

# NEWSLETTER

**MCGILL ASSOCIATION OF UNIVERSITY TEACHERS**

Vol. 26, No. 1

OCTOBER, 1999

*Editor's remarks: This issue of the Newsletter follows the traditional format. However, the combination of occasional suggestions that this format might be improved, and the possibility that we may add a French version to the name "MAUT" (presumably necessitating a change in the masthead), suggest that this may be an opportune time to make a few changes. I have some modest changes in mind; other ideas would be welcome. Please fax any ideas, complaints about the present format, or protests that no change is in fact desirable, to me at 398-7336.*

*A couple of items in the present Newsletter may require action on your part, gentle reader. First, please read Dan Guitton's contribution concerning a French version of the name; a ballot will be circulated in due course on the suggested change. Although the matter was raised at a general meeting, not enough members were present to produce a binding vote. Second, particularly if you can imagine yourself at some point producing marketable intellectual property, please read Myron Frankman's piece on the proposed policy. You may find that you will wish to follow developments closely.*

J.W. Galbraith

## ON A FRENCH VERSION OF THE NAME "MAUT"

MAUT is an active member of the Fédération québécoise des professeures et professeurs d'université (FQPPU). We all know that university education, its funding and policies are a provincial jurisdiction. FQPPU is a very dynamic organization that is active in lobbying for increased university support and respect of academic staff. It is crucial that McGill be fully involved and integrated in all aspects of FQPPU activities. We now have representatives on a number of FQPPU committees: e.g. the important Le comité de la liberté académique et de l'autonomie universitaire. Our representatives believe that it would be more respectful of the francophone community if our association had both English and French names. We propose that the French name be Association des professeur(e)s et bibliothécaires de McGill (APBM). This name respects the custom in

Quebec of recognizing explicitly the feminine gender in professional names (e.g. the name FQPPU) while at the same time recognizing all of our members and maintaining an association name that is as short as possible. In summary we propose that our association now be identified by the acronym 'MAUT/APBM'.

The MAUT Council has approved this resolution for an amendment to the constitution. However, to change the official name of our association will require a vote of the membership. Accordingly, we will soon send out, to each member of the Association, a mail ballot with a constitutional amendment. We urge all to vote since 100 completed ballots must be cast for an amendment to pass.

D. Guitton, VP External

## **NEW FACULTY ORIENTATION MEETINGS**

I have had the chance to participate in three new Faculty orientation meetings since my arrival at McGill. Expertise coming as much from experience as from knowledge, I have been asked to comment on my experience.

The first of these meetings was held at the end of August by the Office of the Vice-Principal (Academic). It was an introduction to McGill, and to the rights and responsibilities of its Faculty Members. I could describe at length the information that was presented to us on this day, but I believe the specifics are beside the point. What I think was the most important aspect of the meeting were the people. I met the Principal, many of the Vice-Principals, and most of the Deans. I learned about the resources available at McGill, whether I have to deal with a problem in my research or teaching, or whether I am facing an opportunity. Hopefully, if the need ever arises to open the internal phonebook and call somewhere, the initial shyness of talking to somebody whom I have never seen nor heard will have evaporated. I also met new professors from other Faculties. While discussing our careers, it became obvious that large differences exist between areas, but that many very important similarities remain: we all do research, and we all teach. We can learn a lot from each other's experiences.

The second meeting was internal to the Faculty of Management. Not surprisingly, it covered

most of the same items as those covered in the orientation session described above. However, it was far from redundant. Each Faculty has its own strategies and resources, and most of the administrative units involved in the first session have their own "liaison" agents in each Faculty. The first meeting without the second would be incomplete, while the second without the first would leave, to some extent, the bigger picture out.

Finally, the Faculty of Graduate Studies and Research held its own orientation session on September 7th. On the agenda: rules and tricks on how to get research funding. Again in this meeting, I believe that the information presented was not the most important aspect. There was so much information that it is hard to remember it all. The introduction to the Web resources where this information is accessible, and to the people we can contact for help were valuable and in itself worth a new faculty member's time.

In conclusion, add to this list a Faculty of Management Council, and I am meeting-exhausted! Joking apart, I believe these orientation meetings are important for new Faculty members, and I would recommend that future Faculty members attend.

**Steve Fortin**

**Assistant-Professor, Faculty of Management**

## **REVIEW OF THE MAUT CONSTITUTION**

The MAUT Council has formed a committee to review, and recommend changes to, our constitution. The motivation for the review lies in a small number of passages which seemed to the Council to be ambiguous or out of date, in the context of particular matters in which the Council or Executive looked to the constitution for guidance.

A committee has been approved by Council, consisting of Patrick Glenn (Law), Christopher Manfredi (Political Science), and your humble Newsletter editor. Any members wishing to draw attention to passages in need of review (with or without suggestions for amendment) should contact me by telephone at 8964, or fax, 7336.

**J.W. Galbraith**

## PROPOSED POLICY ON INTELLECTUAL PROPERTY

Discussions on the replacement of the three chapters in the Handbook of Regulations and Policies for Academic Staff on patents and inventions (ch. 7), copyright (ch. 14) and software policy (ch 17) by a single chapter on intellectual property have been in progress since early in the spring 1999. These discussions, largely within committees to date, have led to successive drafts of a revised policy. The time has clearly arrived for campus-wide consultation with those most closely touched by the proposed revisions, as the expectation of Vice-Principals Bélanger and Pennycook is to bring this policy to Senate for approval in January.

We encourage you to discuss this policy with your colleagues and, time permitting, in faculty

committees and/or assemblies. For its part, MAUT will be scheduling an information session in late November to explore the implications of the proposed changes. MAUT Council expressed its disapproval in May of both the proposed changes in ownership (University ownership is the proposed default) and sharing of net revenues (from 65% by the inventor to 50%).

For a text of the proposed policy, information on policy at the other Group of 10 Canadian universities and other links, please see:  
<http://vm1.mcgill.ca/~inmf/http/software.html>

**Myron J. Frankman, President**

## ACADEMIC REPRESENTATIVES TO THE UNIVERSITY PAY EQUITY COMMITTEE

Academic Representatives to the University Pay Equity Committee were chosen at an assembly on October 20, 1999 to which all full-time, part-time and casual members of academic staff were invited by means of an advertisement in The Reporter on October 7. The results of the election follow:

### **Academic Members of the Pay Equity Committee:**

Joan Hobbins (Libraries), Celeste Johnston (Nursing), Suzanne Pellerin (English & French Language Centre), Gillian Rejskind (Educational & Counseling Psychology), Edith Zorychta, (Pathology).

### **Alternates:**

Sharon Grant (Health Sciences Library), Margaret Purden (Nursing), Bruce Shore (Educational & Counseling Psychology)

The Quebec Pay Equity Act requires employers of over 100 employees to create a Pay Equity Committee and a Pay Equity Plan. The mandate of the Committee is to:

- identify predominantly female and male job categories;
- choose the method and tools for evaluating the job categories;
- post the results of the identification process and methodology;
- evaluate the job categories;
- compare remuneration of predominantly female job categories with the predominantly male ones.

The deadline for this is Nov. 21, 2001.

**Myron Frankman**

**GENERAL MEETING - Thursday, November 11: 12 noon, Leacock 232. Lunch Provided**

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## IN FUTURE ISSUES

We expect to present a review of the present state of academic salary policy, a review of developments in the pension plan, and a re-printing of MAUT'S guide for untenured faculty.

A ballot on the French version of the name will follow the present issue of the Newsletter.

J.W. Galbraith

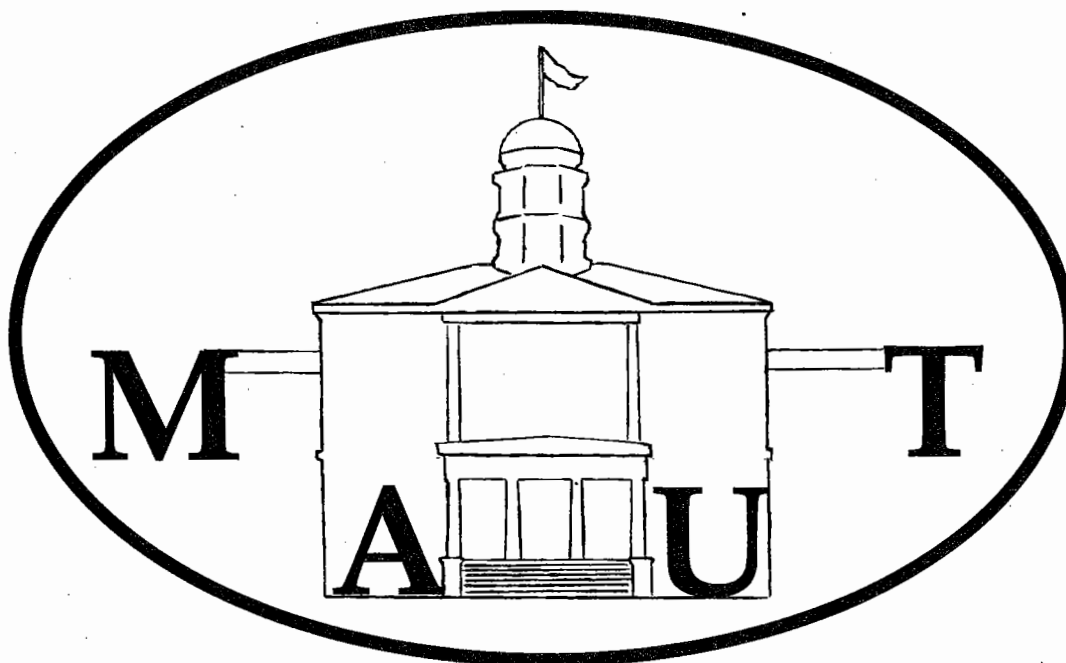
## REMINDER - GENERAL MEETING

Thursday, November 11, 12 noon, Leacock 232

## MAUT EXECUTIVE AND STAFF 1999-2000

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<b>Past President</b>	Barbara Hales (Pharmacology)	3610	7120
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<http://www.mcgill.ca/maut>



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