



MAUT Newsletter: McGill Association of University Teachers

February 2015

Welcome

Dear MAUT Members,

Welcome to the third edition of e-MAUT. The Winter term has been a very busy one for MAUT Executive and Council. For example, we have been working on a number of dossiers including consultations for revisions to the university regulations concerned with leaves of absence and sabbatical leaves, as well as tenure and re-appointment appeals processes.

Council hosted two Q & A sessions – one with Dean of Students André Costopoulos and another with Provost Anthony Masi. Your MAUT representatives brought forward concerns ranging from the processes of keeping faculty informed of changes in procedures related to student discipline, to the challenges that new faculty are facing in acquiring sufficient French language proficiency in order to obtain permanent residency.

You will note that despite the budget pressures, the Salary Policy that was just announced included the previously agreed upon salary increase (0.75% across-the-board plus 4.95% of the total academic salary mass for merit) for eligible academic staff. The Committee on Academic Salary and Compensation (CASC) has recently met to discuss the level of total compensation that faculty and librarians receive. While our salaries are central to CASC discussions, our ranking with comparator Canadian universities should also include discussion of the sum of the benefits and salary package.

The Winter term has also featured a new social event – a terrific family-friendly Winterlude held at the Faculty Club and environs. These and the two events held in the Fall, all organized and hosted by the Membership Committee, have been great successes in creating a renewed sense of community amongst MAUT members across McGill. More events of this sort are being planned, as are Spring (if it ever arrives) fora - one dealing with Merit & Salary Policy and another dealing with MOOCs. Details to follow in upcoming editions of e-MAUT.

Bruce Lennox, MAUT President

Upcoming MAUT event at Redpath Museum

MAUT elections 2015

MAUT's annual election is scheduled for March 25 to April 1, 2015.

We need strong leadership at MAUT, with willingness by already very busy colleagues to offer their support and service. I urge you to nominate an individual with vision for positions on the MAUT Executive Committee and Council, or to allow your name to stand. All full members will have received the Call for Nominations by email and it is also posted on the MAUT [website](#).

Ken Hastings, Chair, MAUT Nominating Committee

Winterlude brunch



On January 18, 2015, MAUT held a "Winterlude Brunch" for academic staff and families at the gorgeous McGill Faculty Club, with special guests to please the children. Read more [here](#).

Debra Titone

Call for faculty contact persons

The MAUT Membership Committee is seeking your help! We need your participation as faculty contact person to help us coordinate outreach to the academic community. We welcome input from members of all Faculties. Please email maut@mcgill.ca by Friday March 6th, 2015 to let us know you would be interested in this type of community participation and service.

MAUT Membership Committee



On Sunday March 22, MAUT will host a family-friendly event organized by the Membership Committee. In this educational and fun event, kids and their parents will participate in an hour-long family discovery workshop on VOLCANOES, which includes a hand-made craft to take home. More details will be circulated shortly.

Updates from CAUT and FQPPU

CAUT Almanac of Post-Secondary Education in Canada 2014-15

The [Almanac](#) contains lots of interesting information on university financing, research funding, students and staffing, libraries and even presidents' salaries, in Canada as well as comparisons with other countries.

Axel van den Berg, VP External

CAUT Facts and Figures (January 2015)

The latest issue of [CAUT's Facts and Figures](#) provides an overview of the current bargaining climate, summarizes recent settlements in the sector, and includes updates to two model clauses approved at November 2014 CAUT Council. The login information to access this document is [Username: MAUT] [Password: #Mcg11]

Axel van den Berg, VP External

CAUT workshop on grievance handling procedures

The 12th annual CAUT workshop for Senior Grievance Officers was held at the Westin Hotel, Ottawa over December 12th-14th (2014). The workshop, which was aimed at some 70+ Senior Grievance Officers (SGOs) from faculty associations across the country, had as its focus grievance handling structures i.e. the mechanisms associations use to handle the violation of the legal terms and conditions of their respective workplaces.

The workshop was primarily structured around 10 presentations from CAUT SGOs, as well as two from CAUT legal officers, and one from a CUPE national organiser; plenary discussions following each presentation; and small group break-outs. Several themes were explored, including equity and the grievance process; the diversity of models used by associations to enact the grievance process; and issues concerning members confidentiality during a grievance procedure. The workshop concluded with a plenary to discuss whether CAUT needed to create a policy statement on best practices on grievance handling given the large number of queries from member associations that CAUT

MAUT recent events

McGill Citizens' Council survey on the Principal's Plans

Thanks to all MAUT members who participated in the recent Citizens' Council survey on the Principal's Plans for McGill. On January 6, 2015 Principal Fortier and Vice-Principal DiGrappa met with the Citizen's Council in a meeting hosted by MAUT to discuss the findings of the survey. A report of the survey, including the discussions at the January 6 meeting, will be circulated shortly.

Coffee and conversation with the principal

The "Coffee and Conversation with the Principal" meetings, inaugurated by MAUT Council during Suzanne Fortier's first year as Principal, are informal discussion meetings with the Principal open to all MAUT members. On January 22, 2015 a "C & C" meeting held in the Faculty Club was attended by the Principal, the Provost, and 19 MAUT members. Among the topics addressed were: recent developments (from the day before!) in the rapidly evolving area of Quebec government funding of universities, and the issue of gender balance in higher administrative positions at the university, including a spirited discussion of the importance of near-by daycare options for career advancement of female academic staff.

Ken Hastings, Past-President MAUT

Continuation of updates from CAUT and FQPPU

The juggling act: Thriving or surviving

The English version of a report on working conditions in academia produced by the Comité sur la condition professorale of the Fédération Québécoise des Professeures et Professeurs d'Université. The report, based on a series of focus groups and qualitative interviews, documents the range of issues and obstacles our colleagues in the Quebec system face while pursuing their careers, as well as some of the solutions they have come up with. If you would like to receive a free copy of the report, please contact Honore Kerwin-Borrelli at by phone (514-398-3942) or email (maut@mcgill.ca).

Axel van den Berg, VP External

FQPPU survey

The Fédération québécoise des professeures et professeurs d'université (FQPPU) is conducting a study on research and gender, under the supervision of Françoise Naudillon, professor at Concordia University. The results of the study will be used to assess gender issues in the research community and to help the FQPPU lobby for improvements with the provincial and federal governments. All MAUT members are strongly encouraged to participate in the survey which only takes 15 minutes to complete. While the official deadline for participation is February 27, 2015, the survey will be kept open until March 20th so as to encourage maximum possible participation. To participate please go to the following

receives on the subject.

Overall, this two-day workshop was well worthwhile attending. Not only did it provide a broad and informative panorama of the different kinds of grievance handling procedures across the country; it reinforced the need for faculty associations in the current climate of financial cut backs to develop and maintain robust grievance processes to defend their members' rights and working conditions.
Steve Jordan, MAUT Advisor

links: [English](#) or [French](#).

Axel van den Berg, VP External

Have an event to promote on the MAUT e-Newsletter? Send all details, including date, time, location, event title and contact information at least 10 days prior to the event to: maut@mcgill.ca. Check the [MAUT website](#) for the latest news, events, kudos and other happenings of interest.

 McGill University