



# NEWSLETTER

McGill Association of University Teachers

Association des Professeur(e)s et Bibliothécaires de McGill

[www.maut.mcgill.ca/](http://www.maut.mcgill.ca/)

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## Salary Policy

**Bernard Robaire, MAUT President**

*(Pharmacology/Therapeutics)*

Over the past year, members of the Academic Salary Policy Sub-Committee, composed of seven members from MAUT and seven from the Administration, have met on several occasions to discuss our compensation package for 2003-2004.

*Continued on page 2*

## Staff Benefits

**Norman White, Vice-President (Internal)**

*(Psychology)*

One of the major responsibilities of the Vice-President (Internal) is to represent academic staff (along with two other MAUT members) on the Staff Benefits Advisory Committee. This committee also includes representatives from three other groups (MUNASA, MUNACA, SEU) whose members are covered by the same plan and from Human Resources. It is advised by a professional actuary. The SBAC reviews existing benefit plans at least annually and discusses potential new benefits.

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## Tenure and Mentoring Workshop

**Alenoush Saroyan**

*(Educational and Counselling Psychology)*

The tenure procedures at McGill are described in the Handbook of Regulations and Policies for Academic Staff, Chapter 1, sections 4.1.4, 4.1.3.1, and 4.1.3.2. These sections clearly refer to the obligation of departments to establish written criteria for the evaluation of academic performance.

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## Salary Policy

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Our primary preoccupation was to make sure that the commitment made by the University Administration in 1998, i.e., that our compensation package would reach the mean of the G-10 (the 10 most research intensive Universities) within five years, would be met. The series of salary components described below are designed to bring us at least to the mean of the G-10. MAUT sees this significant achievement as a first major step toward assuring that our Professors receive appropriate compensation for their first rate performance.

The major elements of the salary policy, which will go into effect on December 1, 2003, are:

An across-the-board increase of 1.9% of total academic salary for all eligible academic staff who were on the University payroll as of November 1, 2002.

An average increase of 3.5% based on merit. Merit increases will be based on one of five categories (0, \$950, \$1,900, \$2,850, and \$3,800) with a per-capita average of \$2,645. The merit assessment period will cover from June 1, 2002 to May 31, 2003.

An increase in the minimum salary for each academic for all academic staff effective June 1, 2003

Professor	from \$69,000 to \$75,000
Associate Professor	from \$55,000 to \$65,000
Assistant Professor	from \$46,000 to \$55,000
Faculty Lecturer	from \$38,000 to \$39,000

Anyone whose salary is below the revised minima will have his/her salary adjusted accordingly

An “anomaly” envelope of \$850,000, consisting of up to \$400,000 for gender and \$450,000 for general anomaly, has been set aside for this year’s exercise. The gender anomaly envelope is for all female academics that are considered eligible. “Anomaly” salary increases are based on merit and will be considered only when a special request is presented from faculties to the Provost and Vice-Principal (Academic) and approved by him.

The final component is designed to assure that we meet the goal of reaching the mean salary of Professors of the G-10

universities. Toward that end, a catch-up amount of \$1,000 will be awarded to all eligible academic staff. Part-time or reduced load academics (excluding seasonal or course contract academics), who are eligible will qualify on a pro-rata basis. This salary increase will be paid on June 1, 2004, however, it will be retroactive to December 1, 2003.

I should like to thank all members of the ASPSC who have worked over the past five years relentlessly on this committee to make sure that the compensation for academic staff reached the goal of climbing to the average of the salaries of the G-10 universities.

## Course Lecturer Salaries

**Announcement from Provost and Vice-Principal (Academic) Luc Vinet**  
May 23, 2003

The task force on non-tenure track academics has been in existence since April 2002. Although the task force is far from having completed its work, it has made a series of recommendations with respect to the salary for course lecturers. The recommendations are summarized as follows:

Salary minima should be established at McGill for all course lecturers.

For all three-credit courses at McGill the salary minimum should be \$5,000 per course. This should be prorated for courses greater or less than 3 credits.

For all non-credit courses with a minimum of 39 contact hours the salary should be \$5,000.

In order to ensure that these salary minima do not once again fall behind those of other G10 and Quebec universities, effective December 2004 the salary minima for course lecturers should be indexed to the salary minima for faculty lecturers.

In order not to inhibit professionals who choose to teach at McGill on a voluntary basis, if a course lecturer or other non-tenure track academic so chooses, he or she may elect to teach a course for no salary.

To ensure that McGill is able to attract the best course lecturers and to alleviate some of their concerns, it would be desirable to implement these recommendations for all course lecturer contracts starting in May 2003. ❖

**Table 1** These are the salary data obtained by MAUT through the ASPSC and provided by Dr. Vinet's Office

	Staff Count	Avg. age first quartile	25th pct. salary	Avg. age second quartile	Median salary	Avg. age third quartile	75th pct. Salary	Avg. age fourth quartile
<b>AGRICULTURE</b>								
A. Professor	30	50.25	89,561	53.71	95,825	54.86	102,792	57.25
B. Associate Professor	45	47.08	72,000	49.10	76,821	49.27	82,046	53.33
C. Assistant Professor	12	34.33	52,262	40.00	54,998	35.00	60,821	35.00
D. Faculty Lecturer	17	45.00	43,072	46.67	45,556	37.75	53,762	51.00
<b>ARTS</b>								
A. Professor	81	52.62	94,598	58.05	102,810	60.68	111,145	61.14
B. Associate Professor	92	44.61	72,117	46.26	76,623	53.22	88,961	59.22
C. Assistant Professor	42	34.54	53,170	35.73	55,000	37.44	57,551	42.64
D. Faculty Lecturer	24	44.50	47,956	41.17	55,352	50.00	66,383	56.33
<b>CONTINUING EDUCATION</b>								
D. Faculty Lecturer	5				52,525			
<b>DENTISTRY</b>								
A. Professor	3							
B. Associate Professor	10	48.00	87,369	51.00	91,562	52.00	100,514	55.67
C. Assistant Professor	1							
<b>EDUCATION</b>								
A. Professor	21	51.83	91,499	54.50	99,392	60.00	102,882	61.83
B. Associate Professor	40	47.00	68,891	48.20	76,501	56.40	83,577	58.90
C. Assistant Professor	9	40.33	55,000	56.00	57,773	42.00	58,054	40.67
D. Faculty Lecturer	3							
<b>ENGINEERING</b>								
A. Professor	48	54.25	94,308	56.58	106,327	57.25	115,160	58.92
B. Associate Professor	43	46.18	77,609	45.91	84,092	47.30	89,119	51.73
C. Assistant Professor	28	37.43	67,545	34.57	78,047	31.71	84,120	34.86
D. Faculty Lecturer	2							
<b>ENGINEERING</b>								
A. Professor	48	54.25	94,308	56.58	106,327	57.25	115,160	58.92
B. Associate Professor	43	46.18	77,609	45.91	84,092	47.30	89,119	51.73
C. Assistant Professor	28	37.43	67,545	34.57	78,047	31.71	84,120	34.86
D. Faculty Lecturer	2							

**Table 1 continued These are the salary data obtained by MAUT through the ASPSC and provided by Dr. Vinet's Office**

	Staff Count	Avg. age first quartile	25th pctl. salary	Avg. age second quartile	Median salary	Avg. age third quartile	75th pctl. Salary	Avg. age fourth quartile
<b>LAW</b>								
A. Professor	16	48.00	103,719	50.00	114,488	58.25	122,309	57.50
B. Associate Professor	13	39.50	83,705	44.00	90,128	42.67	94,551	54.00
C. Assistant Professor	5				70,591			
<b>MANAGEMENT</b>								
A. Professor	8	55.50	113,325	58.00	130,492	58.00	156,777	52.50
B. Associate Professor	14	52.00	96,989	57.00	105,662	48.67	118,425	46.00
C. Assistant Professor	24	35.33	101,533	39.00	107,493	38.67	132,243	33.83
D. Faculty Lecturer	20	50.80	54,614	46.20	77,918	42.60	96,977	42.60
<b>MEDICINE</b>								
A. Professor	142	56.28	95,914	54.46	105,901	57.66	118,409	56.89
B. Associate Professor	103	50.11	79,563	48.92	84,348	48.92	90,617	49.96
C. Assistant Professor	67	40.88	62,960	40.76	67,845	38.81	72,079	40.18
D. Faculty Lecturer	9	33.00	51,721	40.00	58,148	47.50	59,945	51.00
<b>MUSIC</b>								
A. Professor	7	55.00	92,885	57.00	102,114	63.00	106,390	55.50
B. Associate Professor	28	44.00	72,258	50.29	78,181	49.86	87,111	55.71
C. Assistant Professor	7	42.00	51,500	42.00	54,545	44.00	57,575	41.50
D. Faculty Lecturer	3							
<b>McGill University Libraries</b>								
A. Librarian	11	61.33	73,865	56.33	80,997	56.50	110,382	59.00
B. Associate Librarian	32	47.12	61,024	54.37	70,667	53.25	77,534	56.12
C. Assistant Librarian	3							
<b>RELIGIOUS STUDIES</b>								
A. Professor	4				101,632			
B. Associate Professor	7	45.50	70,000	54.00	71,041	45.00	79,390	52.50
C. Assistant Professor	1							
<b>SCIENCE</b>								
A. Professor	108	52.30	90,988	56.00	99,663	56.44	106,528	58.96
B. Associate Professor	59	43.93	75,246	47.93	81,777	47.50	86,757	49.20
C. Assistant Professor	53	34.14	62,589	36.31	66,088	35.00	71,485	36.79
D. Faculty Lecturer	11	38.67	57,630	50.00	65,650	54.50	68,536	56.67

## Staff Benefits

*Continued from page 1*

In most cases creating new benefits makes sense only if the University contributes a substantial part of the premium, as it now does for the Health and Dental Plans, and other benefits. Contributions for new benefits would presumably have to be negotiated as part of our overall compensation package, in coordination with the three unionized groups.

One current issue concerns the sum of money realized by McGill from the demutualization of the Sun Life Insurance Company. When this occurred in June, 1997, all policy holders received a block of the newly created Sun Life stock. McGill sold this stock shortly after receiving it, creating a fund of slightly over \$3 million.

After negotiation, the Administration agreed to pay out 2/3 of the total to individuals who were employees of McGill at the time the stock was received (the remaining third and the interest will be used for some “employee related purpose(s),” to be determined). Each individual will receive an amount based on the Life Insurance premiums they paid during the 10 years previous to the demutualization. People still employed at McGill will receive their payments in the form of a holiday in their health plan premiums. People who are not members of the Health Plan will receive cheques, along with T5 forms, obliging them to pay income tax on the amount received.

Distribution of the funds was originally scheduled for June, 2003, but has been delayed until October, 2003, due to protracted negotiations over the precise wording of the agreements between the University and the unions.

Another issue that concerns many members is the change in arrangements for Health Insurance when they reach the age of 65 (whether or not they retire). Up to age 64 the plan covers both general health services and drugs, but at age 65 the drug coverage is eliminated even though the premium does not change. Drug coverage is available from the Quebec provincial (RAMQ) plan at an additional annual cost of \$422 per person or from McGill at \$2300 per person. The McGill charge is the true cost of the insurance for this group; the RAMQ plan is subsidized by tax dollars - coverage under the two plans is identical in every respect. It is therefore a smart move for both McGill and its employees to take advantage of the subsidy provided to people aged over 64 by RAMQ.

The question remains whether it is justified to continue charging people over 64 the same premium after drug insurance has been eliminated from the Health plan - a clear case of age discrimination. Amazingly enough, Joseph Varga, MAUT's Legal Officer, confirms that this is legal under the Quebec legislation governing health insurance, and that it has been upheld by the Quebec Human Rights Commission! The law permits actuarially justified differences in premiums for identifiable subgroups within insurance plans. Not surprisingly, people over 64 at McGill constitute such a group because they tend to make more use of the drug plan than people under 65.

In a perfect world the premium paid for the health plan by people over 64 would be reduced by the amount of the RAMQ premium, keeping the total cost constant. Since McGill's health insurance plan is self-financed, this or any reduction in premiums for people over 64 would increase the premiums paid by all plan members of all ages. In the fall the SBAC will be examining the potential size of these increases and discussing whether they justify premium reductions for members over 64. ❖

## Tenure and Mentoring Workshop

*Continued from page 1*

The Handbook specifies that these criteria are to be approved by the Dean of the faculty and communicated in writing to the staff member by the chair no later than 60 days after the initial appointment.

Despite these guidelines, the tenure process continues to be a stressful experience for untenured faculty and librarians. Newly appointed faculty often do not even realize that they have been given a Handbook as part of their initial orientation package and that many of the ambiguities about the process can simply be clarified by referring to this document. As a result, at the time of applying for renewal or tenure, applicants find themselves confronted with the daunting task of relying on their memory to put together a persuasive dossier: a dossier which will satisfy tenure committees that the quality of reported scholarship, teaching, and service are worthy of a favourable review. Meeting expected standards of academic performance is a key element in succeeding in the process but this requires preparation from the very first day of appointment.

MAUT has taken an active role in disseminating information about the tenure process and sees this kind of support necessary to the successful integration of newly appointed faculty and librarians in the McGill community. To this end, in the first half of the 2002-2003 academic year, it undertook a series of activities to promote mentoring in departments. These included a survey of departments to determine the range of existing mentoring practices and a Mentoring Workshop for departmental chairs. The outcome of this Workshop was a document, highlighting mentoring practices that are currently in place in the University. This document was distributed to all chairs to further encourage the implementation of formal mentoring in each department.

In May 2003, as a follow-up to the Mentoring Workshop, the MAUT organized a second workshop for untenured faculty and librarians. This time, the purpose was to inform newly appointed faculty of the tenure process, to provide them with general criteria with which tenure dossiers are evaluated, to

elaborate on the teaching portfolio, and to provide an opportunity for asking questions and discussing specific concerns.

Several individuals who had previously served on University Tenure Committees were invited to be panelists in this session and to make presentations about various aspects of the tenure process. Their varied disciplinary perspectives highlighted both policy and practice and directed participants to existing resources including the *Handbook of Regulations and Policies for Academic and Librarian Staff* (also referred to as the Gray Book, the Office of Academic Personnel website [http://ww2.mcgill.ca/academic/guides/gheass/conditions/reappt\\_tenure\\_promotion.htm](http://ww2.mcgill.ca/academic/guides/gheass/conditions/reappt_tenure_promotion.htm),

The Secretariat website

<http://www.mcgill.ca/secretariat/tenure/>,

and the Faculty of Medicine website

<http://www.medicine.mcgill.ca/academic/promoten.htm>.

Participants found the presentation by Professor Linda Wykes (School of Dietetics) who was granted tenure the previous year, particularly useful. Professor Wykes described her own preparation process, both with respect to her professional development and the dossier, representing her accomplishments. Her presentation is available in electronic format and can be requested from Mrs. Honore Kerwin-Borrelli, the MAUT Administrative Officer by e-mail <[mautadm@mcgill.ca](mailto:mautadm@mcgill.ca)>.

The level of participation and the interest that this workshop generated suggests that issues related to reappointment and tenure are very important to our new colleagues

While the *Handbook of Regulations and Policies for Academic and Librarian Staff* outlines the steps involved in the Tenure process, newly appointed faculty still need explicit guidance and advice to begin preparing for this exercise which for many, will happen in the 5<sup>th</sup> year of their appointment.

MAUT believes that sessions such as this alert individuals to get a head start in preparing for the tenure exercise. They also help generate a conversation about greater transparency, standards, and criteria used in Tenure process. MAUT intends to continue offering similar workshops annually. ❖

# MAUT Spring General Meeting

## President's Report

**Kohur N. GowriSankaran**

*(Mathematics and Statistics)*

It is with great pleasure that I welcome you to the 52<sup>nd</sup> Annual General Meeting of MAUT. I am sure many of you have noticed that the format of the AGM has been changed to address issues of concern to our Association directly. We do hope that this will make the meeting more interesting and participative so that the Council can get better feedback from the membership.

Let me begin however, by first mentioning my gratitude to the members of the Council and in particular the members of the Executive Committee. This group consists of very dedicated academics that truly believe in contributing their time and expertise generously to the cause of MAUT and to the benefit of the McGill Academic community at large. I want to thank them all very profusely. I acknowledge with pleasure the tremendous support provided by the staff of MAUT, the Administrative Officer Honore Kerwin-Borrelli and the Legal and Professional Officer Me. Joseph Varga. I could not have carried out my duties as President of MAUT (at the same time as the Chair of a large department) without their dedicated and excellent work. Thank you enormously.

The Council has dealt with a number of issues regarding the Academic staff and working conditions during the past year. Discussion on most of these issues will follow soon on the Agenda and we have chosen to name one of the Council members who will address a particular issue. However, I will just mention some of the highlights very briefly.

The most important aspect has to be the matter of compensation, that is, to impress upon the Administration to pay the Academic staff members a fair compensation commensurate with the prevailing situation at the other 9 universities of the so called G-10 Canadian Universities. In this regard a group of seven members named by the MAUT Council represents the interests of the Academic staff at the appropriate level of the University governance. I will personally address this issue later on in the meeting.

We will also be dealing with many other important issues and just to name a few of them a Health and Safety audit of all McGill buildings and properties, the Policy on the Ethical Conduct of Research Involving Human Subjects, the Tenure Mentoring Workshop, the Changes in the Librarian Status, the Benefits arising from Sun Life Demutualization, etc. As I promised I will make this report really brief and now proceed to the real issues. Finally, I want to refer to one other important concern of many members, that is the Pension Fund and administration. The Pension meeting has been set for May 6, I urge you all to attend that meeting and participate fully. ❖

### **MAUT- APBM is updating its logo.**

Suggestions for this logo came from participants at the MAUT Retreat in June 2003. Johanne Prefontaine (McGill Printing) designed this logo. We welcome your submissions.



## Salary Policy (MAUT position)

**Kohur N. GowriSankaran**

*(Mathematics and Statistics)*

While the actual salary policy is a matter for the Board of Governors, the basic work of what is the total amount that should be set aside for increase in compensation of Academic staff and how it is to be distributed (amount for across the board increase, merit increase and steps, gender related increase and anomaly increase) is generally decided by the so called ASPSC (or Academic Salary Policy Sub-Committee of the Board of Governors) and this body has seven representatives from MAUT. The Council names these seven in the spring of each year. This year these seven members are Laurie Gottlieb, K. GowriSankaran, Jodi Hebert, Roger Prichard, Bernard Robaire, Gloria Tannenbaum and Norman White. We have had several meetings of ASPSC which is chaired by the Vice Principal (Acad). At these meetings we have been dealing with several issues but the most important of them are: increase in salary expected to be given starting December of this year, the salary and gender issue, and transparency in dealing with dissemination of salary and increase information.

Following a detailed study in 1998 of prevailing salaries of academic staff at the G10 research intensive universities in Canada and discussions with MAUT, the then Principal Bernard Shapiro agreed to bring our mean salaries to the average of the mean salaries of G10. He also agreed that this should be done within a period of five years. So we are in the fifth year of this arrangement.

As Table 2 shows, the average of the mean salaries at the other 9 universities is \$1796 above that of the mean at our University. This represents a difference of 2.054 per cent. The same table also shows that the averages of the salaries of our academic staff at both the levels of (Full) Professors and Assistant Professors are very well placed (fourth from the top). The above figures are based on the information from Statistics Canada data given to us by the University Administration and are based on salary levels as of January 01, 2002. [You will notice that the ratio of Full Professors/Associate Professors is

the least at McGill among all the G10 Universities. This is a different issue that MAUT will consider and suggest a possible course of action to the attention of the membership at large in the coming year]. However, our representatives on the ASPSC are working to make the Administration honour the commitment made in 1998. Besides the (-)2.054%, our increase last year (effective December 1, 2002) fell short of the G10 average by 1.38%. Our position has been that the Administration has to make up this ground first. That is, we should have an increase of 3.434% in mass salarials first and then the consideration of a possible increase for next year in comparison to the other universities and cost of inflation. This should be settled in meetings of ASPSC to take place in the coming weeks.

We are in the third year of addressing the correction to anomaly in salaries based on gender related issues. The Administration has agreed that this year the salary of each female Professor will be assessed by the Chair and the Dean of the appropriate Faculty to determine whether there remains any gender anomaly (similar to what was done last year) and that the sum required for making such corrections will be made available. It is projected that the sum necessary for this exercise should not exceed that allocated for last year, and also that a larger envelope will be reserved, were the need to be demonstrated. The Administration has also agreed that review of gender equity will be retained as an ongoing policy in future salary policy.

The issue of transparency has received considerable attention. In fact, as per a resolution brought by yours truly and passed by Senate, the Board of Governors has requested the ASPSC to look into ways of making the salary and increase in salary information as transparent to the academic community as possible. The position of MAUT is that the averages as well as the 25<sup>th</sup> centile and 75<sup>th</sup> centile of salary information by rank for each Faculty should be public knowledge. This matter has been taken up seriously so that the Vice-Principal (Acad) has requested the opinion of all deans before approving release of such information by MAUT. We do anticipate a positive response in this respect, as we understand that several deans are in favour of releasing such information. ❖



**Table 2 G9 Salary Averages August 2003**

University	FullProf \$	frq	Sum 1 \$	AssocProf \$	frq	Sum2 \$	AsstProf \$	frq	Sum3\$	Mass salariale \$	Total Freq	Mean Salary \$
Toronto	118.671	906	107515.926	93.387	582	54351.234	77.823	413	32140.899	194008.059	1901	102.056
UBC	114.946	779	89542.934	91.903	511	46962.433	78.353	371	29068.963	165574.330	1661	99.684
Waterloo	103.934	299	31076.266	85.485	305	26072.925	66.944	148	9907.712	67056.903	752	89.171
Queen's	101.484	327	33185.268	82.676	246	20338.296	71.365	167	11917.955	65441.519	740	88.434
Alberta	103.198	657	67801.086	77.028	364	28038.192	65.049	277	18018.573	113857.851	1298	87.718
McMaster	101.188	315	31874.220	82.889	186	15417.354	67.869	179	12148.551	59440.125	680	87.412
U de M	96.751	834	80690.334	79.075	531	41988.825	64.332	274	17626.968	140306.127	1639	85.605
Western	99.504	342	34030.368	81.300	371	30162.300	63.834	255	16277.670	80470.338	968	83.131
Laval	85.457	728	62212.696	74.496	369	27489.024	60.937	111	6764.007	96465.727	1208	79.856
McGill	<b>103.237</b>	<b>417</b>	<b>43049.829</b>	<b>80.972</b>	<b>477</b>	<b>38623.644</b>	<b>69.536</b>	<b>196</b>	<b>13629.056</b>	<b>95302.529</b>	<b>1090</b>	<b>87.434</b>
Avg of others	102.793	576.333	59769.900	83.138	385	32313.398	68.501	244	17096.811	109180.109		89.230
Difference	<b>0.444</b>	<b>-159</b>		<b>-2.166</b>	<b>92</b>		<b>1.035</b>	<b>-48</b>				<b>-1.796</b>
	0.431%			-2.675%			1.489%					-2.054%
Avg UT & UBC	116.809	843	98529.430	92.645	547	50656.834	78.088	392	30604.931	179791.195	1781	100.870
Difference	<b>-13.572</b>			<b>-11.673</b>			<b>-8.552</b>					<b>-13.436</b>
	<b>-13.1%</b>			<b>-14.4%</b>			<b>-12.3%</b>					<b>-15.4%</b>

## Membership Report 2002 - 03

### Estelle Hopmeyer

*(Social Work)*

M.A.U.T. has undertaken several efforts to strengthen the membership base of the Association. A membership committee was struck under the chairmanship of Kohur GowriSankaran in 2001. Active members of the committee were Nick Acheson, Ralph Harris, Guy Mehuys, and myself, Estelle Hopmeyer. The committee implemented the following strategies for membership recruitment and retention over the past two years:

#### Outreach:

- Personal contact by a designated faculty member in each department
- Information about M.A.U.T. in mailings to new faculty and librarians
- Participation in orientation for new faculty

#### Visibility in university community:

- Periodic column in the Reporter
- Advertisement for general meeting in the Reporter
- Mailing of newsletters to faculty
- Active participation in Senate

#### Initiatives related to

##### newer/younger faculty:

- Tenure mentoring meetings
- Six months free membership
- General meeting agendas of relevance to younger faculty, e.g. salary, health & safety

The strategies have been successful in expanding the membership base of M.A.U.T. As of April 9, 2003, the membership of M.A.U.T. is 685, which includes 70 new members for

the past year. Of particular note is the substantial number of new faculty.

The committee will continue its active work on behalf of the Association and invite members to recruit colleagues and friends. The committee welcomes suggestions for recruitment and retention. . ❖

## Report of the Progress of the Principal's Task Force on Non-Tenure Academic Staff

### Malcolm Baines

*(Microbiology and Immunology)*

The Task Force for Non-Tenure Stream Academic Staff has met over a dozen times since 28 August, 2002. A staff survey was constructed and over 3400 staff members were invited to respond to the web-version of the questionnaire on-line or receive a printed copy for manual entry. Unfortunately, only 617 responses were received (18%).

The non-tenure stream staff members at McGill were classified into four groups:

1. The first group was made up of faculty lecturers, sessional librarians, and part-time professors usually hired on an annual basis.
2. The second group was made up of GFTH (medical health professionals) usually hired on a full-time annual salaried basis.

3. The third group consisted of professionally associated staff usually hired on a full-time annual salaried basis (those who are associated with professions within their discipline to provide research or administrative services).

4. The fourth group was made up of course lecturers or instructors primarily hired on a contractual course-by-course basis for one or more terms.

The working conditions for each group were identified and compared to the equivalent group at the other G10 Canadian universities. The current survey results are being analysed to document and confirm the specific terms of employment for this community. The survey sought to discover the nature of the specific problems experienced from the perspective of each group. Finally, the committee will make recommendations to improve the terms of employment for non-tenure stream employees at McGill.

Recommendations are currently being considered in the following areas:

A university policy outlining a minimum salary for course lecturers or instructors across faculties and departments. (recommendation under discussion).

Staff rights to continue performing the same job following favourable evaluations.

Staff rights to accrue and consolidate contracts from part-time up to full-time employment.

Staff access to benefits (insured and non-insured plus pension).

Opportunity for academic staff to move from the non-tenure stream into unlimited employment on an annual salaried basis.

The problems mentioned above are not unique to McGill as many universities have recruited contract academic staff as a flexible, cost-effective solution to the dual pressures of university grant reductions and ever increasing enrolments. The unequal treatment of non-tenured staff in Canadian universities is interpreted by some as an attack on the academic community as contract course lecturers replace full-time Professors. Contract academic staff feel that their academic freedom to teach and evaluate their students is constrained by their awareness of their vulnerability to termination at any time. Further, whereas tenured academic staff members are rewarded for their scholarly creativity, non-tenure stream staff members receive no compensation for their scholarly works nor is salaried time provided for this activity.

Finally, it is clear that the non-tenure stream staff constitute a significant part of the university academic community, and that the university could not function without their services. Therefore, the goals of this committee are to recognize the importance of the non-tenure stream academic employees and propose policies and procedures to fairly recruit, retain and reward these members of the McGill academic community. ❖

## **Changes in Librarian Regulations**

**Joan Hobbins**

*(Library Technical Services)*

In the last few years McGill University Libraries have had great problems hiring and retaining librarian staff. The difficulty is threefold: our starting salaries in particular are not competitive with Concordia let alone the Group of ten; we have not been able to hire new librarian staff on a secured appointment track and we lack a staffing plan that addresses the responsibilities and true workload in the libraries.

Further complicating matters is the University Administration's changing interpretation of regulations pertaining to librarians. The most current changes, adopted merely 2 years ago, were at the request of the University to bring Chapter 2 into a similar format to or parallelism with Chapter 1 of the regulations. Subsequently the University Administration stated that librarians would be evaluated using identical criteria to that of faculty. This administrative interpretation is now contrary to the actual wording of revised Chapter 2 and is causing considerable problems.

The issue pertaining to starting salaries in particular is currently being considered by the administration. It is difficult to make the same type of comparisons as are done for faculty with peer institutions because there is not the same homogeneity regarding ranks in the various library systems in the Group of ten or CREPUQ. Matching Concordia would be a reasonable start. It appears McGill University Libraries starting salaries

will be competitive with Concordia momentarily.

Over the last couple of years monies have been made available to hire librarian staff. Except for a few new hires for senior administrative positions most of the librarian staff are hired on limited term contracts much like faculty lecturers.

Some hopeful signs are now on the horizon. A committee has been formed to re-write the regulations to reflect the work related duties and other academic responsibilities of librarians. If this is successful we may be able to get back on track. The staff association will be monitoring this effort carefully.

Significant financial resources made available by the University are now being devoted to augmenting the Collections. While this effort is praiseworthy, very exciting and greatly enhances the usefulness of the libraries there is a significant human cost. The staff has not been increased to handle this potentially permanent extra workload. In fact, most staff cuts and retirements over the past decade have yet to be replaced. Understaffing affects all areas in the provision of access and service to the collections. The budget process also creates problems as additional monies come late, often unexpectedly and have to be used quickly, while selecting, ordering and cataloguing of materials should be a year-round task.

Not all of the resources these new monies have provided are available at the level the McGill community desires. Pre-existing backlogs are now growing at an alarming rate. Over the years numerous requests for a staffing plan have not been realized. This

finally appears to be changing and we expect a committee/working group/task force to begin addressing this very serious problem imminently.

There is much work ahead of us to re-write the regulations dealing with the status and working conditions of librarians at McGill University and to develop a McGill University Libraries staffing plan. The need to complete these tasks is urgent. ❖

## **Policy on the Ethical Conduct of Research Involving Human Subjects**

### **Bernard Robaire**

*(Pharmacology and Therapeutics)*

A draft of a new policy on the Ethical Conduct of Research Involving Human Subjects was brought to the attention of MAUT at the beginning of December 2002. Shortly thereafter, the document was reviewed by an MAUT ad hoc sub-committee chaired by B. Robaire. The committee members included L. White, S. Shapiro, K. Glass and B. Sherwin. The committee discussed a range of basic issues and though the document was considered to be well written, several significant suggestions for improvement were brought forward. VP-Research L. Proulx, Linda McNeil and Mark Baldwin were invited to MAUT Council late in December. They provided the background on the Tri-Council Policy Statement on Research Ethics. The McGill administration had signed a memorandum of understanding to be compliant with the Ottawa policy and struck a task force to produce a document that will ensure that all human subject research is properly reviewed. The range of concerns was discussed with the representatives of

the administration during the Council meeting.

In order to resolve the differences between the Administration and MAUT, a working group composed of Ian Butler, Linda McNeil, Lydia White and Bernard Robaire met in early January. Each of the major issues was resolved to MAUT's satisfaction. The sub committee indicated the need for a compulsory, possibly web-based ethics course that should be offered by the Office of the VP Research. Particular attention was given to the necessity for flexibility across disciplinary lines. Emphasis is to be based on expediting the approval process and reducing paperwork. The need for consultation was recognized and the Policy was posted on the web for review; all Deans and Chairs of departments were asked for their input.

In February, the final draft of the Policy on Ethical Conduct and a draft with strikeouts were circulated to Council. The draft document had been posted on the web and distributed to Chairs and Deans for consultation, as requested. Minor additional changes had been made and approved by the MAUT sub committee. MAUT Council approved the document. It then went to APPC for the February 20<sup>th</sup> meeting and then on to Senate. It is presently waiting approval by the Board of Governors. ❖

## **Health and Safety Issues at McGill**

### **Bernard Robaire**

*(Pharmacology and Therapeutics)*

Triggered by a series of events in the Spring, Summer and Fall of 2002 and

associated with several newspaper accounts of a potentially hazardous environment due to poor air circulation in the McIntyre medical building, MAUT Council was consistently kept informed of the rapidly developing activities, including the involvement of the CSST, in the fall of 2002. After extensive discussions at both MAUT Executive and Council, the decision was made to move forward with a motion in Senate that would require the University to assess health and safety aspects in all McGill buildings (below). The motion passed unanimously at Senate. Tenders were put forward to identify a firm that could undertake this review. Apparently a firm has been hired and a preliminary report will be made to Senate by VP Yalovsky by the end of the academic year, with a final report at the end of the calendar year.

### ***Motion to Senate***

Whereas concerns have been raised by members of the University regarding potential health and safety hazards in University buildings affecting academic life,

Whereas no health and safety audit of the McGill facilities is available,

Whereas the Administration is committed to have an effective Health and Safety environment in the University,

It is moved that McGill University, using the services of an external consultant, immediately undertake a Health and Safety review with a scope that includes:

**a)** a comprehensive and objective review of the design and effectiveness of the University Health and Safety

organization structure including recommendations for improvement

**b)** an assessment of both McGill campuses classified by level of potential risk with respect to Health and Safety issues

**c)** development of a blueprint for the implementation of detailed audits based on the risk assessment analysis derived in b) above.

The above defined review will be completed, and the results reported back to Senate, during the current calendar year with an interim report to Senate by the end of the current academic year. ❖

### **Non-Discrimination Committee**

**Edith Zorychta**  
*(Pathology)*

Members of the committee have collaborated with members of the

Senate Subcommittee on Women, the Task Force on Non-Tenure Track Academic Staff, the McGill Centre for Research and Teaching on Women, the CAUT Status of Women Committee, the CAUT Equity Committee and others during this academic year, in working on a variety of equity issues. We intend to expand the committee to include a member who is knowledgeable regarding the concerns of the disabled. ❖

### **Faculty Club**

**Edith Zorychta**  
*(Pathology)*

The Faculty Club is having an excellent year in 2002/03, hosting many conferences and meetings in addition to the regular activities for members. Plans are underway to hold the meetings of Senate and the Board of Governors in the Ballroom during 2003/04, rather than in Leacock 232.

The Faculty Club is in the process of creating a Visiting Scholars Program, with cooperation from the Office of the Vice-Principal, Academic, in order to welcome and provide helpful information to the many academics who join us at McGill on a temporary basis.

Renovations completed during 2002/03 included Ole's Pub, washroom facilities, additional air conditioning, and the redesign of the outdoor Terrace. Projects intended for the upcoming year are focused on safety, including major renovations to the ducts and equipment in the kitchen, and the installation of a new fire detection system. The new outdoor Terrace will open shortly, and we extend a warm welcome to everyone to come and enjoy lunch among the flowers! ❖

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## **CAUT Benefits**

As members of the MAUT, you are also entitled to CAUT benefits. These include favourable mortgage and insurance rates, car rentals, and office products. For more information please check the CAUT site: <http://www.caut.ca/english/member/affinity/> ❖

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### **NEW GYM MEMBERSHIP RATES FOR MCGILL STAFF AND FACULTY**

Faculty can now benefit from improved rates at the McGill Sports Complex. In an effort to encourage more staff and faculty to become active, the Athletics department has created an attractive fee structure for the use of its facilities. Buy your membership now to avoid line ups in the fall.

Buy a 12-month staff membership for only \$259.00 (plus taxes). Access to the Fitness Centre is available at an extra cost of \$86.00 (plus tax). Three guest passes are included.

Buy an 8-month staff membership for only \$199.00 (plus taxes). Access to the Fitness Centre is available at an extra cost of \$61.00 (plus tax). Two guest passes are included.

Contact: 398-7000 for more information. Or visit [www.athletics.mcgill.ca](http://www.athletics.mcgill.ca)

## New MAUT Members

It is estimated that McGill will be hiring on average one hundred new faculty members every year for the next ten years. We like to welcome these new professors to McGill and MAUT. Beginning with this issue of the MAUT Newsletter, we will publish a number of brief biographies of the new members to introduce them to the community. Unfortunately, space restriction does not allow us to publish more than a few biographies in every issue. ❖

### **Sharon Bond (School of Social Work)**

Sharon Bond, M.S.W., Ph.D. (candidate), joined the McGill School of Social Work as a faculty member in 1998, serving as Coordinator of the McGill Couple and Family Clinic (MCFC) and Professional Associate. Under the leadership of Barry Trute, M.S.W., Ph.D, Fisher Chair and Professor, McGill School of Social Work, she pioneered the development of the MCFC, a couple and family treatment centre, located within The Centre for Applied Family Studies, School of Social Work, Wilson Hall. Her teaching portfolio is focused in the area of Family Practice: family assessment and treatment, both at the undergraduate and graduate levels.

In terms of her community interests, Sharon is Coordinator - McGill School of Social Work Continuing Education Committee. The work of this committee is focused on making social work education accessible to community practitioners, through continuing education courses, annual conferences and community outreach. She is presently coordinating a Work Group studying the development of future Graduate Diploma of Family Therapy. Her area of research interest is on: Emotional Attachment and Conjugal Violence

### **Kim Dalkir (Graduate School of Library & Information Studies)**

Dr. Dalkir, BSc'83, MBA'85, joined the Graduate School of Library and Information Studies in July 2002 as an Assistant Professor. She received a PhD in Educational Technology from Concordia University in 1997. Dr. Dalkir began her career as a knowledge engineer at the Centre for System Research and Knowledge Engineering at Concordia University. Later, she was Head of the Performance Support Systems research program at CITI (Centre for Information Technology Innovation), at Industry Canada. Shortly thereafter, Dr. Dalkir joined Microcell Labs, as the Director of the Centre for Strategic Knowledge, responsible for the initiation and coordination of a number of applied research and development activities for knowledge-based customer modeling. In her most recent position, as Director of

Knowledge Management Services at DMR Consulting (now Fujitsu Consulting), Dr. Dalkir was actively involved in the transfer of knowledge management and electronic performance support systems (EPSS) to clients in Europe, Japan and North America. More recently, she has developed new consulting services in the areas of knowledge transfer for succession planning due to employee turnover, knowledge management (KM) strategy roadmaps, KM maturity level assessments and KM intersections with CRM, Business Intelligence and Change Adoption.

### **John A. Di Battista (Departments of Pharmacology & Therapeutics and Anatomy & Cell Biology)**

Dr. Di Battista is a tenured associate professor in the Faculty of Medicine with cross-appointments to the departments of Pharmacology /Therapeutics and Anatomy/Cell Biology. Having received a PhD in 1988 from the University of Montreal and completed 3 years of post-doctoral training, he became an independent researcher in 1991. He established a laboratory with a research program funded by the Canadian Institutes for Health Research (CIHR), the Arthritis Society of Canada (TAS) and the Canadian Arthritis Network (CAN) Centers of Excellence. Dr. Di Battista is currently an Investigator (salary award) of the CIHR/TAS. Seven students at the Masters and Doctoral level have received training in the lab along with 4 post-doctoral fellows. Productivity has come in the form of some 115 publications, book chapters, and conference abstracts. CIHR's current research theme is the study of integrative regulatory systems governing the immune and inflammatory response.

### **Jim Henderson (Health Sciences Library)**

Jim Henderson has Bachelors (BSc Honours 1971, UVic) and Masters (MSc 1972, Queen's) degrees in Mathematics as well as his Masters of Library Science (MLS 1974, UBC). After working at UBC in the Mathematics Library and Science Division, he

entered medical librarianship in 1982, moving to the UBC Woodward Library. In the same year, he began teaching at the UBC School of Library, Archival and Information Studies, where he has given various courses including online searching, resources in science and technology, and health libraries. In 1991, he joined the Medical Library Service of the College of Physicians and Surgeons of BC as Director, with duties for outreach across BC and in training physicians on MEDLINE, Internet resources, and evidence-based medicine. He has been active in professional associations, including acting as Local Assistance Chair for the joint MLA/CHLA-ABSC 2000 annual meeting in Vancouver. In 1997, he was awarded the CHLA-ABSC (Canadian Health Libraries Association) Award of Outstanding Achievement for his work introducing DOCLINE, the resource sharing system of the US National Library of Medicine, into Canada. Through CHLA-ABSC, he continues to work on a National Network of Libraries for Health to coordinate access to health knowledge for health professionals and provide opportunities for economies of scale in licensing electronic resources. In September 2002, he joined McGill Libraries as the Head of the Health Sciences Library with responsibilities for the Osler History of Medicine Library.

#### **Robert Nadon (Department of Human Genetics)**

Robert Nadon's recent research has focused on statistical analysis of microarrays. Prior to joining McGill, he was Associate Professor in the Department of Psychology at Brock University and Director of Informatics at Imaging Research in St. Catharines, Ontario. While at Imaging Research, he developed novel algorithms for estimating random error of cDNA and oligonucleotide microarray chips and led a team which developed the ArrayStat statistical software package for gene expression analysis. Robert is an Associate Professor in the Department of Human Genetics and is a Principal Investigator with the Montreal Genome Centre.

#### **Gerbern S. Oegema (Faculty of Religious Studies)**

Gerbern S. Oegema, born in Dokkum, the Netherlands, studied Theology and Jewish Studies in Amsterdam, Jerusalem and Berlin; 1983 B.A. and 1985 Th.D. at the Vrije Universiteit Amsterdam, 1988 M.A. and 1989 Ph.D. in Jewish Studies at the Freie Universität Berlin, 1997 Dr. Theol. Habil. in Theology at the Universität Tübingen; Lecturer at the Universities of Amsterdam and Berlin (1986-1990), Assistant and Privatdozent

at the Universities of Münster and Tübingen (1992-2002); Adjunct Director of the Institute of Ancient Judaism and the History of Hellenistic Religion in Tübingen (1995-1999). Since 2002 Associate Professor of Hebrew Bible and Greco-Roman Judaism at the Faculty of Religious Studies of McGill University (since 2003 with tenure); since 2003 Fellow of the Center of Theological Inquiry in Princeton, USA.

Author of numerous publications in Ancient Judaism and Early Christianity, including *Der Gesalbte und sein Volk* (Göttingen: Vandenhoeck & Ruprecht 1994; ET: Sheffield: Sheffield Academic Press 1998); *The History of the Shield of David* (Frankfurt/M e.a.: Lang 1996); *Für Israel und die Völker* (Leiden: Brill 1998); *Zwischen Hoffnung und Gericht* (Neukirchen-Vluyn: Neukirchener Verlag 1999). *Jüdischen Schriften aus hellenistisch-römischer Zeit. Supplementa* (Gütersloh: Gütersloher Verlag 1999ff., ed. together with H. Lichtenberger); *Qumran-Messianism* (Tübingen: Mohr 1998, ed. together with J.H. Charlesworth and H. Lichtenberger); *Jüdischen Schriften aus hellenistisch-römischer Zeit in ihrem antik-jüdischen und neutestamentlichen Kontext* (Gütersloh: Gütersloher Verlag 2002, ed. together with H. Lichtenberger); *Der Mensch vor Gott* (Neukirchen-Vluyn: Neukirchener Verlag 2003, ed. together with F. Avemarie and U. Mittmann-Richert).

#### **A.R. Humphries B.A. M.A. (Cantab), PhD (Bath)(Department of Mathematics and Statistics)**

Tony Humphries was born in Brighton, England, in 1966, and read Mathematics at Cambridge University before completing a PhD at the University of Bath in 1993. He was a postdoctoral research assistant at Bristol University (1993-1995) and a Lecturer (1996-1999) and Senior Lecturer (1999-2002) at the University of Sussex. He held a Leverhulme Fellowship at the Fields Institute in Toronto in 2001. He joined McGill as an Associate Professor in the Department of Mathematics and Statistics in 2002.

His research interests in applied mathematics focus mainly on numerical analysis and dynamical systems, and he is best known for his work at the interface of these two disciplines on the long time behaviour of algorithms for the numerical simulation of dynamical systems. He is co-author of the monograph "Dynamical Systems and Numerical Analysis" (CUP 1997). He has recently been working on lattice dynamical systems and functional differential equations with advances and delays (where current behaviour depends on both the past and future state of the system).

## New Executive and Council members

The MAUT's annual election for the Executive and five vacancies on the Council was held in March 2003. Here are the members of the MAUT Executive and Council:

We are here to serve you. Please contact us with your questions and comments.

<b>EXECUTIVE</b>		<b>Phone</b>	<b>Fax</b>	<b>Email</b>
President	Bernard Robaire (Pharmacology/Therapeutics)	3630	7120	brobaire@pharma.mcgill.ca
President-Elect	Frank Mucciardi (Mining, Metals, and Materials Engineering)	1329	4492	frank.mucciardi@mcgill.ca
Past President	Kohur N. GowriSankaran (Math/Statistics)	7373	6671	gowri@math.mcgill.ca
V.P. Internal	Norman White (Psychology)	6082	4896	norm@hebb.psych.mcgill.ca
V.P. External	Marie-Claude Prémont (Law)	4670	4659	marie-claude.premont@mcgill.ca
V.P. Communications	Jamshid Beheshti (GSLIS)	3366	7193	jamshid.beheshti@mcgill.ca
Secretary-Treasurer	Estelle Hopmeyer (Social Work)	7067	4760	estelle.hopmeyer@mcgill.ca
<b>COUNCIL MEMBERS</b>				
Nick Acheson	Microbiology & Immunology	3921	7052	nicholas.acheson@mcgill.ca
Dorothy Bray	English	6559	8146	dorothy.bray@mcgill.ca
Jacques Derome	Atmospheric & Oceanic Sciences	5350	6115	jacques.derome@mcgill.ca
Erika Gisel	Physical/Occupational Therapy	4510	6360	erika.gisel@mcgill.ca
Andrew Kirk	Electrical & Computer Engineering	1542	3127	andrew.kirk@mcgill.ca
John Kurien	Economics	4826	4938	john.c.kurien@mcgill.ca
Humberto Monardes	Animal Science (Macdonald)	7809	7964	humberto.monardes@mcgill.ca
Joan Hobbins (to May 31, 2004)	Library Technical Services	4796	8919	joan.hobbins@mcgill.ca
Anthony Paré	Education / Integrated Studies	4525	4529	anthony.pare@mcgill.ca
Alenoush Saroyan	Education /Centre for U T & L	6648	6968	alenoush.saroyan@mcgill.ca
Maria Zannis-Hadjopoulos	McGill Cancer Centre	3536	6769	maria.zannis@mcgill.ca
<b>OFFICE STAFF</b>				
Administrative Officer	Honore Kerwin-Borrelli	3942	6937	maut@mcgill.ca
Professional and Legal Officer	Joseph Varga	3089	6937	jvarga2@po-box.mcgill.ca

The MAUT- APBM Newsletter is published during the academic year, by the McGill Association of University Teachers, to keep all members informed of concerns and activities.

**Editor** ..... Jamshid Beheshti (GSLIS)

**Administrative Officer** ..... Honore Kerwin-Borrelli

**Layout** ..... Alexander Jerabek (Libraries)

Many thanks are due to Marilyn Fransiszyn for all her work on the Newsletter and the web site since 2000. While Marilyn is on leave, Alexander Jerabek will assume responsibility for her duties.

### Postal Address

McGill Association of University Teachers

3459 Peel Street, room 202

McGill University

Montréal, Québec, Canada H3A 1W7

Tel (514) 398-3942

Fax (514) 398-6937

Email: mautadm@mcgill.ca