19th or 20th of June. I do not intend to respond to your comments regarding your interpretation of the collective agreement. Should you fail to make yourself available to meet with us on June 18th, 19th or 20th or to provide acceptable reasons for which you cannot attend, you may be subject to discipline up to and including the termination of your employment.

André E. Lalonde
Doyen par intérim
Faculté des sciences
Université d'Ottawa
Ottawa, ON
CANADA K1N 6N5

Acting Dean
Faculty of Science
University of Ottawa
Ottawa, ON
CANADA K1N 6N5

tel. 1-613-562-5985
fax 1-613-562-5193
deansci@uottawa.ca

----- Original Message -----

Subject: You are convened at a meeting under article 39.4.2

Date: Mon, 18 Jun 2007 20:30:49 -0400

From: DEANSCI <deansci@uottawa.ca>

To: <dgr@physics.uottawa.ca>, <dgr@uottawa.ca>

CC: Louise Page-Valin <lpvalin@uottawa.ca>

Dear Professor Rancourt,

I am in receipt of your letter of June 18, 2007. As I have previously explained to you, I have reasonable grounds to believe that you have committed an act or omission which constitutes cause for discipline under the collective agreement. These grounds include:

- a) that you failed to respect the course description in SCI 1101; and
- b) that you may have been insubordinate, which allegation is based on the press release of the Freedom of Expression Committee dated June 6, 2007.

I reiterate that you are required to attend an informal meeting with me and Ms. Louise Pagé-Valin under article 39.4.2 of the collective agreement. To that end, when you advised that you were not able to attend on Thursday June 14th, we have made ourselves available anytime between 9 and 4pm on the 18th, 19th or 20th of June. I do not intend to respond to your comments regarding your interpretation of the collective agreement. Should you fail to make yourself available to meet with us on June 18th, 19th or 20th or to provide acceptable reasons for which you cannot attend, you may be subject to discipline up to and including the termination of your employment.

André E. Lalonde

Doyen par intérim
Faculté des sciences
Université d'Ottawa
Ottawa, ON
CANADA K1N 6N5

Acting Dean
Faculty of Science
University of Ottawa
Ottawa, ON
CANADA K1N 6N5

tel. 1-613-562-5985
fax 1-613-562-5193
deansci@uottawa.ca

June 18, 2007

Dr. André Lalonde
Acting dean of the Faculty of Science
(By FAX x5193 and email deansci@uottawa.ca)
cc: APUO, interested students and community members, FEC

Re: Dean's letter dated June 12, 2007, and email dated June 14, 2007; 39.4.2.1 meeting

Dear André,

I received your email dated June 14, 2007 (attached below with preceding exchange).

It appears that you have misused the provisions of paragraph 39.4.2.1 of the Collective Agreement (CA). "The purpose of the meeting is to verify the content of a press release" hardly constitutes "reasonable grounds to believe that a member of her faculty has committed an act or omission which constitutes cause for discipline" (CA). The purpose of 39.4.2.1 is not to be used as a mechanism to conduct a disciplinary investigation. This must be done following 39.1. Which "act" are you inferring exactly? How is this act "cause for discipline"? And what are your "reasonable grounds"?

I would be happy to answer any specific questions about the June 6th press release in writing or in an informal meeting with you and to the best of my ability. Your questions would presumably be part of an investigation for discipline, since you have invoked 39.4, therefore I would expect you to follow 39.1 regarding procedures for such investigations.

I also fail to see the urgency with which you proceed, especially in the light of the several CA Step-1 meetings that you and Misses Louise Pagé-Valin appear to refuse to schedule in a timely manner and your exceptional slowness in proceeding with post-Step-1 ongoing negotiations.

In your email of June 14th, you also bring up the question of "the subject matter of the course SCI1101". It is a misuse of 39.4.2.1 to use this CA mechanism either as part of a fact-finding mission or as a method to pressure a professor in adopting the employer's ideology or to interfere/censor regarding course delivery. Your bringing this issue under 39.4.2.1 hardly corresponds to "the dean shall promptly call the member" (CA)...

On this question of "the subject matter of the course SCI1101", may I remind you that we have already had several exchanges (appended below): Your letters dated December 1, 2006, and March 19, 2007, and my email responses dated December 5, 2006, March 20, 2007, and March 20, 2007 again, following a March 20th telephone conversation. Now again you bring this up. Each time you have brought this up after your original letter of December 1, 2006, you have not acknowledged our past exchanges or my answers. Since you now invoke 49.4, you appear to be in the process of a disciplinary investigation, as you have stated by phone on March 20th that you

would initiate, yet you have not informed me in writing and you are not following the procedures of 39.1. Please clarify this and/or confirm your disciplinary investigation in writing.

Given your above-described misuses of 39.4, this 39.4 misuse incident appears to be both part of the continued harassment that I have documented in my many grievances and an attempt at intimidation by calling an emergency meeting without expressed or just cause. The LO of the APUO is also of this firm opinion which he expressed to me even before seeing your June 14th clarification.

In addition, you called the 39.4.2.1 meeting (your letter of June 12th) outside regular office hours at exactly the time of my well known CHUO 89.1 FM weekly radio show, as you know since (1) you have previously mentioned to me that you often listen to this show on your drive home from work, and (2) it is described, with schedule, in my yearly report to you. Is it an accident that this radio show often features critical interviews and analyses of the university? If it is true, then this kind of scheduling game, with an unwarranted use of 39.4.2.1, is petty to say the least. (We could calculate the odds for this having occurred by accident.)

Please refrain from such blatant apparent misuse of the CA, as described above, in the future. Please at least follow 39.1 in your disciplinary investigation attempts.

Sincerely,

Denis Rancourt
(Professor)

----- Original Message -----

Subject:RE: June 14th 39.4.2.1 meeting

Date:Thu, 14 Jun 2007 17:46:01 -0400

From:DEANSCI <deansci@uottawa.ca>

To:<dgr@uottawa.ca>

CC:Louise Page-Valin <lpvalin@uottawa.ca>

Dear Professor Rancourt,

Thank you for your response. The purpose of the meeting is to verify the content of a press release by the Freedom of Expression Committee that is dated June 6th 2007 in which you are quoted and appear as a contact for information. Also, to follow up on concerns that I have previously expressed to you about the subject matter of the course SCI1101 that you gave in the fall of 2006.

To that end, we are available at any time between 9am and 4pm on the 18th, 19th or 20th of June.

Please notify us of your choice of a one-hour period for this meeting at my office during these three days.

Sincerely,

André E. Lalonde
Doyen par intérim
Faculté des sciences
Université d'Ottawa
Ottawa, ON
CANADA K1N 6N5

Acting Dean
Faculty of Science
University of Ottawa
Ottawa, ON
CANADA K1N 6N5

tel. 1-613-562-5985
fax 1-613-562-5193
deansci@uottawa.ca

-----Message d'origine-----

De : Denis Rancourt [mailto:dgr@physics.uottawa.ca]

Envoyé : 14 juin 2007 16:06

À : DEANSCI

Cc : Mario Lamontagne; APUOADM

Objet : June 14th 39.4.2.1 meeting

Dear André,

Thank you for your letter dated June 12, 2007.

My agent and I are not available at the time you suggest for an informal meeting.

Please suggest several other times starting next week. Please exclude

non-office hours (9-5), Friday June 22nd, and lunch times.

Also, in the spirit of article 39.1 and in the interest of fairness, please indicate what this is about and why you appear to be treating it so urgently in this summer period, as my agent and I would like to be well prepared for the meeting, in order to best answer your questions and give the relevant background.

Sincerely,
Denis Rancourt
cc: Mario Lamontagne, APUO



uOttawa

Université d'Ottawa
Faculté des sciences
Cabinet du doyen
University of Ottawa
Faculty of Science
Office of the Dean

Le 12 juin 2007

Monsieur Denis G. Rancourt
Professeur
Département de physique
INTRA

Monsieur Rancourt,

Dans le contexte de l'article 39.4.2.1 de la convention collective, j'ai raison de croire que vous avez commis une action constituant un motif de discipline et je vous convoque à une réunion informelle le jeudi 14 juin à 17h à ce sujet, à la pièce Marion 130. Je serai accompagné par Madame Louise-Pagé Valin, vice-recteur associée aux ressources humaines ou son délégué et vous pouvez aussi être accompagné par une personne de votre choix à cette réunion.

Bien à vous,

André E. Lalonde
Doyen par intérim

☎ 613-562-5985
📠 613-562-5193
140 Louis-Pasteur
Ottawa ON K1N 6N5 Canada
www.uOttawa.ca



uOttawa

Université d'Ottawa
Faculté des sciences
Cabinet du doyen

University of Ottawa
Faculty of Science
Office of the Dean

December 1st, 2006

Professor Denis Rancourt
Department of Physics
INTRA

~~31 NOV. 2006~~
~~10 DEC. 2006~~
01 DEC. 2006

Dear Professor Rancourt,

I have taken notice of the speakers that you have invited to date in the SCI 1101/1501 course that you are offering this term and the topics that have been discussed by these speakers in their seminars. I have also read the summary reports written by students in the class that have been posted on the web site that you have been maintaining for this course (www.alternativevoices.ca). While I observe a clear emphasis on the theme of activism and social issues in these seminars and discussions, I also note a near total absence of any discussion on the role of science in our society and on the issues raised by developments in science and technology.

I, along with many academic members of the University and Faculty are disappointed that, despite our concerted efforts to create this new course and to have it offered this fall, it does not respect the content and the approved description.

Sincerely,

André E. Lalonde
Acting Dean
Faculty of Science

☎ 613 562-5985
☎ 613 562-5193
140 Louis-Pasteur
Ottawa ON K1N 6N5 Canada
www.uOttawa.ca

----- Original Message -----

Subject:Dean's letter dated December 1, 2006; SCI 1101 course content

Date:Tue, 05 Dec 2006 16:34:00 -0500

From:Denis Rancourt <dgr@physics.uottawa.ca>

Reply-To:dgr@uottawa.ca

Organization:University of Ottawa

To:Dean of Science <dean@science.uottawa.ca>

CC:Gilles Patry <patry@uottawa.ca>, Robert Major <rmajor@uottawa.ca>, Renata Green <rbotti@uottawa.ca>, Mario Lamontagne <mlamon@uottawa.ca>, Physics Chair <phychair@science.uottawa.ca>, dgr@uottawa.ca

December 5, 2006

Re: Dean's letter dated December 1, 2006; SCI 1101 course content

Dear Professor Lalonde,

I find your second recent letter (attached) dated December 1, 2006, unfortunate. It looks like you are constructing an excuse for not allowing this course to be on my workload for the coming academic year.

You are telling me, not asking me, what the content of SCI 1101, Science in Society, fall 2006, was. You are not even asking me to corroborate your impression by using an appropriate form such as "please correct me if I am wrong...". You are simply informing me of your conclusion based on unreliable sources: an unofficial and incomplete web site maintained by volunteer students and rumours from "many academic members".

Please name the academic members who have expressed these concerns and who are willing to talk about them so that I may discuss these issues with them.

Your crude and superficial evaluation of the content of SCI 1101 and the methods you have used to arrive at your judgement are good examples of why a course like SCI 1101 is needed in the Faculty of Science. One goal of SCI 1101 is to train future scientists to go beyond this kind of limited thinking. In this spirit, allow me to explain where you have gone wrong.

The 3-hour classes were roughly divided as: speaker or panel presentation, post-speaker discussion lead by me, and workgroups supervised by me.

There were approximately 12 or more workgroups at any given time. The more popular themes had several groups. Many of the workgroups had titles directly implying science-society interactions, such as: environmental sustainability, climate change, agriculture and GMOs, bioethics, etc. These were the most popular groups. Students moved between groups with different themes during the term. Other groups had titles involving societal effects on the science enterprise and science culture or technological effects on society, such as: war and conflicts, democracy and justice, gender and discrimination, academic governance, apathy and motivation, language issues, power structures, human rights, lifestyle choices, creativity, etc. My interactions with the groups further brought out the science-society

interaction aspects.

I trust you appreciate, for example, the importance of the relations between gender issues and the science professions. The same is true about every societal theme that we explored.

Regarding my choice of invited speakers, as you know I am a scientist, arguably the most inter-disciplinary scientist in the Faculty. The speakers were chosen as top communicators and top experts in their fields, in areas that scientists and university students in specific programs are rarely exposed to. This allowed me to represent the societal context in some of its complexity rather than representing society as filtered through the eyes of a middle class white male research scientist. I interacted with each speaker and explained the goals of the course. After each speaker presentation, there was an extensive discussion period in which students and community members (many of them science majors and scientists) asked questions and made comments. In the latter discussion period I moderated the flow and gave my perspective as a scientist. I ensured that the topic of the day was integrated into the overall goals of the course and that interpretive relations were made with the other topics and areas.

Does a dialogue, for example, between an investigative reporter and a scientist fall outside of the course description?

In addition to inviting speakers on vital topics that are under-represented in academia and in science circles in particular, I made a special effort to invite researchers that specifically address the questions of science-society interactions. Sometimes it was not possible to schedule these speakers at class times because of scheduling constraints but students were encouraged to attend and asked to do the associated readings. Notably, Professor David F. Noble, arguably the greatest historian of technology's impact on society, lectured on October 23rd to a filled Alumni Auditorium (co-sponsored in association with the PSSA). [I suggest to all science professors that they read just one of David Noble's books.] As another example, history student Kevin McLeod, gave a remarkably well researched talk entitled "The secret life of physicists" about political dissident physicists. The last in-class speaker was physicist Jeff Schmidt who's famous book *Disciplined Minds* is mostly about how professional scientists are trained and how they function in the workplace.

I could go on with the other speakers as well: Professor Chossudovsky features a science section on his globalresearch.ca site and researches the use of science in war and the role of scientists in influencing US defence policy. Richard Sanders is a researcher of weapons technology and a leading expert on the Canadian arms industry. I am an internationally recognized environmental scientist and physicist. Sydney White is an expert in propaganda studies and in economics, both areas using scientific methods, and studies how big capital influences society, including the science enterprise. Ellen Gabriel is an indigenous survivor of technology's impacts on Canada's aboriginal people. Lesli Bigould, as a lawyer, has studied animal experimentation in science and agri-food technology. Etc. And I leave out the Friday film and post-film discussion series that I lead, which was offered as an occasion for further explorations of the class themes.

Given my extraordinary efforts in SCI 1101, that covered the course description and went well beyond, without the expected TA support or a budget for speakers, I am stunned at the pettiness of your action, presumably the

result of an inspired Faculty Executive meeting (?). Have you forgotten your enthusiasm and encouragement after the first class of SCI 1101 where Malalai Joya (Afghan MP) spoke? Need I explain the many relations between science and the war in Afghanistan?

Regarding course content, my only regrets are that your office deprived the students of the full learning experience by not providing the needed TAs for the workgroups and that your office has consistently blocked the project rather than encourage it. Your recent letters are good examples of this.

Regarding course content, I urge you to retract your untenable position without delay and to consider that I may well be the best suited scientist in our faculty to give SCI 1101, Science in Society.

To block me from teaching SCI 1101 as it appears you are attempting to do, would be to block my career advancement in developing this pedagogical experiment and in pursuing my research area of science in society. SCI 1101 is not only a popular course; it is also a laboratory and a community interaction, in the true spirit of Vision 2010.

To block me from teaching SCI 1101 would also deprive many students of a unique course and thorough examination of the place of science in society.

Consider instead offering a different course where research scientists give their opinions about the impact and importance of their work, as several Faculty of Science members have publicly expressed their interest in such a course - but are not many science courses already exactly that?

Regarding your comment that "despite our concerted efforts to create this new course and to have it offered this fall [...]", your irony is extreme: What I observed were concerted efforts to block this course, starting with a bogus argument that such a course did not belong in the Faculty of Science and ending with the shameful Faculty of Science position that "This course does not count as a science credit". Recall how a previous dean claimed to want an entire Science in Society program of study, as a way to block this course.

Is it so painful to allow a course that acknowledges that science is not at the center of the universe? Science both influences and is influenced by a much broader web of connections.

Sincerely,

Denis Rancourt

Cc: interested students and community members
Cc: APUO, Chair of Physics, President, VP-Academic

LINKS:

Unofficial web-version of Vision 2010:

http://chopin.cc.uottawa.ca/vision2010/pdf/strategic_plan.pdf

David F. Noble, Wikipedia:

http://en.wikipedia.org/wiki/David_F._Noble



uOttawa

Université d'Ottawa
Faculté des sciences
Cabinet du doyen
University of Ottawa
Faculty of Science
Office of the Dean

Le 19 mars 2007

CONFIDENTIEL

Professeur Denis G. Rancourt
Département de Physique
INTRA

~~19 FEV. 2007~~
19 MAR 2007

Monsieur Rancourt,

Je vous écris pour vous faire part de mes inquiétudes avec le contenu du cours SCII101 (Science in Society) que vous avez enseigné à l'automne 2006.

J'ai pris connaissance des conférenciers que vous avez invité dans le contexte de ce cours, en consultant le site Alternative Voices (www.alternativevoices.ca) qui contient la description du cours, les sommaires des activités, les travaux requis pour le cours, et bon nombre d'autres informations connexes à ce cours de science.

La liste de ces conférenciers se trouve en annexe à cette lettre. Je constate que ceux-ci ont abordé, en très grande majorité, de sujets relatifs aux conflits sociaux et aux situations de tension sociale, au militantisme et à l'action collective, à la démocratie, et aux droits des femmes, autochtones, pauvres et autres minorités.

Malgré que je ne dispute pas le mérite de telles discussions sur notre campus, ces discussions ne sont pas conformes avec la description du cours qui est reproduite ci-dessous, telle qu'approuvée par le Sénat de l'Université, entité mandatée pour déterminer et approuver les cours et programmes de l'Université. :

[This course critically examines the role of science and scientists in society and the responsibility of citizens having to deal with complex socio-economic, environmental, political and ethical issues raised by advances in science and technology. The grading system is S/NS.]

Ma préoccupation première tient de la convention collective entre l'APUO et l'Université, qui stipule que tout professeur à l'Université doit respecter la description approuvée par le Sénat, lorsque des cours lui sont assignés et qu'il doit enseigner.

À cet effet, je cite l'article 21.1.2b de la convention collective,

[Chaque professeur syndiqué a le droit et la responsabilité :]

[d'organiser le contenu du cours ainsi que les activités de classe ou de laboratoire et d'employer les méthodes et le matériel didactique, y compris les manuels, pour les cours qui lui sont assignés, d'une manière appropriée]

☎ 613 562-5985
☎ 613 562-5193
140 Louis-Pasteur
Ottawa ON K1N 6N5 Canada
www.uOttawa.ca

au cours et compatible avec les normes universitaires pertinentes et avec les descriptions de cours approuvées par le Sénat, étant entendu que dans les cours à plusieurs sections le directeur et l'assemblée départementale peuvent choisir conjointement un matériel didactique commun, y compris les manuels, lorsqu'il peut être démontré que ce choix est justifié par des motifs scolaires valables et qu'il n'impose pas d'uniformité idéologique aux membres concernés ;]

ainsi que l'article 21.1.3a,

[Un professeur syndiqué :]

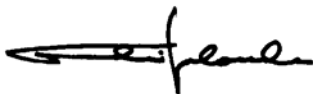
[conformément à la description du cours adoptée par le Sénat, enseigne les cours qui lui sont assignés le jour, aux heures et aux endroits désignés par l'autorité compétente, à moins qu'ils ne soient changés d'un commun accord entre le membre et le doyen, ou son délégué ;]

Je vous demande donc de me démontrer que le contenu du cours que vous avez livré, et les présentations faites par les conférenciers, et la contribution de ces présentations a été conforme à la description du cours approuvée par le Sénat.

De plus, tel que stipulé lorsque le cours a été approuvé par le Sénat de l'Université, les étudiants doivent être clairement éclairés, dès le début du cours, des attentes et implications requises pour l'obtention des crédits du cours. A ce titre, le syllabus du cours en est le reflet. Je vous prie donc de me remettre une copie du syllabus que vous avez préparé pour ce cours et qui a été remis aux étudiants inscrits, en début de semestre.

Je vous prie de me répondre dans les plus brefs délais, et, au plus tard, dans les prochains dix (10) jours ouvrables soit le 2 avril 2007.

Veillez recevoir, M. Rancourt, l'expression de mes sentiments les plus distingués.



André E. Lalonde
Doyen par intérim
Faculté des sciences

----- Original Message -----

Subject:[Fwd: reply to AEL's letter dated March 19, 2007]
Date:Tue, 20 Mar 2007 14:43:15 -0400
From:Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To:dgr@uottawa.ca
Organization:University of Ottawa
To:deansci@uottawa.ca

----- Original Message -----

Subject:reply to AEL's letter dated March 19, 2007
Date:Tue, 20 Mar 2007 13:45:37 -0400
From:Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To:dgr@uottawa.ca
Organization:University of Ottawa
To:Dean of Science <dean@science.uottawa.ca>
CC:phychair@science.uottawa.ca, Renata Green <rbotti@uottawa.ca>, Mario Lamontagne <mlamon@uottawa.ca>, Gilles Patry <patry@uottawa.ca>

March 20, 2007

Re: Dean's letter dated March 19, 2007

André,

Thank you for your letter dated March 19, 2007 (attached), in which you express your concern with the content of the "Science in Society" course (SCI 1101) that I delivered in the fall 2006.

You have already expressed these same concerns regarding SCI 1101, fall 2006, in your letters dated December 1, 2005, and November 27, 2006, and I have answered on December 4th and 5th 2006 (all attached).

Which parts of my previous answers are not sufficient or satisfactory and what additional information might you require that I have not already provided?

Please also inform me of the reasons for your concerns regarding actual course content, beyond your exemplary interest in a web site maintained by student volunteers. Let me assure you that I have given SCI 1101, fall 2006, in a manner consistent with the course description, as required by the collective agreement.

I am looking forward to giving the Science in Society course again this fall 2007. Several of the potential speakers and I have many good ideas on how best to convey the topics that will be of most relevance to this course. As always, I also welcome your suggestions regarding pedagogical methods, invited speakers, etc.

I look forward to our scheduled meeting at 2:30pm today.

Sincerely,

Denis G. Rancourt
(Professor)

cc: Chair of Physics, APUO, President Patry, concerned students and
members of the community.

----- Original Message -----

Subject:Re: reply to AEL's letter dated March 19, 2007
Date:Tue, 20 Mar 2007 15:19:16 -0400
From:Denis Rancourt <dgr@physics.uottawa.ca>
Reply-To:dgr@uottawa.ca
Organization:University of Ottawa
To:deansci@uottawa.ca
CC:Dean of Science <dean@science.uottawa.ca>, phychair@science.uottawa.ca,
Renata Green <rbotti@uottawa.ca>, Mario Lamontagne <mlamon@uottawa.ca>,
Gilles Patry <patry@uottawa.ca>
References:<46001DC1.3090602@physics.uottawa.ca>

Andre,

After you read my response (below) we had a short telephone conversation today, that had been previously scheduled for 2:30pm.

In that conversation you stated that you were convinced that I had not given the Science in Society (SCI 1101, fall 2006) course correctly and that you would now initiate a formal investigation to demonstrate your belief. It seems to me that you are putting the cart before the horse.

I reminded you of the Collective Agreement procedures for such an investigation that may lead to discipline.

If such was your intent, which apparently has not changed since December 2006, then your recent letter appears to have been disingenuous in that you did not inform me that it was part of an investigation or what the reasons for this investigation might be.

I remain open to your further questions and suggestions.

Sincerely,
dgr

Denis Rancourt wrote:

> March 20, 2007
>
> Re: Dean's letter dated March 19, 2007
>
> André,
>
> Thank you for your letter dated March 19, 2007 (attached), in which
> you express your concern with the content of the "Science in Society"
> course (SCI 1101) that I delivered in the fall 2006.
>
> You have already expressed these same concerns regarding SCI 1101,
> fall 2006, in your letters dated December 1, 2005, and November 27,
> 2006, and I have answered on December 4th and 5th 2006 (all attached).
>

> Which parts of my previous answers are not sufficient or satisfactory
> and what additional information might you require that I have not
> already provided?
>
> Please also inform me of the reasons for your concerns regarding
> actual course content, beyond your exemplary interest in a web site
> maintained by student volunteers. Let me assure you that I have given
> SCI 1101, fall 2006, in a manner consistent with the course
> description, as required by the collective agreement.
>
> I am looking forward to giving the Science in Society course again
> this fall 2007. Several of the potential speakers and I have many good
> ideas on how best to convey the topics that will be of most relevance
> to this course. As always, I also welcome your suggestions regarding
> pedagogical methods, invited speakers, etc.
>
> I look forward to our scheduled meeting at 2:30pm today.
>
> Sincerely,
>
> Denis G. Rancourt
> (Professor)
>
> cc: Chair of Physics, APUO, President Patry, concerned students and
> members of the community.
>

Freedom of Expression Committee PRESS RELEASE of June 6, 2007.

Taken from: <http://freedomofexpress.tripod.com/id76.html>

June 6, 2007

- FOR IMMEDIATE RELEASE -

Ottawa U activism course will fly no matter what

(OTTAWA) University of Ottawa physics professor Denis Rancourt plans to give the SCI 1101 Science in Society "activism course" in protest this fall 2007. "Even if I must give it in Tabaret Hall..." he said. Tabaret Hall is the central administration building which has a large central lobby area.

The course was cancelled by university officials after it was given only once in the fall 2006 term, following 18 months of controversy in which students and Dr. Rancourt successfully pressed the faculty of science to offer a course on social issues in science.

"It will be a real squat and students can use their activism to win the deserved official credits for the course," said student Tammy Kovich. "It's time the admin admitted the academic freedom of students" continued graduating high school student Graeme O'Farrell.

Physics professor Denis Rancourt is suing the University of Ottawa for \$10 million, alleging violation of academic freedom, executive interference, sustained harassment, slander, and misfeasance, by the President, Mr. Gilles Patry, the VP-Academic, Mr. Robert Major, and the Dean of Science. The first-step required mediation attempt is to be scheduled before the end of the week.

The full 12-page text of the grievance has been made public and is posted here:
<http://www.archive.org/details/UofowatchG-9Dgr>.

The university has broken many of its own rules in removing Prof. Rancourt from three courses that he developed, including the controversial SCI 1101 Science in Society activism course, and from the popular Cinema Politica series that he organizes.

Students and community members have formed the Freedom of Expression Committee (FEC) to redress the apparent excesses of the administration. The FEC plans continued actions until Prof. Rancourt's courses and professional initiatives are reinstated. The FEC has more than fifty members and is growing. It has created a web site to report progress and to document support: <http://freedomofexpress.tripod.com/>. The FEC is calling for the resignation of Patry, Major, and dean André Lalonde and is mounting an aggressive petition campaign: <http://www.petitionspot.com/petitions/fecdgruo>.

The FEC encourages all prospective students to get on the class email list (contact: ottawafec@gmail.com) to receive "registration" information for the planned squat.

-30-

For more information contact: ottawafec@gmail.com
Graeme O'Farrell, hedonistic_walrus@hotmail.com, 613-739-7240 (h), 325-0186 (c).
Sean Kelly, yellsnake@gmail.com, 819-775-9021 (h), 613-562-5800x6744 (w).
Prof. Denis Rancourt, dgr@uottawa.ca, 613-562-5800x6774 (w).
President Gilles Patry, patry@uottawa.ca, 613-562-5809.

Note:

The types of abuses of the 39.4 process documented in the above G-10 grievance are continuing and the relevant documents of this continued abuse will need to be added here and to the G-10 grievance.