



MAUT Newsletter: McGill Association of University Teachers

August 2016

An Update from the President



I hope you enjoyed your summer? Or at least working through it? As you know, MAUT serves the McGill academic community in many ways. We are working hard for you—volunteering our time and energy to make the university a better place and to preserve and augment your salaries and benefits. We serve our present members and our future members equally. We want all academic staff to join! Right now MAUT is working on getting McGill's Travel Management Program aligned with the needs of faculty, and we're consulting with the university administration on changes to guidelines for research conduct and misconduct, intellectual property guidelines, harassment and sexual assault policies, and on regulations for contract academic staff. You'll be hearing more from us as these consultations bear fruit. MAUT also signed an [agreement with Kids and Co.](#), a private, unsubsidized daycare provider to help young academic staff find daycare more easily, a major improvement to existing conditions at McGill.

Issues We'll Be Working On

Here are some other issues we'll be working on this year. They are, in no particular order:

- Gender equality and equity issues
- Support for young investigators by the university and development of general and specific strategies to improve research funding
- Involvement of younger members in MAUT governance and committees
- Clearer and more open MAUT communication policies and practices
- The relative distribution of merit versus across-the-board salary increases and how these are determined across and between faculties

We are also planning a workshop in the fall in collaboration with the McGill Writing Centre on helping us help our students write better. I want to discuss, create and provide a forum for MAUT members to share their opinions with each other (and with the Executive and Council) in a collegial way but in a way that protects and fosters academic freedom and spirited discussion. I want to have a workshop/forum on salary policy where we can explore how merit and salary increases are determined across units and how we can improve these if necessary. I want to strike a committee that explores the extent of gender equity issues at

McGill's Proposed New Travel Management Program



At the beginning of the summer the University was preparing to implement its new Travel Management Program (TMP). It was only at this point that most of us became aware that the new TMP included a policy that would make it mandatory for faculty members travelling on research grants to use one of two travel agents contracted by the University. This provoked a wave of protest from members of all faculties, including a strongly worded letter objecting to the new policy by MAUT president Terry Hébert. In response, Gloria Bachar, Travel Program Manager, invited faculty members who objected to the new TMP to an information meeting on June 16th to clarify the issues. After lengthy and sometimes raucous discussion those present failed to be convinced of the merit or the necessity of this new policy.

Reasoning Behind the Program

François Pouliot, Director of Procurement, pointed out at the meeting that the University thought it was legally bound by the 2008 Quebec Act Respecting Contracting by Public Bodies to impose mandatory use of the two contracted travel agents on faculty members travelling on public (including research grant) funds. After we expressed strong scepticism about this interpretation of the University's legal obligations, M. Pouliot invited Joseph Varga, MAUT's legal officer, and Axel van den Berg, our VP-External, to a meeting on July 14th to explain the legal issues. At this meeting M. Pouliot informed us that the University's position had possibly been overly cautious and that the mandatory travel agent rule might only apply to research funds originating in Quebec. We continued to express scepticism about this and M. Pouliot generously agreed to provide us with all the documents on which this interpretation was based so that we can examine them ourselves with the help of our own legal experts.

Meanwhile, Interim VP-Administration and Finance Morty Yalovsky responded to the storm of protest around campus with an email to all academic staff on June 20th, stating that the proposed TMP would not be introduced "until further understanding of the

McGill and produces a report for Council and for the administration. I also hope to bring as many local MPs and ministers to meet with us as I can to discuss research funding. On the social scene, we are working hard to build links between us as a community. In that vein, here are some events we have planned for the 2016/2017 academic year.

Social Events: Mark Your Calendars!

Welcome Gathering

September 15, 2016, 4 - 7 pm



The MAUT Welcome Gathering at the Faculty Club—come meet your colleagues and their families over a glass and some snacks from 4:00 pm to 7:00 pm in a beautiful setting with a string quartet from the Schulich School of Music and entertainment for the kids!

All McGill academics are invited—this one is on us!

Octoberfest Apple Picking

October 2, 2016, 11 am - 2 pm



The MAUT Octoberfest Apple Picking Event—on October 2, 2016 from 11:00 am to 2:00 pm and held at Tadjia Hall (the Faculty Club on the Mac campus). Come dine with us on the banks of Lac St. Louis and then pick apples in the Mac orchards. Free for members and their families. \$10 for non-members (family included). A great deal when you think about it. Here's a better one! Join MAUT when you register for this event and it's free. In addition, you will also be welcome at the three MAUT members-only events listed below.

MAUT's Guide to the Univers(ity)

October 13, 2016, 4 - 7 pm



MAUT's Guide to the Univers(ity) will take place at the McGill Faculty Club from 4:00 pm to 7:00 pm. Come and get the latest information on MAUT's role in serving the academic community. **We want all academic staff to join us.**

Winter Brunch

January 22, 2017, 11 am - 2 pm



MAUT Winter Magic Brunch at the McGill Faculty Club from 11:00 am to 2:00 pm for members and families. Come fight the post-holiday blues with shared good cheer and a hearty brunch. Entertainment for the kids!

MAUT Family Discovery Workshop on Whales

March 19, 2017, 11:30 am - 12:30 pm

MAUT Family Discovery Workshop on Whales at the Redpath Museum for members' children will take place on March 19, 2017 between 11:30 am - 12:30 pm. Learn about whales, dolphins and other marine mammals from Canada's northern waters. Touch their huge bones and brush-like teeth called baleen. Every participant makes a floatable origami whale to take home.

Tenure & Mentoring Workshop

April 21, 2017, 9 - 11:30 am

The MAUT Annual Tenure and Mentoring Workshop will take place on April 21, 2017 from 9:00 am to

extent of the mandatory aspect of the program and consultation with the community be completed." Such consultation is to begin immediately at the beginning of the Fall term.

Steering Committee

There is a Steering Committee for travel management which consists of over 20 members, only two or three of whom can be considered representatives of the academic staff. At our meeting with François Pouliot we requested that more faculty members be added to this committee, including an official MAUT representative. M. Pouliot thought this was a good idea and we expect to hear from the administration about this as soon as the new series of consultations begin.

To be continued...

Axel van den Berg
MAUT VP External

Campaign to Release Prof. Homa Hoodfar



While many of us were enjoying the summer months, Homa Hoodfar, Professor Emerita at Concordia University and Adjunct Professor in the Department of Integrated Studies in Education (DISE) at McGill University, was and is still being held in Iran's infamous Evin prison. Prof. Hoodfar was visiting Iran when, just prior to her scheduled departure in March 2016, the Counter Intelligence Unit of the Iranian Revolutionary Guards reportedly raided her residence and confiscated her personal computer, phone, and passports.

After many interrogations without a lawyer, Prof. Hoodfar was imprisoned on June 6 and was a few weeks later reportedly indicted on charges that remain unclear, charges that have bewildered Islamic scholars, the academic community at large, and many others across the world.

In response, MAUT has penned a Statement of Support for Homa Hoodfar, has engaged in a letter writing campaign to the Prime Minister and Minister of Foreign Affairs of Canada, and has contributed funds to the Concordia University Faculty Association (CUFA) campaign in support of Prof. Hoodfar.

The campaign to secure Homa Hoodfar's release is unfortunately not over.

For more information on the campaign, please visit <http://www.homahoodfar.org/>.

Genevieve Gore
MAUT VP Communications

CAUT Forum
for Chief Negotiators



11:30 am and is offered to MAUT members only. Topics include: Preparing for the renewal and tenure processes, departmental mentoring, the teaching and research portfolios, and the experiences from newly renewed and promoted academics.

I am honoured to serve the membership of MAUT as President. My door is resolutely open to all of you.

Terry Hébert
MAUT President

Research Assistant Pay Equity Settlement



If you employ a regular (not casual) Research Assistant (RA), you should know that the Quebec government mandated "2010" Pay Equity Exercise will have a significant impact on your research operation. At a not-yet-determined implementation date that will probably be in late 2016, **the hourly wages of all RAs at McGill will increase instantaneously by 30%**. This increase will be retroactive to 2010 and university funds will be used to pay the RAs the retroactive component. However, the administration's current plan is that individual research grant funds will cover the increase from the implementation date going forward. Our members have told us that this is a serious threat to research productivity and we have assembled a working group to study the situation and to propose possible solutions including alternative timelines for the impact on research grant funds. This group has met several times over the summer and will shortly report back to the Executive and Council.

Ken Hastings
MAUT VP Finance

FQPPU Revue de presse



The FQPPU regularly publishes a [Revue de presse](#) with English and French press clippings from a wide range of sources covering a wide range of issues relating to life in academia, educational policy, university governance and research. The *Revue* can be accessed from the [MAUT website](#). You can also subscribe to the *Revue* [from their website](#) or by [emailing them directly](#).

Axel van den Berg
MAUT VP External

The CAUT forum for chief negotiators was held at the Westin Hotel, Ottawa, over March 18-19. The theme of the forum was Making gains in a concessionary climate. Representatives from over 50 faculty associations were present to discuss workshop themes including, 'Recent Settlements and Disputes,' 'Coordinating Common Bargaining,' 'Tracking [salary] Increases Against the CPI,' 'Interest Arbitration,' 'Aggressive Employer Tactics' and issues of 'Equity' in the bargaining process. While each of these sessions and their associated breakout groups provided valuable information and insights into bargaining processes across the country over the past year, two were of particular interest. Caroline Senneville (President, Fédération nationale des enseignantes et enseignants du Québec) presented on Quebec's common front strategy that brought together a broad range of associations and unions involved in the education sector under one umbrella organisation for the purposes of pay bargaining and working conditions in universities and CEGEPs across the province.

The common front strategy appears to have been particularly effective at improving pay and conditions of CAS staff. The second consisted of a panel of speakers that focused on how to ensure Equity was included as a priority in bargaining. Of interest here for McGill was discussion that centred on 'Indigenisation of the Academy.' Drawing on recommendations made by the Truth and Reconciliation Commission (TRC), speakers emphasised the need for universities to put in place policies and procedures that recognise and validate Indigenous knowledge within the academy as a first step towards inclusive campuses for Aboriginal faculty and students.

Steven Jordan
MAUT Council Member



