

NEWSLETTER

McGILL ASSOCIATION OF UNIVERSITY TEACHERS

Vol. 25, No. 1

September 1998

As we begin the 1998/99 academic year, we wish to welcome all new members of MAUT. In this first issue of the Newsletter we are continuing our custom of providing members with an updated list of the MAUT Executive, Council and Committee members, as well as the official delegates who represent us at the provincial and national university associations. We encourage all of you to contact the appropriate representatives to communicate your concerns, provide information, or contribute ideas, and to take an active part in our meetings and conferences. It will unquestionably be an interesting year at McGill.

1998/99 EXECUTIVE MEMBERS

		<u>Phone</u>	<u>Fax</u>
President	Barbara Hales (Pharmacology)	3610	7120
President-Elect	Myron Frankman (Economics)	4829	4938
Past President	Juan Vera (Chemical Engineering)	4274	6678
V.P. Internal	Johanne Hebert (Library)	4782	7184
V.P. External	Daniel Guitton (Neurology and Neurosurgery)	1954	7371
V.P. Communications	Edith Zorychta (Pathology)	7192/7245	7446
Secretary-Treasurer	Faith Wallis (Social Studies of Medicine)	6213	1498

COUNCIL MEMBERS

		<u>Phone</u>	<u>Fax</u>
Jane Aitkens	Systems Office (McLennan Lib.)	4704	1422
Steven Huebner	Faculty of Music	4535/5639	8061
Celeste Johnston	Nursing	4157	8455
Shaun Lovejoy	Physics	6537	8434
Michael Mackey	Physiology	4336	7452
Cheryl McWatters	Management	5851	3876
Marilyn Miller	Obstetrics and Gynaecology	8888-4745	
Saeed Mirza	Civil Engineering	6862	7361
Marie-Claude Premont	Law	4670	4659
Bruce Shore	Faculty of Education	4242	6968
Rodger Titman	Natural Resource Sciences	7933	7990
Martin Zuckermann	Physics	6524	8434

OFFICE STAFF

Administrative Officer	Catherine MacAulay	3942	6937
Professional & Legal Officer	Joseph Varga	3089	6937

MAUT COMMITTEES

- | | <u>Phone</u> |
|---|------------------|
| 1. <u>Salary Policy Group</u> | |
| Chair: Barbara Hales (Pharmacology) | 3610 |
| Myron Frankman (Economics) | 4829 |
| Johanne Hebert (Library) | 4782 |
| Tony Masi (Sociology) | 8055 |
| Gloria Tannenbaum (Pediatrics) | 934-4400 (x2753) |
| Joseph Varga (ex-officio) | 3089 |
| 2. <u>Pre-Senate Caucus Committee</u> | |
| Chair: Barbara Hales (Pharmacology) | 3610 |
| Myron Frankman (Economics) | 4829 |
| Juan Vera (Chemical Engineering) | 4274 |
| Edith Zorychta (Pathology) | 7192/7245 |
| Joseph Varga (ex-officio) | 3089 |
| 3. <u>Non-Discrimination Committee</u> | |
| Chair: Edith Zorychta (Pathology) | 7192/7245 |
| Sharon Grant (Health Sciences Library) | 09528 |
| Shree Mulay (Medicine) | 8888-5738 |
| Fred Wisse (Religious Studies) | 2908 |
| 4. <u>Parental Leave Committee</u> | |
| Barbara Hales (Pharmacology) | 3610 |
| Karen Jensen (Library) | 4789 |
| Fred Wisse (Religious Studies) | 2908 |
| 5. <u>Ad hoc Committee on Collegiality at McGill</u> | |
| Co-Chairs: Martin Zuckermann (Physics) | 6524 |
| Edith Zorychta (Pathology) | 7192/7245 |
| Jane Aitkens (Library) | 4704 |
| Malcolm Baines (Microbiology and Immunology) | 4443 |
| Abbott Conway (English) | 6566 |
| Barbara Hales (Pharmacology) | 3610 |
| Bruce Trigger (Anthropology) | 4288 |
| 6. <u>Ad hoc Advisory Committee on Staff Benefits</u> | |
| Chair: Johanne Hebert | 4782 |
| T.B.A. | |
| 7. <u>Committee on Software</u> | |
| Chair: Myron Frankman (Economics) | 4829 |
| T.B.A. | |

8. Librarians' Section Committees	Phone
<u>Executive:</u>	
Chair: Jane Aitkens	4704
Chair Elect: Pat Riva	4789
Secretary-Treasurer: Marilyn Fransiszyn	5030
Past Chair: Elaine Yarosky	4785
<u>Nominating Committee:</u>	
T.B.A.	
T.B.A.	
<u>Professional Issues Committee:</u>	
Chair: Christine Oliver	4791
Jane Aitkens	4704
Sharon Grant	09528
Selima Mohammed	4790
Sharon Rankin	4703
Pat Riva	4789

MAUT REPRESENTATIVES ON UNIVERSITY COMMITTEES

- | | | |
|------|---|------------------|
| i) | <u>Academic Salary Policy Sub-Committee</u> | |
| | Barbara Hales (Pharmacology/Therapeutics) | 3610 |
| | Myron Frankman (Economics) | 4829 |
| | Johanne Hebert (Library) | 4782 |
| | Tony Masi (Sociology) | 8055 |
| | Gloria Tannenbaum (Pediatrics) | 933-4400 (x2753) |
| ii) | <u>Physical Development, Committee on</u> | |
| | Saeed Mirza (Civil Engineering) | 6862 |
| iii) | <u>Staff Benefits Advisory Committee</u> | |
| | Johanne Hebert (Library) | 4782 |
| | David Crawford (Health Sciences Library) | 09115 |
| iv) | <u>Joint MAUT/Administration Non-Tenure Track Academic Staff Committee</u> | |
| | Malcolm Baines (Microbiology and Immunology) | 4443 |
| | T.B.A. | |
| | T.B.A. | |

	<u>Joint Senate/Board Committee on Equity:</u>	<u>Phone</u>
v)	<u>Subcommittee on Race and Ethnic Relations</u> Sharon Grant (Health Sciences Library)	09528
vi)	<u>Subcommittee on Women</u> Shree Mulay (Medicine)	8888-5738
vii)	<u>Parental Leave Committee</u> Barbara Hales (Pharmacology) Karen Jensen (Library) Fred Wisse (Religious Studies)	3610 4789 2908
viii)	<u>Regulations Concerning Complaints of Sexual Harassment, Committee on the</u> David Stevens (Law)	6636

MAUT REPRESENTATIVES TO CAUT AND CAUT COMMITTEES

CAUT Council:

Daniel Guitton (Neurology and Neurosurgery)	1954
Joseph Varga (ex-officio)	3089

MAUT REPRESENTATIVES TO FOPPU AND FOPPU COMMITTEES

Comité des statuts et règlements:	Johanne Hebert (Library)	4782
Comité ad hoc sur les bibliothèques:	Louisa Piatti (Library)	4750
Conseil Fédéral:	Daniel Guitton (Neurology and Neurosurgery) + 2 delegates Joseph Varga, ex-officio	1954 3089

UPCOMING CONFERENCE

The next MAUT conference will be held on October 30, in Leacock 232. It will be chaired jointly by Martin Zuckermann and Edith Zorychta, and will basically deal with two overlapping topics.

The morning session will focus on some aspects of university life that many colleagues find confusing, remote, or inadequately explained at the departmental or faculty level. The goal is to provide a better understanding of how the university works, intending to facilitate the progress of younger staff members in their academic career, and simultaneously to provide some background of relevance to the second part of the conference. We will first consider the way in which McGill is governed, and examine the relative roles and responsibilities of the Senate, Board of Governors, Administrative Committees, MAUT, and the various levels of university Administrators. We will then address the demands placed on faculty individually, with an emphasis on teaching in comparison to the administrative and research components of academic life. Lastly, we will examine some financial aspects of being an

academic at McGill, including our current pension plan.

The afternoon session will consider some of the changes that have occurred in university governance in general, and at McGill in particular, during the last five to ten years. McGill has traditionally been governed in a collegial manner, and members of our ad hoc committee on collegiality will address the strengths and weaknesses of our current situation. The aim is to gain a broader perspective on present conditions within the university, define some of the problems that need to be addressed, and consider potential solutions. The possible unionization of academic staff will be one of the topics of discussion, particularly in view of the motion supported by some of our members at the last general meeting of MAUT.

In exception to our usual policy, this particular conference will be open to non-members of MAUT, so you may bring along a colleague. A more detailed agenda, along with registration forms, will be included in the next Newsletter.

THE 1998 ACADEMIC SALARY STORY - PART 1

The merit exercise for the evaluation period from June 1, 1996 to May 31, 1997 is currently underway in each faculty. The budget allotted for this particular merit increase is \$1.2 million, or about 1.4% of the academic salary envelope. This amount is the sum of the funds set aside in the 1998-99 budget for academic salary corrections and the yield of the merit pool for this year.

Merit is being allocated in five lump sum

categories: \$0, \$500, \$1,000, \$1,250, and \$1,500. This "upward" shift in the lump sum amounts should provide higher awards to a greater fraction of the staff, compared to last year. At the faculty level no more than 50% of the awards may be in any one category. A small amount has been set aside for appeals for anomaly salary adjustments. Merit increases will be paid on December 15, 1998, and the FULL amount will be retroactive to June 1, 1998.

While the awarding of merit increases has been generally accepted and supported by the University community since its inception, the merit system is presently threatened. Ongoing problems, pointed out last year by MAUT, include a lack of discussion within individual units regarding the criteria and process for the allocation of merit. This is important to ensure transparency and fairness. Secondly, decisions regarding allocation of merit awards have not always been communicated carefully to staff members by Deans or Chairs. This is important, as merit pay has a significant impact on self-esteem, motivation, and career development.

We hope that some of these long-standing difficulties will be addressed in the current merit exercise. However, a problem of greater significance involves the inadequate recovery of funds each year from the base budget into the merit pool as our colleagues retire. The current financial strategy is therefore insufficient as an ongoing method of supporting the merit component of our academic salary policy.

McGill must have an attractive and competitive salary structure to recruit, retain, and reward excellent staff if the University is to accomplish its academic mission. Last year the Academic Salary Policy Sub-Committee (a subcommittee of the Board of Governors, containing equal representation from administration and MAUT) established a workgroup consisting of A. E. Wall, Dean, Faculty of Education, R. Savoie, Executive Director, Human Resources, and myself, representing MAUT, to address the issue of long range salary planning for academic staff at McGill.

With the support of the Budget Planning Group, an outside firm was hired to compare the total compensation (salaries, benefits, and pensions) of academics at McGill with those at the nine other research-intensive Canadian universities. Currently, the consultant's report and the recommendations of the Workgroup are being prepared for dissemination within the University community. However, it is already clear from the preliminary report that a major commitment is needed to address structural deficits in salaries at McGill. Indeed, senior

McGill administrators have already acknowledged that "Another area where McGill will soon have to spend more money is salaries.....McGill professors are underpaid."¹ Principal Shapiro, when discussing the academic salary situation at McGill in his report to the Education Commission of the National Assembly, said "this situation is of highest concern in that it is becoming increasingly more difficult to recruit and to retain the best professors in a market in which brain power goes for the price of gold."²

At the MAUT general meeting last November, the membership passed a resolution containing the following statement: "McGill University should enact a plan whereby the salary scales of academic staff at the University are adjusted to be commensurate with the mean of the Group of Ten by the year 1999, and with the position of McGill University relative to other Canadian Universities, by the year 2002". The university budget for 1999/2000 and subsequent years should be adjusted to reflect this priority.

Barbara Hales
President, MAUT

1. McGill Reporter, Budget blues lifting. V. 31, #1, Sept. 10, 1998

2. Présentation de l'Université McGill devant la Commission de l'éducation de l'Assemblée nationale du Québec, Thursday, Sept. 10, 1998: "Cette situation nous préoccupe au plus haut point, en ce sens qu'il devient de plus en plus difficile de recruter et de retenir les meilleurs professeurs, dans un marché où la matière grise s'arrache à prix d'or."

CHANGES AT THE FACULTY CLUB

The McGill Faculty Club has a new General Manager, Mr. Nicholas Bourboulakis, who comes to us from the Palais des Congres where he has been Director of operations and sales for the last five years. Nicholas brings a great deal of knowledge and experience to the position. His qualifications include four years of professional training in management and administration of hotels and restaurants, followed by a highly successful career in the hospitality industry. He has been a General Manager for several of Canada's major hotel chains, assuming a progressively increasing range of responsibilities, which include cost-effective monitoring of budgets, marketing, union negotiations, property management, and implementing business plans. He is fluent in four languages, with a working

knowledge of two others, and is looking forward to his new role within our university environment.

As many of you know, the Club also has a new chef, Francoise Robichon, and plans are underway for an excellent menu during 1998/99. The new Membership Coordinator is Charlotte Benabdallah, formerly the Assistant Manager at the Conference Office, and Florence Lan Hing Lit will be handling things at the front desk. A campaign has begun to recruit new members, and everything is in place to maintain a successful, and financially sound Faculty Club. MAUT will continue to keep members informed about the budget, governance and staff at the Club throughout the coming year.

E.Z.

HALLOWEEN MASQUERADE DANCE

FRIDAY OCTOBER 30 8PM - 1AM

FACULTY CLUB BALLROOM



You are invited to the Faculty Club for a **MASKED BALL** in celebration of Halloween.

Let's use the ballroom for dancing as well as dining. Put on a costume and a mask and join the fun.

Dancing and Midnight supper included.

Music provided by Diamond Entertainment

Bring your friends and neighbors.....\$30 per person



RSVP 398-6660

NOTICE

**Conference on University Governance
and Collegiality at McGill**

Friday, October 30, 1998

**9:30 a.m. - 12:30 p.m.
How McGill is governed,
roles of faculty in administration
vs. teaching and research**

**1:30 - 4:00 p.m.
Collegiality at McGill -
strengths and weaknesses**

Leacock 232

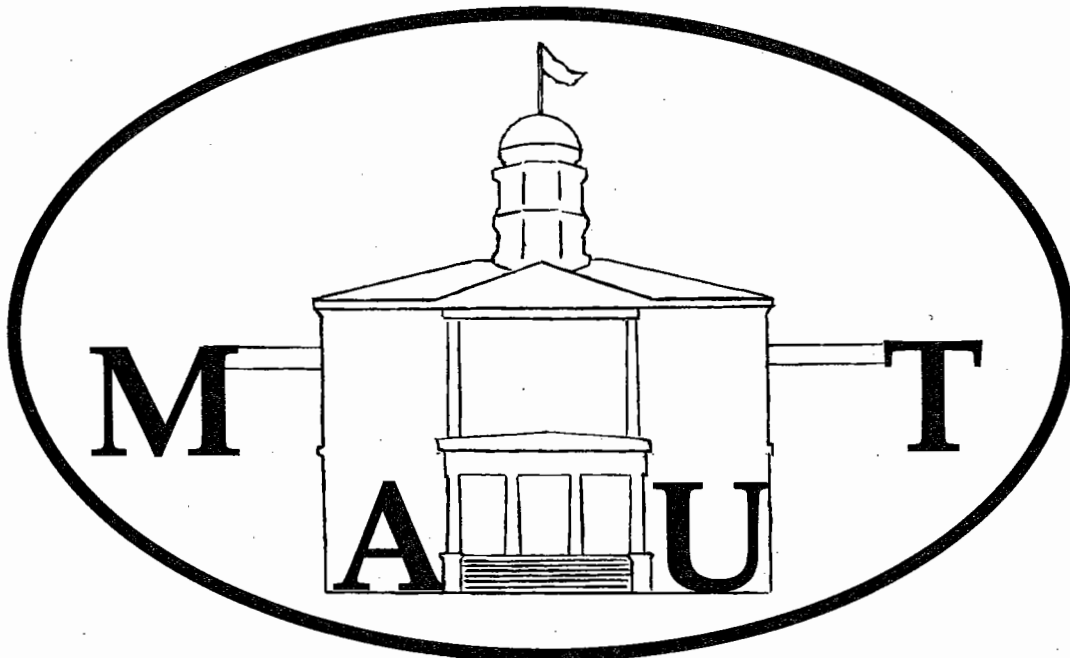
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