



MAUT Newsletter: McGill Association of University Teachers

Summer 2015

Message from the President

As the new President of MAUT, I am feeling extremely honoured to be entrusted with this position. Like many of you, I have spent much of my time at McGill being a member of MAUT but not really understanding why it exists and what it does. Over the last few years I have become aware of the vast range of day to day issues that MAUT is involved in and the actions it takes on behalf of its members (and even non-members!). From day care issues to salary policy, MAUT provides a channel for the faculty and librarians to express their concerns to the University administration. Over the last year or so it has been involved in the statement of academic freedom, the salary policy, the regulations relating to tenure and appeals, the conflicts of interest policy, etc.

Many of us only become aware of MAUT when we have a problem with tenure or other issues related to employment and find out that MAUT can provide advice and help in dealing with these situations. These issues affect all of us but many members of the academic community are unaware of the fact that MAUT works on behalf of all academic faculty and librarians whether they are members or not.

In an effort to increase awareness of the role of MAUT and to provide a channel for connecting academics across the University, MAUT organizes a wide range of social events and fora/workshops on subjects directly affecting everyone. Next year will be no different with several social events and fora already being planned. MAUT works because of the commitment of volunteers, the dedication of the council and expertise of its members. I strongly encourage you to become more involved with it. As with all associations, its strength is drawn from the members and the contributions they can make to the University community and its operations.

I would like to take this opportunity to wish everyone a great summer and the opportunity to relax and re-energize ready for the start of the next academic cycle in September. I look forward to meeting all of you at the various social functions and fora, which will take place the next year and I hope that each of you will consider contributing to the work of MAUT.

David Lowther, President MAUT

Tenure, Renewal and Mentoring Workshop

This past April, MAUT offered its 14th Annual Tenure and Mentoring Workshop to MAUT members. Year

2015 Salary Increases

You will no doubt be aware of your salary increase, which took effect June 1, 2015.

Many of you will have a significant increase, as you did last year. The size of this increase depends on two important factors. One factor is your own hard work, as reflected in your merit classification. The other is the hard work of MAUT on McGill's Committee on Academic Staff Compensation (CASC).

As you know, MAUT is the voice of the McGill academic staff in discussions with the administration at CASC to set salary policy. These discussions establish the overall amount of the salary increase budget and its distribution into across-the-board and merit components, and have led to the significant increases we are seeing now.

MAUT's goals include generating academic staff salaries consistent with McGill's place among the top universities in Canada, with fair and transparent salary policy implementation.

Your support through your MAUT membership gives us the needed strength to advance the interests of the academic staff at McGill. Please ask your departmental colleagues who haven't joined to become MAUT members, as their participation will make us all the stronger. Moreover, because MAUT's efforts on behalf of its members improve conditions for all academic staff, MAUT membership equates with responsible participation in the professional life of our academic community. Please direct your colleagues to the [on-line membership form](#) and let them know the first year of MAUT membership is dues-free.

David Lowther, President MAUT

Two New MAUT BY-LAWS

This year, MAUT developed two by-laws that were adopted by Council prior to its summer recess.

One is the By-law on the Terms of Reference of MAUT Standing Committees. [Link to final version - June 29, 2015](#)

The other is the By-Law on ad hoc Consultation with MAUT that outlines procedures that need to be followed when any unit external to MAUT wishes to formally consult with MAUT. [Link to final draft of April 9, 2015](#)

The MAUT website page containing the Consitution

after year, participants have evaluated this workshop very positively and have referred to it as a very informative session.



The workshop offers insights on the actual tenure process and the regulations governing it. As well, it highlights available resources and actions that pre-tenure faculty might undertake to prepare for their reappointment and tenure dossiers with as little stress as possible. Workshop moderators include individuals who serve on Departmental and University Tenure Committees and who can speak from experience regarding criteria applied to the evaluation of dossiers.

One of most important features of the workshop is hearing directly from newly reappointed and tenured colleagues about their experiences and what they would do if they had to go through the process again.

If you missed the opportunity to participate this year, be sure to look for the announcement for the 15th annual workshop which is scheduled for sometime in April 2016. You can also go to <http://www.mcgill.ca/maut/resources/previous-workshop-documents> to access documents related to the 2015 workshop.

Alenoush Saroyan, VP Internal

MAUT Council Orientation Meeting

“How MAUT Operates”

The annual MAUT Council Orientation meeting will take place on August 31st from 3:00 pm to 5:00 pm at the Faculty Club, followed by a cocktail reception. All MAUT members and potential members are welcome to attend.

The principle purpose of this annual event is to familiarize new members of Council with MAUT's main activities and ways of operating, as well as to get to know each other. Topics covered range from MAUT's constitution, organization and mandate to the various ways in which MAUT is implicated in the University's administration and the many benefits MAUT has to offer its individual members. Since these issues are of interest to all members and

and By-Laws will soon be updated.

Alenoush Saroyan, VP Internal

McGill Citizens' Council projects

Report on the Survey on the Principal's Plans

The Citizens' Council's report on its Survey on the Principal's Plans conducted late in 2014, is now available. A [brief overall project summary](#) (also available via the MAUT website's [Current Issues](#) page) includes links to a comprehensive summary of survey responses, and a report on a meeting in which Principal Suzanne Fortier and Vice Principal (Administration and Finance) Di Grappa discussed the survey results with representatives of the associations that make up the Citizens' Council.

Citizens' Council Governance Survey now underway

Many thanks to those of you who have filled out the Citizens' Council Governance Survey. If you have not already done so, please share your views regarding governance and administration at the university over the past year (the 2014/15 academic year) at <https://www.surveymonkey.com/r/TTWKPB>. Your participation is important. The Citizens' Council plans to produce a Governance Report based on thoughtful input from all sectors of the university community (including all student and employee groups) that will reveal what we can learn from governance/administration successes and failures over the past year. **Access to this short 4-question survey has been extended to July 10, 2015.**

Ken Hastings, Vice-President Finance MAUT

CAUT and FQPPU Updates

Both the *Fédération québécoise des professeures et professeurs d'université* (FQPPU) and the *Canadian Association of University Teachers* (CAUT) have reacted critically and forcefully to the federal government's recent budget. For their statements and comments visit their websites at <http://fqppu.org/> and <http://www.caut.ca/resources/briefs-and-reports> respectively.

The latest issue of CAUT's Education Review is now available online [here](#). This edition provides an analysis of the current state of university finances in Canada, as well as longer-term trends in university revenues and expenditures since the beginning of the new millennium. The review addresses a number of key questions facing universities today, such as: What have been the key drivers affecting changes in revenues and expenditures? What is the share of public and private funding? What changes have occurred in the compensation of academic staff and administrators?

The CAUT is organizing a nation-wide system of equity networks to exchange ideas and experiences related to equity issues in the university setting. It invites all individuals and groups who are interested

potential members as well we invite all colleagues who are interested in finding out more about MAUT to attend the Council Orientation meeting and the reception afterwards. For more information, please visit the MAUT website at:
<http://www.mcgill.ca/maut/>

2ND ANNUAL MAUT WELCOME GATHERING

MCGILL UNIVERSITY FACULTY CLUB
3450 McTavish Street
Montreal

INVITATION! A date to remember...
September 17, 2015 / 4 p.m. to 7 p.m.

In collaboration with McGill University's Faculty Club, MAUT cordially invites all McGill University Academic Staff and their families to the 2nd Annual WELCOME GATHERING at the Faculty Club on September 17, 2015 from 4-7 p.m.



Along with live entertainment, drinks and snacks will be served, and there will be activities for children.

Looking forward to seeing you there!

Stefano Algieri, Chair, Membership Committee

in equity issues to join the CAUT networks at
<http://www.caut.ca/issues-and-campaigns/equity>.

Axel van den Berg
VP External

MAUT New Faculty Profile

Eve-Marie Quintin, Ph.D.



MAUT would like to welcome Eve-Marie Quintin as a new member. Eve-Marie is an assistant professor in the Department of Educational and Counseling Psychology. Her research focuses on cognitive, behavioral, and brain development associated with neurodevelopmental disorders including autism spectrum disorders and fragile X syndrome. She also studies processing of musical emotions and structure in autism spectrum disorders and typical development. Eve-Marie holds a B.Sc. in Psychology from McGill and trained in child and adolescent neuropsychology at UQAM where she obtained her Ph.D. in 2011. She then completed postdoctoral research at Stanford University and the Georgia Institute of Technology before returning to McGill in August 2014.

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.