



MAUT – APBM Newsletter

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McGILL ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION DES PROFESSEUR(E)S ET BIBLIOTHECAIRES DE MCGILL

Vol 28 No 2 January *janvier* 2002

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Editor's Remarks

MAUT Fall General Meeting November 28, 2001 — Review

RALPH HARRIS, MAUT VP COMMUNICATIONS

MAUT Council adopted a new format for the Fall General Meeting held in the McGill Faculty Club whereby a buffet lunch was served at 11:30 and the meeting started pretty much on time at 12:00 noon to a packed house of about 120 people sitting in rows. Despite the challenge of balancing a plate of food, while trying to hold a cup of coffee and eat and still shake hands with friends, this format seemed superior to the previous one of having people sit at tables during the meeting.

Council also fine-tuned the agenda trying to increase the prominence of matters that would be of interest to existing, younger staff in keeping with our recruitment efforts. Roger Prichard, President of MAUT, chaired the meeting, and brought the whole thing to a satisfactory close a few minutes after 2:00 pm.

Some of the key issues raised in reports are briefly described below. More details are available from those reporting.

- **Promotion Increase** (Roger Prichard). There is an on-going McGill and MAUT evaluation of the costs and mechanisms associated with reinstating the salary increase at promotion. MAUT will be looking for members' input once a decision has been made to reinstate it, but the new mechanism will likely be different from what existed previously. From the floor, there was comment that there might be "lucky" years for promotion and also a question about retroactivity.

- **Pay Equity** (Edith Zoritcha). McGill's Pay Equity plan was submitted to the Quebec Government in the week prior to the meeting. Pay Equity Law requires that there is ongoing review of the job classes, particularly those that are predominantly men or women. McGill's Pay Equity Committee has pursued their activities in the most open manner possible and is fully explained at the web site: <http://www.mcgill.ca/pec>.

- **Petition to Change the Canadian National Anthem** (Edith Zoritcha). The Canadian Association of University Teachers is asking people to sign a petition to have the wording of the National Anthem changed to reflect the role of women in society, in particular to change "true patriot love in all thy sons command". More information can be obtained from the CAUT web site: http://www.caut.ca/english/bulletin/current/council/o_canada.asp

- **Gender Equity** (Edith Zoritcha). McGill's gender equity exercise has found that on average gender salary difference of \$5500–\$7000 exists at McGill with the most outstanding case being \$25,000. Sixty-two women's salaries were analyzed to arrive at this conclusion.

McGill has set aside \$1,000,000 over the next three years to address these differences. \$350,000 is being given to Deans each year proportional to the number of full-time female staff. Each woman's salary will be analyzed individually. Some individuals have already been informed by the administration without individuals needing to make a request.

- Proposal to Change the Rank of Emeritus Professor (Ralph Harris). Full details of the rationale and the proposal can be found elsewhere in the *Newsletter*. Comments from the floor raised the issues of grand-fathering the privileges of existing McGill Emeritus Professors and of making sure that there would remain a mechanism to honour outstanding staff for their contributions. These are now part of the proposal that MAUT will present to the Principal for consideration.

- Retirement Allowance (Roger Prichard). Staff who retire early are able to benefit from a retirement allowance which is determined by a formula and is subject to negotiation. This allowance is not an entitlement and Principal Shapiro's April memo indicated that the Deans were part of the decision making process. As a result of MAUT efforts, the Deans are now required to explain in writing why a negative recommendation is being made regarding the awarding of the allowance. Comment from the floor suggested that the retirement allowance was not a "financial good deal" compared to another year's contribution to the pension plan.

- Membership Committee (Kohur GowriSankaran (Gowri)). Since October 1, 2001, 48 new members have joined MAUT. This includes 30 "older" staff and 18 new faculty! (*I apologise for the terminology – Ed.*) This number has now grown to 68 new members with 24 new faculty. Since McGill has hired some 250 people over the last 3 years, our recruiting success with new faculty could be better. Help from existing members would be appreciated in encouraging these people to join. I have spoken to

a number of new hires and though all express willingness to join, they are overwhelmed and do not get around to doing so. It might help if someone closer to them rather than MAUT officers were to keep reminding them. The membership committee is also setting up workshops for Chairs and staff, particularly new staff, to provide a supportive forum in which to discuss employment related issues.

- Faculty Club Committee (Roger Prichard). The number of people who contribute to the Faculty Club by virtue of the \$1.00-per-month-membership-in-lieu-of-salary-increase arrangement many years ago has been updated and corrected with the result that the Faculty Club now receives the correct and increased sum from McGill.

- Changes to the MAUT Constitution (Malcolm Baines). MAUT Council is considering a change to the MAUT Constitution that would make "Course Lecturers" with sufficient responsibilities eligible for full MAUT membership. Many questions and comments from the floor sought to clarify the number of the people who would be eligible and other questions and comments sought to clarify how much responsibility would be sufficient. This matter has been discussed at length at all subsequent Executive and Council meetings and it is planned to bring the matter back to the membership for discussion in time to have a vote on a constitutional change at the Spring General Meeting to be held in April.

- Treasurer's Report (Celeste Johnston). Copies of the audited treasurer's report can be requested from the MAUT Office. Acceptance of the report as presented was moved, seconded and passed.

- VP Internal Report (Michael Smith). The bad news is that the cost of health care is expected by the health care companies to rise by 13% per year (*Are we getting more sick at that rate, are the doctors getting less efficient at that rate and we actually getting 13% more healthy each year but have to pay for it ??? – Ed.*) Also, McGill's Long-Term Disability plan has had to be

changed since the existing one was illegal. This was discussed in the June 2001 *Newsletter*.

- VP Communications Report (Ralph Harris). The MAUT Forum ListServ mautforum@lists.mcgill.ca has now functioned well after an initial 4 rocky hours. There have been no more complaints and a few people who immediately fled the list fearing the worst have rejoined. The MAUT Council ListServ mautcncd@lists.mcgill.ca is now fully functional and available to all members to send mail to all council members. The MAUT web site is being beautifully maintained by Marilyn Fransiszyn. An on-line application form is available, please point this out to new faculty who have not yet joined, and the site has been used to carry out an informal poll of members with great success. ■

FALL GENERAL MEETING

PRESIDENT'S REPORT

ROGER PRICHARD

a) Executive and Council

This has been a busy year so far and I would like to thank the Executive and Council members and all MAUT members who have contributed to the work of our Association, on behalf of the academic staff, for their contributions. I would particularly like to mention that Patrick Glenn has stepped into the role of Past President which became vacant when our last President, Bruce Shore assumed duties as Dean of Students.

b) Membership

MAUT, with just over 800 members, represents a little more than 60% of the full-time academic staff at McGill. Professors and Librarians who have been members for many years eventually retire or leave causing us to lose members; McGill loses about 65 academic staff each year. The university is going through a period of recruitment of new academic staff; approximately 100/year in recent years. MAUT needs to actively encourage new academic staff, as well as some older academic staff who are no longer members, to join or rejoin our association. To this end we have been engaged in a membership drive. This effort is being led by President-elect GowriSankaran. The more members we have the stronger is our voice to represent the interests of academic staff. Each of you can help bring new members to MAUT.

c) MAUT 50th Anniversary

We are still celebrating the 50th anniversary of the founding of MAUT. As part of our ongoing celebrations we will be publishing further articles written by past Presidents and Executive members on the life of MAUT in earlier days.

d) Academic salaries

Salary levels of academic staff at McGill are a major concern of MAUT. We have a very active team, which I chair, which meets with the Administration to discuss academic salary policy at McGill. This MAUT/Administration committee, known as ASPSC meets frequently and in recent years we have been successful on a number of fronts.

Parity with the G10

We believed that our salaries were slipping behind other major universities in Canada. In order to obtain factual data, we convinced the Administration in 1998 to undertake a comparative study of our salaries with the G10 universities. This showed that we were, in fact, being paid less than most other G10 universities and the university agreed that we should, over a 5-year period, catch up to the mean of the G10. To this end, we have asked for and received salary increases over the last 3 years of 5.9%, 5% and 5.96%, respectively, well in excess of cost of living changes and, in general, higher than increases received by other Canadian universities. The salary levels of the G10 are a moving target, of course, and recently we have obtained agreement from the Administration for another survey to be conducted. We will continue to pressure the Administration for salary increases that reflect cost of living, merit and catch-up components.

Gender equity

As part of our efforts on ASPSC, MAUT convinced the Administration to establish a review of academic staff receiving low salary compared to their peers based on gender. This study was chaired by Gloria Tannenbaum. Her committee did establish, following careful statistical analysis, that there was evidence of salary inequality based on gender. As a result, the University has been making efforts to address situations where women academic staff have been receiving lower salaries than their male col-

leagues with comparable rank, years of service and years since Ph.D.

Reestablishment of a salary increase for promotion to Full Professor

MAUT is very concerned about differentials growing between the salaries of existing academic staff on the one hand and new recruits and academic staff holding various funded Chairs on the other. We also believe that promotion to Full Professor at McGill is itself a high distinction. To this end we believe that the university should reestablish a salary increase when academic staff are promoted to Full Professor.

Remuneration for contract academic staff

Contract academic staff make a significant contribution to the university through their teaching; some over many years. It is important that these teaching staff are appreciated and adequately remunerated. Contract rates for teaching a full course vary greatly at McGill and are often less than rates paid at sister universities. This needs to be looked at and changes made which will be in the best long term interests of the university and treat these valuable members of the academic staff fairly.

MAUT-APBM Newsletter

The *MAUT-APBM Newsletter* is published monthly during the academic year, by the McGill Association of University Teachers, to keep all members informed of concerns and activities.

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e) Benefits

MAUT has been active on the benefits front and we have a number of members who sit on the various benefits committees in the university. Vice President M. Smith will address some highlights on this front in his report.

f) Tenure

MAUT has been actively involved in work to establish a set of guidelines on how the tenure review process should be handled at the Department level. This work is close to completion and we feel that having a clear and relatively uniform set of procedures across the university will help Assistant Professors through this important process. In addition, MAUT has established a new Tenure Mentoring Committee, under the leadership of President-elect GowriSankaran, to give advice to new academic staff in tenure-track.

g) Retirement allowance

As you will be aware, last April the Principal announced some changes in the procedures for considering applications for retirement allowance of academic staff hoping to take early retirement. Specifically, he made the decision dependent on the relevant Dean recommending the granting of a retirement allowance. MAUT felt that Deans would be in a conflict of interest as the retirement allowance comes from the Faculty budget. The Principal is not willing to return to the previous process whereby the Vice Principal (Academic) made the decision without Deans effectively having a veto. Following representation by MAUT, the Principal has indicated that Deans will be expected to provide written reasons, to the claimant, should they recommend against the grant of a retirement allowance. MAUT is observing this process closely.

h) Anonymous letters

Following the development of a proposal by J. Handa and M-C. Prémont on handling anonymous letters, we have been in

discussion with the Administration on a clause to be inserted in the 'Grey Book' which will indicate that the university will not use anonymous letters and will destroy them. This arises out of concern that a person's career could be harmed by an anonymous letter the contents of which can not be substantiated.

i) Contract teaching staff

At present contract teaching staff at McGill do not have an association which represents them. MAUT has become concerned that those contract teaching staff who make a substantial and sustained academic contribution to the university should be represented by a body which shares common concerns. To this end the MAUT Council established a committee under the Chair of M. Baines and has conducted a debate as to whether such teachers, who make substantial academic contributions, should be able to become members of MAUT. A discussion paper, which proposes Constitutional amendments to allow for such membership, will be presented at the fall General Meeting so that the views of members can be heard before a Constitutional amendment is put to members at a subsequent General Meeting.

j) Professor Emeritus

MAUT has been looking at the use and mechanism of grant of this title in comparison with other Canadian universities. Vice President R. Harris will present a document for discussion by MAUT members.

k) Faculty Club

The MAUT Faculty Club Committee, chaired by E. Zorychta has concluded an agreement with the university which establishes a stable and satisfactory basis for calculating the 1983 salary diversion to the Faculty Club (on McTavish and Tadjia Hall at Macdonald). This puts the Faculty Club in a much stronger financial position and should ensure its financial viability for the next few years.

l) MAUT representation on university committees

MAUT has the right to nominate academic staff to many important university committees. These committees cover salaries, benefits, discipline, statutory selection committees and many committees that establish university policies and working conditions. It is important and usually rewarding work and an important contribution to the university and your colleagues. I want to thank those who serve on these various committees and ask members to be generous in volunteering for such service. At present we have vacancies on the Long-term Disability Benefits Committee with the retirement of D. Crawford in December, 2001, and on the Committee on Regulations Concerning Complaints of Sexual Harassment to replace D. Stevens who is on leave. Please let me know if you are willing to serve on these or other MAUT/university committees. ■

VICE-PRESIDENT (INTERNAL) Report

MICHAEL SMITH

The Health and Dental Insurance Plans

The Staff Benefits Advisory Committee recently agreed the following rate increases for the next financial year.

SINGLE	FAMILY
HEALTH PLAN	
Current	
\$49.00	\$96.00
Modified	
\$54.00	\$106.00
Percent Increase	
10.20%	10.41%
DENTAL PLAN	
Current	
\$32.00	\$70.00
Modified	
\$36.00	\$78.00
Percent Increase	
12.50%	11.43%

These are monthly rates. Note that they do not correspond with the amounts on your paychecks. To get to the amounts on your paychecks, halve the premiums above, because the University pays half the premium, and halve them again, because they are paid on a two weekly basis (that still leaves a small margin of error, which is explained by taxation). The only good news in these rates is that the health insurance increase is smaller than last year's, which was about 25%.

There were two main reasons for the large increase in the rate for the Health Plan last year: first, the failure to increase rates in the past had led to an accumulated deficit in the plan; second, there seems to be an inexorable rise in the cost of providing health insurance linked, in particular, to the development of new and expensive drugs. With respect to the deficit, last year's increases have done their job: we forecast that it will be retired some time next year. This

means that part of member premiums will no longer be consumed in interest payments.

The inexorable increase in cost is another matter. The *trend factor* predicted for the industry as a whole is 13%—extended into the indefinite future. In other words, the industry assumes that, under current conditions, insured health costs will rise by 13% per annum. This, of course, cannot continue forever. It implies that sooner or later, our entire earnings (almost) would be consumed by health insurance. A major issue is how we can and should be more pro-active in securing a reduction in the rate of increase of premiums. There has been little promising news on that so far from the administration representatives on the Staff Benefits Advisory Committee. It should be a major matter of concern for the staff associations and Unions on the committee in the coming years.

A large deficit has accumulated in the dental plan too. The large rise in dental premiums this year is accounted for by the need to accelerate the rate at which we pay it off. The industry *trend factor* for dental insurance is 6%—less than for health but still more than the likely long term annual rate of increase in our salaries. Cost control in this plan has to be a major concern too.

There is one other salient issue with respect to the health insurance plan. Under the terms of the health plan, *most* prescription drug expenditures of those over 65 are not covered. They never were covered under the McGill plan. In the past there was no need to do so since the Quebec government provided free drug coverage for those over 65. When the government withdrew that coverage and replaced it with its own drug insurance plan (*RAMQ*), over 65's who did not withdraw from the McGill plan paid the same rates as the under 65's but were in addition obliged to pay an extra amount for *RAMQ* coverage. This is a difficult issue. On the one hand, over 65's pay the same rate as other members but receive different benefits. On the other hand, this situation was created by a change in government policy

rather than by a change in the McGill plan, *and* extending prescription drug coverage to over 65's would have significant effects on required premiums, in a context where premiums are already rising rapidly.

This remains an open issue. In order to better judge the fairness of the current situation, the Staff Benefits Advisory Committee requested information on plan usage by over and under 65's. It turns out that the per member claims of over 65's are not lower than those of under 65's. It's simply that over 65's claim for different medical expenses. This does not settle the issue. It's simply one additional piece of information.

Demutualization

This is a continuation of my report in the last issue of the *MAUT-APBM Newsletter*. The University received about 3 million dollars from the sale of shares in Sun Life Insurance Company that were transferred to the University when the company demutualized. The administration claims that the University owns the entire 3 million, but is nonetheless willing to share it, 50/50, with employees, providing that some distribution method can be agreed on. It is also very much the administration's preference that the *form* that the distribution takes is a transfer to the health insurance plan. This could be used to allow a premium holiday for some period of time.

MAUT's position has been that the entire 3 million dollars belongs to employees. With respect to the distribution principle used, my own view has been that, as closely as possible, it should be returned to employees according to how much life insurance they paid—the number of years as a member of the plan multiplied by the amount of coverage purchased. That, it should be clear, was the basis upon which Sun Life determined how much to pay to the University in the first place

There are two difficulties with distributing the money to employees. First, there are the tax implications. Second the University's electronic records do not permit a precise determination of years and amounts

of coverage. Those numbers could be determined if the Human Resources Department went through the hard copies of employee records, file by file. But that would be a costly process and it makes little sense to consume a large part of the amount to be distributed in administrative costs associated with the distribution.

At a recent meeting of the Staff Benefits Advisory Committee, the non-MAUT employee representatives all agreed to settle the issue by transferring \$1.5 million to the health insurance plan to purchase a premium holiday. I pressed for a delay. The Concordia unions have settled this issue with their University. It was my view that we could only gain by taking into account their settlement before making our final decision. It turns out that the terms of the Concordia settlement are very interesting indeed. As is the case at McGill, there is an optional and a compulsory component to their plan. Also as at McGill, the optional component is fully paid for by members and the compulsory component by the employer. Here are the main characteristics of the Concordia settlement.

The optional coverage was fully returned to employees as a life insurance premium holiday, with size of the premium holiday determined by the amount of coverage purchased by the employee at the point of demutualization (the beginning of 1998).

The fully employer-paid mandatory coverage was split 50/50 between the employer, on the one hand, and employees, including (post-1998) retirees, on the other. It was agreed that the 50% that was returned to the employer would go to fund scholarships, as would the employee share returned to retirees. The remainder was divided between the unions, to be distributed by them as they determined.

The most interesting aspect of this settlement is the fact that Concordia is withholding less than 50% of the insurance company's pay out, because the entire discretionary portion of the premiums is being re-

turned to the employees. The 50% principle is only being applied to the compulsory part of the insurance. Their approach to their employees is more generous than McGill's.

My position on all this at the moment is the following: i) it is still in the interests of MAUT members to have the amount distributed to each person related as closely as possible to the amount paid in; and ii) the attractiveness of having the premiums assigned to the health insurance plan (or any other appropriate plan)—the administration's preferred option—would tend to increase as the proportion of the \$3 million returned to employees approaches 100%. In the meantime, we are seeking additional information on how the academic union at Concordia is distributing the cash turned over to it, and on the precise tax implications of alternate distribution methods.

Long Term Disability

McGill's long term disability program is currently a self-insured Trust, managed by Maritime Life. We have a legal opinion that leads us to conclude that this arrangement does not meet the relevant Quebec legal requirements. The problem is that this arrangement does not provide adequate reserves. Our program needs to be part of a larger insurance pool.

Consequently, the University is currently tendering for bids to provide this program. It is worth noting here that, until some time in the 1990's, the premiums for the long term disability program were paid by the University. As part of the cost cutting at that time premiums were shifted to employees. This was, in practice, a pay cut and has implications in the comparison of McGill's compensation package with that of other universities.

Employee Assistance Plan

This is a counselling service provided by McGill—for both personal and professional problems. For a number of years it has been contracted through the School of Social Work. That arrangement no longer

works adequately and the University is currently tendering for bids from commercial suppliers. In the interim, the previous service provided through the School of Social Work is being maintained. Jodie Hébert has been doing sterling work on this problem. ■

VICE PRESIDENT (EXTERNAL) Report

D. GUITTON

Period September 1–December 3, 2001

FQPPU meeting October 11–12, 2001

The FQPPU represents about 8,000 university professors in Quebec. As usual the organization was very present on the provincial scene and we were given many documents and newspaper clippings that presented a global view of currently debated issues in university education, provincially, federally and internationally. I retain for this report the following items on the agenda.

1) *Strike at Laval University*

At a special general meeting held on Oct 2, 2001, more than 600 professors voted by a proportion of 93% in favor of a motion giving a mandate to the union (SPUL) executive to hold rotating strikes. The SPUL had been without a contract since Nov. 30, 1999. After a week of rotating strikes the parties settled. According to documents provided by the SPUL and FQPPU, the main issues related to: 1) *Collegiality*. In the administration's initial proposal, there was a reduction in the role of professors in the decisional structure relating to the creation and definition of new positions, the restructuring of units, and in defining the workload. Professors were no longer the only persons admissible to the direction of programs, departments, faculties, and graduate students.

2) *Full-time positions*. There was no guarantee that the number of full time academic positions would be maintained and indications were that the workload would increase. (The concern that universities will replace tenure track positions with part-time contract academics has real basis; see strike at U. Man and section B.3.)

3) *Remuneration*. Because of financial dif-

ficulties the administration was adamant about wanting a 5-year "holiday" from payments to the pension plan. At issue was also the assurance of a competitive salary structure.

2) *IP regulations in the university setting—Talk by Marcel Dube, Professor of Law, U. Sherbrooke*

Professeur Dube considered the legal implications of university IP policies by summarizing the legislative texts and jurisprudence. His opinion is that the production of IP is not part of the job description of professors; professors are hired to teach, do research and contribute to the collectivity. They are not hired specifically to develop a product for commercialization. The university setting contrasts with being employed, say, by a pharmaceutical company to do research in their laboratories. He concluded that the university has no legal right on IP. An example of the importance for an individual to hold onto her/his IP is seen in the Olivieri case (see below): if you don't own the IP, companies will argue that you have no legal right to publically disclaim the product.

3) *Provincial Budget, Nov 1, 2001 in response to changed economic situation*

For this fiscal year, the financing of universities will be maintained according to the level set in the 2001-2002 budget. An increase of 3.1% is set for 2002-2003, which is also in line with the earlier budget. However, FQPPU evaluates that if previous governmental promises (e.g. at the Youth Summit) are kept and increases in salaries and physical plant accounted for, the real increase should be 5%.

4) *University financing*

The operating budgets of Quebec universities depend on: provincial subsidies, 75.2%; tuition fees, 20.6%; other, 4.2%. This contrasts markedly with the Canadian average: provincial subsidies, 63.8%; tuition fees, 31.8%; and other, 4.4%. It contrasts

even more markedly with Ontario: provincial subsidies, 55.0%; tuition fees, 39.9%; and other, 5.1% (La Vie Economique, Claude Picher, *La Presse*, Oct 23, 2001). Using data published by Statistics Canada (www.statcan.ca, *Quotidien*, April 10, 2001 and Aug 28, 2001) Picher argues that the low tuition fees in Quebec do not have a strong influence on facilitating access. By contrast, he further argues, the low tuition fees are subsidies to high-income families who can afford higher tuition fees.

CAUT meeting November 23-25, 2001

1) *Academic freedom*

This subject was the focus of the meeting, specifically the impact that increasing commercialization is having on academic freedom. A full afternoon was devoted to *The Olivieri Report* (by Thompson, Baird and Downie, James Lorimer & Co., 2001, available at the MAUT office; see also CAUT website) just published in book form and presenting the conclusions of the committee of inquiry into the dispute involving Dr. Nancy Olivieri, the Hospital for Sick Children (HSC, Toronto), the University of Toronto, and Apotex Inc (see *CAUT Bulletin* Nov 2001).

Dr Olivieri is a specialist in the treatment of hereditary blood diseases. Apotex, the corporate sponsor of her drug trials attempted to suppress her findings of unexpected risks, by terminating the trials and threatening legal action if she published her findings and/or informed her patients. Medical ethics required her to make her observations public and she did, which set into motion a series of frightful events that most academics would not consider possible in a university setting.

The report is a very interesting, serious and thorough overview of an intrigue that revolves around: academic freedom; conflicts of interest that were not well managed; personal misconduct on the part of some of Olivieri's colleagues (some unveiled only

after DNA testing!!); retributions incurred by colleagues who supported her; and the inadequacy of policies at U of T to deal with the specific interests of industrial sponsors that can infringe on academic freedom, medical ethics and the public interest in general. It is relevant to recall that Apotex had planned to contribute over \$40 million to U of T which, summed with matching funds would have amounted to a donation of over \$90 million. The report made 31 recommendations, among which are those that relate to policies and practices that can protect academic freedom and ethics and assure that contracts between university and industry respect these policies.

In the complex case that followed, and is still active (six ongoing law suits), Dr. Olivieri obtained legal support from the Canadian Medical Protective Association, CAUT and the University of Toronto Faculty Association. Of interest is that the latter alone paid about \$500,000 in legal fees.

Anyone interested in how a well-known spy-thriller author can weave the Olivieri story into a best selling novel is invited to read John Le Carre's recent book *The Constant Gardener*. (I am told he spent a few weeks in Toronto interviewing Olivieri.)

As if the Olivieri case at the University of Toronto had not been enough, the same University became embroiled in another dispute relative to Dr David Healy. "Healy was offered the position of clinical director of the mood and anxiety disorders program at the Center for Addiction and Mental Health (CAMH) and professor of psychiatry at the U of T last year, but his employment contract was suddenly revoked following a lecture he gave in November critical of the role of pharmaceutical companies in university research." (*CAUT Bulletin* Sept 2001, p.1) On the basis of the signed contract he had left his job in Britain and moved to Toronto with his family. An international petition was signed in his favour. "... 30 scientists --including Nobelists Arvid Carlsson and Julius Axelrod -- signed a letter to the university saying that the case was an 'affront' to academic free-

dom. Healy says that his views on psychotropic drugs should not have surprised university officials, who he suggests are trying to assuage Eli Lilly and Co., the maker of Prozac, which in recent years has given \$1.5 million to CAMH." (*Science*, 294: 29-30; 5 Oct. 2001) Healy is suing CAMH for \$9.4 million.

2) Strike at the University of Manitoba

A four-day strike at the University of Manitoba ended after both parties agreed to submit outstanding issues to binding arbitration. The issues in this strike were remarkably similar to those that triggered the strike at Laval University; namely erosion of collegiality – e.g. the administration wanted to centralize the process of hiring - and a concern that the number of full-time positions would erode in favor of inexpensive alternatives. Salary and benefits were also an important concern, given that staff were not doing well in either relative to other universities.

3) Future trends

Canada has lost 3, 500 full time professors since 1992. Furthermore, there will be a large increase in the number of retirements. If current trends continue, Canada will face a shortage of about 15,000 professors by 2010. By contrast the number of university students should increase from the current 575,000 to 700,000 in the next 10 years.

4) Issues at the bargaining table in Canadian universities

CAUT has a Committee on Collective Bargaining and its reports shed considerable light on issues and trends in the evolution of faculty-administration relations. The following is taken from the Nov 2001 report.

a) *Market differentials*. Employers are seeking increased flexibility to spend discretionary funds on hiring and on salary increases and bonuses for targeted individuals and groups. Such differentials can give undue influence to market forces.

b) *Complement*. Employers are exerting

pressure to replace tenure-stream positions with lower-paid sessionals and term positions. The problem is exacerbated in areas where the replacements are teaching-only positions, which can erode traditional academia. c) *Salaries*. Settlements have been in the modest 2-2.5% range. In many universities, salary scales have too many steps. CAUT believes job rate systems are preferable because starting salaries are higher and more competitive. The above were important issues in the strikes described above.

5) General Agreement on Trade in Services (GATS)

(See article in *University Affairs*, Dec 2001, p.8.) This is a multilateral legally enforceable agreement covering international trade in services. Educational services are one of the sectors included in the agreement. I have in my previous reports considered this issue at length. The concern is that higher education in Canada exists to serve the public interest and is not a "commodity". If it were deemed a commodity under the GATS, then foreign private education providers could invade our territory and claim that government subsidies to universities are unfair competition. The Canadian Minister of International Trade (Pettigrew) has asserted that Canada will not negotiate health, public education, or social services. However CAUT is concerned that public education would be weakened if Canada made any commitments covering commercial education and training services. Recent legislation in several provinces allowing private "for-profit" universities to operate heightens the uncertainty. CAUT recently commissioned a legal opinion on GATS and higher education. The study concluded that GATS *will* affect educational services. "With the USA seeking removal of obstacles to trade in educational sectors ... it is conceivable that Canada will make market access and national treatment commitments in this sector and in others." (Legal Opinion on ..., Gottlieb and Pearson, Oct 2001) ■

VICE PRESIDENT (COMMUNICATIONS) Report

RALPH HARRIS

1. MAUT-APBM Newsletter Policy Issues

- The *MAUT-APBM Newsletter* will accept letters to the editor published at the discretion of the Editorial Board comprised of the President, VP Communications and the MAUT Legal Officer.
- The *MAUT-APBM Newsletter* will be published on the MAUT web site accessible to MAUT members as well as being mailed to members.
- The *MAUT-APBM Newsletter* will be made available to non-members at the discretion of Council either via mailed copies or via the web site.

2. MAUT Web Site

- An online membership application is available at <http://www.mcgill.ca/maut> under "Message to non-members". The membership application can be used by members to update their contact information.
- Plans are underway to make Executive, Council and General Meeting Agenda and Meeting Minutes available to members only.
- Plans are underway to make Meeting documents available to members only.

3. MAUT ListServ Lists

MAUTFORUM

- The MAUTFORUM list mautforum@lists.mcgill.ca contains the names of most MAUT members. Some members (less than 5 %) have withdrawn from the list. New members will be added as soon as possible.

- MAUTFORUM is a moderated list established to facilitate communication between Council and members.
- Postings are at the discretion of the VP Communications with advice from the other members of the *Newsletter* Editorial Committee according to the following policies:
- Postings are without prejudice.
- Posting regarding issues in front of the Council will be accepted.
- Postings announcing meetings, events or matters other than those co-sponsored, sanctioned or supported by specific Council discussion will not be accepted.

MAUT Council

- The MAUT Council list mautcncncl@lists.mcgill.ca contains the names of all current MAUT Council members.
- MAUTCNCL is a moderated list established to facilitate communication between Council members.
- Postings according to the following policies will be accepted:
- Postings are without prejudice.
- Postings from Council members will be accepted.
- Posting regarding issues that members wish to bring before Council will be accepted at the discretion of the VP Communications with advice from the other members of the *Newsletter* Editorial Committee. No reasonable, legal, non-damaging posting will be rejected without reason.
- Postings announcing meetings, events or matters other than those co-sponsored, sanctioned or supported by specific Council discussion will not be accepted. ■

Membership Committee Report

K. (GOWRI) GOWRI SANKARAN

MAUT President-Elect

At the meeting of the Council late in the spring of this year, it was decided to reconstitute and reactivate the Membership Committee of MAUT. I accepted to chair this committee. The following members: Nick Acheson, Ralph Harris, Estelle Hopmeyer and Guy Mehuys agreed to work on the committee. This committee met several times over the period of the summer.

The committee members realized that it is extremely important to get all the new faculty members (numbering about 225 in the last two years) to join MAUT. The Committee took the following concrete actions with regard to the objectives of the Membership Committee.

1) The Committee proposed to the Council that to welcome and to encourage the new faculty members (those who joined the Faculty after June 1, 2001) to become members of the organization, we should give them free membership in MAUT until the end of February 2002. The Council approved this.

2) I took the opportunity of the orientation session for new faculty organized by the Academic Personnel Office to present the facts about MAUT and encourage the new faculty to join MAUT.

3) The Committee recommended to the Council that MAUT form a MAUT Tenure Mentoring Committee to help the untenured (but tenure track) professors on tenure related issues, the argument being tenure is something everyone should plan from day one on the position. The Council has approved formation of such a committee. Alenoush Saroyan will chair this Committee for this year. The other members who accepted to work on this committee are Norman White, myself and John Kurien. As soon as we can find some member of the MacDonald campus to work on this

committee, we will formulate the mandate of this committee as well as the working of the committee.

4) The Committee invited (over light lunch) some of the influential members of the University community for exchange of ideas concerning recruitment of members. Two such meetings were held and were well attended. We are happy to report that as of the first meeting date (September 26) approximately 30 new members have joined the Association. However, there is a lot more work that has to be achieved in this direction.

We have to realize that we have chosen to have a collegial organization and deal with the Administration in a collegial way and not a confrontational one. It is extremely important that we have a sizable majority of the eligible members belonging to MAUT and it is more important that the Administration knows that this is the case. Any ideas in this regard are welcome. ■

ATTENTION! New Faculty and Others

CAUT Mortgage Rates

Looking for a Mortgage? CAUT's rates as of December 5, 2001 in the *CAUT Bulletin* caught my eye ...

6 mnth	1.49
1 year	3.60
2 year	4.30
3 year	4.75
5 year	5.75
7 year	6.30
10 year	6.70

See ...

http://www.caut.ca/Mortgage_center ■

Appointments to the Ranks of Professor Emeritus, Associate Professor Emeritus, Librarian Emeritus & Associate Librarian Emeritus

RALPH HARRIS, VP COMMUNICATIONS

The following rationale for changing the Rank of Emeritus Professor was developed by MAUT Council advised by the Ad-hoc Committee on Emeritus Professors (R. Harris, T. Meighen). Yours truly also ran an informal survey of MAUT members about this rationale and the specific proposal to alter the Grey Book and this is also included below. The results of the poll are reproduced as well here in the *Newsletter* and show overwhelming support for a change. The rationale presented here includes changes made by MAUT Executive in response to that feedback.

Preamble and Scope

McGill University is currently out of step with other major Canadian universities with regard to its appointment of retired professors and retired associate professors to the rank of Emeritus Professor. McGill presently treats this appointment as a bestowing of an honorary degree. At all other major universities outside Quebec, the appointment to the rank of Emeritus Professor is automatic for full professors upon retirement and is automatic even for associate professors upon retirement from some G10 universities.

The present document wishes to provide a rationale for change and to advance the debate on the issue of eligibility.

Background to the Present Situation

The criteria used by the Honorary Degrees Committee to prepare a nomination for appointments to the rank of Emeritus Professor (or Emeritus Librarian) are vague at present. It is reasonable to say that the McGill community has many differing opinions about the present criteria for appointment to the rank of Emeritus Professor, es-

pecially eligibility for the rank. It is understood by some that the awardees should be academically distinguished and that the appointment is not recognition for service to McGill or to the community alone though these factors can play a role in the decision.

It is important to understand that the present system creates anomalies with respect to the perception of retired McGill academic staff in most of Canada. Like it or not, the rank held by a McGill Emeritus Professor is seen in most of Canada as a consequence of having retired while being an academic staff member at a university. It appears that other universities have used the definition of emeritus as "one retired from professional life but permitted to retain as an honorary title the rank of the last office held". In order to recognize outstanding contributions during a professional life at a university, some G10 universities have created an additional appointment to "University Emeritus Professor" or "Distinguished Emeritus Professor".

A consequence of McGill's present policy is that staff who retire and who are not appointed to the rank of Emeritus Professor (or Emeritus Librarian) but who wish to remain academically active post-retirement do not remain active for lack of support from McGill or they do remain active with no credit accruing to McGill since they no longer have any relationship with McGill. In what follows, a rationale for changing the rank of Emeritus Professor is put forward.

Two issues that would need to be addressed if such changes were to occur would be to protect existing McGill Emeritus Professors' and Emeritus Librarians' privileges by adopting a grandfather clause and to honour outstanding members of the academic and librarian community by creat-

ing suitable honorific titles that could be bestowed in a suitably respectful manner. Existing Emeritus Professors and Emeritus Librarians would automatically be given these new titles, as appropriate, since they have already been deemed outstanding by virtue of the current McGill practice.

Arguments

To move the debate on the eligibility forward, it is proposed to alter the title of the rank to "Professor, Emeritus" or "Librarian, Emeritus". The purpose of this small semantic change is to introduce the idea that the appointment is automatic and recognition of commitment and service to the McGill community.

The objectives of appointment to the new rank of Professor, Emeritus or Librarian, Emeritus and the benefits to McGill would be to:

- Recognize a life of academic commitment to McGill.
- Encourage continued involvement in the academic community.
- Encourage continued role in teaching (perhaps at a lower cost to McGill per credit than a full time-staff) or continued contribution of expertise.
- Encourage continued role in research and graduate supervision.
- Encourage continued role in service to the academic community.
- Encourage retirement and the liberation of their salary for renewal.

The basic benefits that are suggested to accrue to the rank and the estimated relative associated costs to McGill are:

- Provision of a McGill Staff/Access Card. (\$)
- Name and information listed in the staff directory. (\$)
- Receive all university publications and information. (\$)
- Access to full library services. (\$)
- Right to retain their McGill e-mail address. (\$)

- Use of Internet service through McGill ISP. (\$))
- Access to athletics facilities at nominal cost or free. (\$\$)

Other eligible benefits that would be subject to the discretion of the retiree's Department Chair and their estimated relative associated costs to McGill are:

- Eligibility to apply for travel funds for academic purposes. (\$\$\$)
- Access to secretarial services as required (including copying, Fax, etc.). (\$\$\$)
- Access to an office and computer (may be general office). (\$\$\$)
- Access to research space commensurate with productivity. (\$\$\$\$)

Proposal

It is asserted that all tenured academic staff warrant recognition upon retirement for their involvement and commitment to McGill during their service with the consequence that it is proposed that all Full Professors be appointed to the rank of Professor, Emeritus and that all Associate Professors be appointed for a post-retirement appointment to the Rank of Associate Professor, Emeritus, and that all Full Librarians be appointed to the rank of Librarian, Emeritus and that all Associate Librarians be appointed for a post-retirement appointment to the Rank of Associate Librarian, Emeritus.

It is also proposed that the privileges accorded to existing McGill Emeritus Professors and Emeritus Librarians be maintained through a grandfather clause and that these so honoured people be given a new title, perhaps "McGill Emeritus Professor/Librarian" or "McGill Distinguished Professor/Librarian Emeritus" to recognize their outstanding contributions.

Consequences of these changes would be that:

- There would be no need for the Honorary Degrees and Convocations committee to have Criteria and Guidelines for appointment to Professor, Emeritus or

Librarian, Emeritus, or be involved in the appointments.

- The rank would not be bestowed at convocation.
- The Honorary Degrees Committee would need to develop a new title and an appropriate, valid and transparent method to recognize staff for distinguished service.

Proposed changes to the Administrative Handbook to align McGill more closely with its competitors and to ensure that staff who wish to remain academically active post-retirement are able to do so are detailed in a separate document entitled "Proposal Regarding the Appointment to the Ranks of Professor Emeritus, Associate Professor Emeritus, Librarian Emeritus and Associate Librarian Emeritus", November 17, 2001.

The main changes are to the Administrative Handbook would be that:

- All Full Professors would be appointed to the rank of Professor, Emeritus and Full Librarians would be appointed to the rank of Librarian, Emeritus upon retirement.
- Associate Professors would be appointed to the rank of Associate Professor, Emeritus and Associate Librarians would be appointed to the rank of Associate Librarian, Emeritus, upon retirement.
- Office space and research space would be made available to retired academic staff at the discretion of the retiree's Department Chair or Administrative Librarian.

Summary

Post-retirement appointments for all retired tenured professors and librarians at McGill would be a win-win proposition. The individuals would be able to develop a satisfying post-retirement relationship with the University and would not feel that they have had to simply let go all at once, burning their bridges, upon retirement. The University would acquire more flexibility if some professors were encouraged by this new

policy to retire earlier than they would have otherwise done, releasing their salary money to allow hiring of new staff. The University would also be able to benefit by having access to continued involvement of retired faculty members in activities such as teaching, and co-supervision or supervision of graduate students and research activities. This may be especially important at a time when many retirements will be taking place and many new staff members may be able to profit from mentoring and advice from older staff. ■

Proposed changes to the Administrative Handbook (Grey Book)

Chapter 1

Section 7 – Visiting, Adjunct, Special Category and Emeritus Staff

7.8.1 Professors, Emeritus of the University shall consist of all full professors who have retired from this University, whether this retirement is early, normal, or delayed. Professors, Emeritus are appointed by the Board of Governors.

7.8.2 Associate Professors, Emeritus of the University shall consist of associate professors who have retired from this University, whether this retirement is early, normal, or delayed. Associate Professors, Emeritus are appointed by the Board of Governors.

7.9 The ranks of Professor, Emeritus and Associate Professor, Emeritus have the following conditions.

7.9.1 They shall retain the name of the chair in their title (for example, Samuel Bronfman Professor of Management, Emeritus) if such chair is held at retirement.

7.9.2 They shall not be required by the University to assume any official duties or responsibilities.

7.9.3 They shall, on request, have their names listed in the staff directory.

7.9.4 They shall, on request, have access to and use of McGill Library facilities and McGill's networked computing system with privileges commensurate with their post-retirement activities.

7.9.5 They shall, on request, be offered, at the discretion of the retiree's Department Chair, office space and/or research space commensurate with their research productivity, the space to be in the retiree's Department.

7.9.6 They shall, on request, obtain a McGill I.D. card.

7.10 Professors, Emeritus and Associate Professors, Emeritus shall be subject to the applicable University policies and regulations.

Chapter 2

Section 7 – Visiting Librarians and Librarians, Emeritus

7.8.1 Librarians, Emeritus of the University shall consist of all full librarians who have retired from this University, whether this retirement is early, normal, or delayed. Librarians, Emeritus are appointed by the Board of Governors.

7.8.2 Associate Librarians, Emeritus of the University shall consist of associate librarians who have retired from this University, whether this retirement is early, normal, or delayed. Associate Librarians, Emeritus are appointed by the Board of Governors.

7.9 The ranks of Librarian, Emeritus and Associate Librarian, Emeritus are honorary.

7.9.1 They shall retain the name of the chair in their title (for example, Wainwright Librarian, Emeritus) if such chair is held at retirement.

7.9.2 They shall not be required by the University to assume any official duties or responsibilities.

7.9.3 They shall, on request, have their names listed in the staff directory.

7.9.4 They shall, on request, have access to and use of McGill Library facilities and McGill's networked computing system with privileges commensurate with their post-retirement activities.

7.9.5 They shall, on request, be offered, at the discretion of the retiree's Administrative Librarian, office space and/or research space commensurate with their research productivity, the space to be in the retiree's Department.

7.9.6 They shall, on request, obtain a McGill I.D. card.

7.10 Librarians, Emeritus and Associate Librarians, Emeritus shall be subject to the applicable University policies and regulations.

Approved by MAUT Council November 15, 2001

For reference, Chapter 1 of the *Handbook of Regulations and Policies for Academic Staff* presently contains the following entries regarding the Rank of Emeritus Professor:

7.8 Emeritus professors of the University shall consist of those retired professors who are so appointed by the Board of Governors on the recommendation of Senate.

7.9 Emeritus professors shall not be required to assume any official duties or responsibilities, shall be offered an office in the University, but not necessarily the office that they formerly occupied, shall be accorded library privileges and shall be offered laboratory space commensurate with their research productivity.

7.10 Emeritus professors shall be subject to the applicable University policies and regulations.

Chapter 2 of the *Handbook of Regulations and Policies for Academic Staff* presently contains the following entries regarding the Rank of Emeritus Librarian:

7.8 Emeritus librarians of the University shall consist of those retired librarians who are so appointed by the Board of Governors on the recommendation of Senate.

7.9 Emeritus librarians shall not be required to assume any official duties or responsibilities, shall be offered an office in the University, but not necessarily the office that they formerly occupied, shall be accorded library privileges and shall be offered laboratory space commensurate with their research productivity.

7.10 Emeritus librarians shall be subject to the applicable University policies and regulations. ■

Opinion Poll Results

Re Proposal for Changes to the Grey Book

Appointments to the Ranks of Professor Emeritus, Associate Professor Emeritus, Librarian Emeritus & Associate Librarian Emeritus

R. HARRIS, VP COMMUNICATIONS

Preamble and Scope

A web based opinion poll was set up following the MAUT Fall General Meeting to garner MAUT Members' opinions regarding the proposed changes to McGill's rank of Emeritus Professor. The poll published the statement "I am in favour of the proposed changes to the Rank of Emeritus Professor" and asked members to respond anonymously in agreement or disagreement. The poll also allowed members to express an opinion that was also recorded anonymously.

Poll Results: As of 12:30 PM January 10, 2002, 67 members had responded via the web poll, 56 in agreement with the statement and 11 in disagreement, which translates to 84% in favour of the proposed changes. Seven members also responded directly to the MAUT Council List and with these, the poll was 85% in favour. Only comments submitted via the poll web site are reproduced below.

Negative Comments

1. The rank of professor emeritus is a long-standing and worthwhile means to honor our most esteemed colleagues. Should MAUT wish to seek post-retirement access to various facilities or privileges to all staff, by all means do so but not at the loss of a worthy honorific. The idea of later creating an alternative honorific, having first destroyed a well-recognized one, is mistaken.

2. I am heartily opposed to this plan!

The title Emeritus has a long and distinguished record of being associated with only the best. Not all professors fit into this category, let's face it. If we want to associate a title with every retired professor, let's find a new title. We should not compromise the honour already bestowed upon many distinguished McGill retirees. The fact that many other universities have already descended into mediocrity should not be a justification for McGill to do so. – *R Gehr*.

3. (1) McGill's standard should be international and not just Canadian. (2) It becomes a meaningless rank. (3) Some full professors cease to work at that level on achievement of the rank. It is useful to have something more for which they might strive—especially if we want full professors to serve as role models and to fulfill their role of intellectual leadership (and that includes their classroom teaching) and administrative service within the University.

4. While I appreciate the spirit behind the proposal, I believe that the title Emeritus should only be used to recognize outstanding contributions to the University, not simply because one has retired. The downside of not supporting the proposal is that the University may lose out on not receiving some research funding from NSERC and other agencies. However, most of the researchers who are interested in continuing their research in retirement are the active researchers, who will probably receive the title of Emeritus anyway. The space issues and potential conflicts for Chairs are enormous and, frankly, not worth the effort.

5. I'm not convinced by the argument that because other universities do it that way, then we should also. It seems simple enough to offer retired faculty and librarians of appropriate rank the proposed additional benefits - should their services be desired - without necessarily changing the system of honouring meritorious individuals with the title of "Emeritus".

6. I do not agree with the argument that the process should be automatic. I still see value in recognizing exceptional contributions to McGill through this appointment. I do not feel that professors are being slighted by not being granted the Emeritus designation. The current proposal will de-

value the record of Emeritus professor appointments that have been done in the past.

Positive Comments

1. I believe that the University would retain much good will from its retirees rather than give them the impression that it ceases to value their lifelong contributions to its development from the moment that they leave active academic life.

2. I think this is a long-overdue proposal to bring McGill into line with other major universities. We can always give EXTRA honours to the extraordinary. – *David Crawford*.

3. Do we ask for this to be retroactive, or will it be as of a particular date?

4. The new procedure will do a better job of recognizing achievements and encouraging ongoing involvement. We should also complete the process by defining a "distinguished" category that is not automatic. We may want to retroactively use that new category for Emeritus Professors given that rank under the old system. Change is needed because, in spite of the best intentions, the current process lacks in transparency. The recommendations are made by a committee that does not even have emeritus recommendations in its official mandate, by criteria that are not widely known within McGill, let alone outside.

5. Wonderful—let's just take it through Senate.

6. There are no objective criteria for the granting of an Emeritus, and it's a good thing too, otherwise there might be a tendency to bulk up a CV with cosmetic activities. I, perhaps naively, believe that 90% of the academic staff really do their best in all facets, but we all tend to have specific areas of interest or expertise. It's not really fair to say that one set of areas contributes more or less to the fabric of McGill life, than another combination.

7. As a former Chair I have had occasion to see the demoralisation and bitterness occasioned in people who are cut loose from the university without any recognition of years of committed scholarship, teaching, and service.

8. This is badly needed to correct inequities and clarify a confusing process. ■

CAUT and You

TOM BOOTH
PRESIDENT, CAUT

CAUT is Canada's national voice for academic staff, representing 30,000 teachers, librarians, and other academic professionals, and, more importantly, is an outspoken and nationally and internationally recognized defender of academic freedom and collegial governance. Your national organization works actively to improve the quality and accessibility of post-secondary education across the country.

From lobbying governments to providing educational, negotiating and legal support, to local associations, CAUT advances the social and economic interests of its members and offers courses, workshops and conferences nationally and locally. The national office undertakes extensive research and publishes surveys, reports, newsletters, books, and a monthly newspaper. CAUT liaises with Canada's media and vigorously participates in national and international coalitions dedicated to the welfare of public education, academic staff and students.

CAUT actively promotes public funding and policies that ensure our institutions are accessible and of high quality, and that safeguard the freedom of our members to teach and conduct research unrestricted by commercial or other special interests. CAUT advances equity and human rights within our profession while fighting for fair working conditions, compensation and benefits that foster excellent teaching and innovative research. CAUT works for collegial institutional governance that is publicly accountable and gives the academic community its proper voice.

Information about CAUT's many activities, programs, services, and publications is available at <http://www.caut.ca> . ■

CAUT President's Speech Annual MAUT Advisor's Dinner, McGill University, March 22, 2001

"Our Past and Our Future"

TOM BOOTH, PRESIDENT, CAUT

I. Introduction

Over the long history of universities, there have been many competing visions of the university's role in society. I must confess that I am a strong believer in the view of the university as playing a unique role in a democratic society –

- as a social institution (perhaps the only institution) which has an uncompromising commitment to the search for knowledge and truth;
- a social institution where there is the freedom to question and criticize all ideas, policies, programs and technologies — where academic freedom reigns;
- a social institution that values the genuine education of its students;

Edward Shils says this very well: "Universities have a distinctive task. It is the methodical discovery and teaching of truths about serious and important things. Part of the task is to enhance the students' understanding and to train them in the attitudes and methods of critical assessment and testing of their beliefs ..." - *The Academic Ethic*, p. 3.

But my view of the role of the university is also to:

- prepare students for their role in a democratic society;
- support scholarship that relates to the pressing problems of society;
- promote a vibrant public culture within the institution;
- promote public understanding of its role;
- recognize an institutional responsibility for publicly usable knowledge.

The challenge of the university in a democratic society is to play these diverse (and sometimes seemingly contradictory) roles.

II. Concerns

I am gravely worried about what is happening to our institutions and our ability to fulfill these roles. Government underfunding, coupled with a socially widespread and uncritical embrace of the market, is bringing about a transformation of our universities—a transformation that is of grave concern.

- Governments are using funding arrangements and performance indicators and contracts to steer our institutions in ways that serve their narrower political interests – providing ample funding for some fields while starving others;
- Research funding is increasingly forcing researchers into pursuing projects that offer prospects of commercial value—despite the fact that most social and economic value has come from basic research.

As U.S. Nobel Prize winner, Arthur Kornberg, whose work on DNA laid the groundwork for much of the biotech industry today, said: "For 30 years, my research on the biosynthesis of the building blocks of nucleic acids, their assembly in DNA replication and the training of more than 100 young scientists, was funded with many millions of dollars from the U.S. National Institutes of Health without any promise or expectation that this research would lead to marketable products or procedures. No industrial organization had, or [would] ever have, the resources or disposition to invest in such long-range, apparently impractical programs. We carried out these studies to satisfy a need to understand the basic processes in cellular function The enzyme pathways of assembling DNA from its building blocks have provided the targets for the

design of most drugs used today in the chemotherapy of cancer, AIDS, herpes and autoimmune diseases. These studies are also crucial to understanding the repair of DNA, so important in the aging process, and for understanding mutations and the origin of some cancers. It may seem unreasonable and impractical; call it counterintuitive, that we can solve an urgent problem such as a disease by pursuing apparently unrelated questions in basic biology, chemistry, or physics ... [Yet] ... Investigations that seemed totally irrelevant to any practical objective have yielded most of the major discoveries of medicine: X-rays, MRI, penicillin, polio vaccine. In the biochemistry department at Stanford, where recombinant DNA was discovered in 1972, we never anticipated the awesome biotechnologies of automated genome sequencing or computer-based bioinformatics. The discoveries on which these technologies were developed came from the pursuit of basic questions in physics, chemistry and biology, unrelated at the outset to a specific medical or practical problem.”

The broader social pressures to measure the value of everything in terms of its market value, and the efforts of governments to steer university work, are threatening

- the integrity of universities,
- public trust in what we do and say;
- our ability to fulfill our fundamental role in democratic society.
- tenure and academic freedom

III. The future

Academic Freedom

I am concerned about the implications of these trends for academic freedom.

- Attempts to steer teaching and research can have grievous consequences (... Olivieri - one of many such cases in the U.S. and Canada)
- Academic freedom is threatened by another market-related trend – increasing use by university administrations of

part-time and casual teachers. In the U.S., only 41% of faculty are now tenured or tenure-track. We have no reliable national data in Canada, although anecdotal evidence suggests a similar problem. For example, a recent study at Carleton University indicated that 60% of course titles are taught by non-tenured, non-tenure track instructors. *How can we preserve academic freedom when a majority of faculty do not have tenure or the prospect of tenure – when they can be dismissed without due process or any appeal rights simply by allowing their contracts to expire?*

Teaching

The university's teaching role is compromised by such a huge reliance on part-time colleagues who are forced to work under very adverse conditions. These include:

- poor pay that requires either a heavy teaching load or outside work;
- little time and no institutional support for research and scholarship;
- professional marginalization;
- vulnerability to student pressure;
- little opportunity for course development work;
- no role in curriculum development.

Research

As I have already noted, the future for basic research, and for research in the humanities and much of the social sciences, is being jeopardized by the pressure for commercialization and by the growing requirements for partnerships or falling within certain “strategic” directions.

Decision-making within the university

Finally, I am concerned that collegial decision-making, a key to the university's integrity, is being diminished as the power of senates are diminishing in the face

of growing management structures and more aggressive boards of governors.

IV. Conclusion

Fortunately, we can do something about all these things if we acknowledge the dangers and respond actively. In the short time I have tonight I can only give you a few examples of why I am optimistic in the face of such serious challenges:

- *Response to the Report of the Expert Panel on the Commercialization of University Research.* Within less than a week, more than 1,500 faculty from across the country—including many from McGill—added their names to an urgent letter to the Prime Minister expressing concern about the Expert Panel's recommendations that championed greater commercialization of university research.
- *Outcry over the Olivieri case.* The threats to academic freedom in the Olivieri case have drawn worldwide support from the academic community. But equally important, the case has sparked a public outcry reflected in unprecedented and sympathetic media coverage in national media in Canada, the U.S., and Great Britain.
- *Organization of contract academic staff.* Faculty associations across Canada have responded enthusiastically to CAUT's concerns about casualization. Drives to bring all contract academic staff into faculty associations have been successful at UBC, Bishops, Nipissing, Wilfrid Laurier within the past year. Drives are currently under way at Toronto, Memorial, Acadia and soon to begin at four other Canadian universities.
- *Aggressive defence of collegial governance.* When the Board of Governors recently disregarded the Senate decision to keep two downtown colleges open, concerned faculty raised more than \$50,000 to take the case to judicial review, and now are before the Ontario

Court of Appeal, to get an affirmation of the power of the senate that is provided in the Trent University Act.

- *Public response to local hearings on the underfunding of the university.* Two weeks ago in Halifax, CAUT launched a national series of local hearings on the implications of underfunding of universities. The turnout was spectacular. So many groups and individuals wanted to appear that the hearings had to be extended. CBC, CTV and Global networks made the story featured items on their evening news. CBC Radio carried it as the lead item of the next day's reports. Since then, CAUT has received numerous calls from media about where the next hearings will be held. National opinion polls show that Canadians support governments reinvesting heavily in post-secondary education.

The challenges facing universities are grave. But we can meet those challenges, if we choose. I am confident we will. ■

CAUT PROFILE ... from the CAUT web site

TRIMMED BY R.HARRIS FOR THE *NEWSLETTER*

CAUT is Canada's voice for academic staff—representing more than 30,000 faculty, librarians, and other staff across the country. The following is a listing of the services and activities that CAUT undertakes on behalf of member faculty associations and individual affiliated members.

Education

CAUT provides education programs:

- Introduction to Collective Bargaining (2 days - offered locally)
- Advanced Collective Bargaining Course-Team Training (2½ days - offered regionally)
- Grievance Handling (2½ days — offered locally)
- Arbitration (2½ days — offered on a regional or national basis)
- Representative Training (1½ days — offered locally)
- Intellectual Property (½ day - offered locally)

Publications

CAUT publishes:

- *CAUT Bulletin*
- *CAUTNow*
- *CAUT Education Review*
- *CAUT Commentary*
- CAUT Book Series; Published by James Lorimer & Company, titles include Neil Tudiver, *Universities for Sale: Resisting Corporate Control Over Canadian Higher Education*, James L. Turk (ed.), *The Corporate Campus: Commercialization and the Dangers to Canada's Colleges and Universities*, William Bruneau and Donald C. Savage, *Counting Out the Scholars: The Impact of Performance Indicators on Education*.
- *CAUT Legal Review*

- CAUT Facts & Figures
- CAUT Bargaining Advisory
- *Directory of University Board—Corporate Linkages*
- *Making News: A CAUT Guide to Media Relations*

Research

CAUT undertakes research:

Information —CAUT's Research Department collects and analyzes a wide range of data about post-secondary education in Canada. CAUT strives to be the most authoritative source of information on post-secondary education.

Surveys —CAUT provides member associations with data from several surveys:

- *Faculty salary survey*
- *Librarians' salary survey*
- *Pension and benefits survey*
- Annual Analysis of Each University Budget
- Visiting Research Fellowship
- Research Studies

Advocacy

CAUT represents its membership

- CAUT maintains relations with key national reporters and monitors national and regional media.
- CAUT has a database of all national, regional and local media (print, audio and visual) contact lists.
- CAUT has developed a media workshop to train local leadership and staff in media relations.
- CAUT meets regularly with key federal politicians and each year CAUT sponsors a National Lobby Day on Parliament Hill.
- CAUT maintains contact with senior staff

in federal government departments relevant to post-secondary education.

Communications

CAUT communicates with its members and between its members and others:

- CAUT coordinates national campaigns.
- CAUT hosts national public conferences to highlight important issues.
- CAUT has an expanded and redesigned web site to provide members and the public access to a wide range of information and opinion.
- CAUT listservs

Academic Freedom & Collegial Governance

CAUT protects members' academic rights

- Promotion of Academic Freedom
- Promotion of Collegial Governance

Legal Services

CAUT protects members' employment rights

- Summary Legal Advice/Opinions
- Litigation
- *CAUT Legal Review*
- CAUT Conference for Lawyers Representing Faculty Associations
- Grievance/Arbitration Courses
- Grievance/Arbitration Conference
- Arbitration Database
- Intervention in Important Cases as *Amicus Curiae*
- Monitoring Legislative Initiatives that have Implications for Labour and Employment Relations within Universities and Colleges

Collective Bargaining

CAUT protects collective employment rights

- Collective Agreements Database
- Benefits Survey Database

- Model Clauses
- Information
- Advice
- Collective Bargaining Courses
- Collective Bargaining Conference
- Chief Negotiators Conference
- Bargaining Advisories
- Publication of Settlements
- Organizing

Relations with other Canadian Organizations

CAUT provides representation in other venues.

- National Coalitions
- Public Education Network
- Copyright Forum
- Canadian Consortium for Research
- Trade and Investment Working Group
- Liaison with Other National Education Organizations
- National Library of Canada's Theses Advisory.
- International Relations
- Education International
- Tri-National Coalition for the Defence of Public Education
- Reciprocal - Great Britain, New Zealand, Australia, Ireland, with discussions with the USA and France.

CAUT Committees

CAUT process for involvement
Standing Committees of Council

- Academic Freedom and Tenure Committee
- Collective Bargaining and Economic Benefits Committee
- Librarians' Committee
- Status of Women Committee
- Committees of the Executive
- Contract Academic Staff Committee
- Equity Committee . ■

FQPPU and You

By ARPI HAMALIAN
PRESIDENT, FQPPU

MAUT is a founding member of FQPPU—Fédération québécoise des professeures et professeurs d'université which was founded ten years ago in May 1991. Twenty faculty unions and associations are members of FQPPU representing almost all of the professoriate in Quebec. MAUT is also a founding member of CAUT. FQPPU and CAUT have signed a collaboration protocol.

It is my pleasure to report on some of the services rendered by FQPPU to its membership during 2001. FQPPU offers these services on the basis of orientations and policies adopted at the biannual Congress and as mandated by the Federal Council that meets four times a year on a regular basis. Four standing committees and several ad-hoc committees contribute to the work of FQPPU. The sixth congress of the FQPPU was held in early May 2001 and coincided with the 10th anniversary celebrations of the founding of FQPPU.

1. Representation

FQPPU officers meet regularly with the ministers and deputy ministers of education and research, civil servants, directors of organisations and agencies involved in university funding. Twice, during 2001, FQPPU played a leadership role in denouncing the disengagement of the provincial government from its funding responsibilities towards the universities. Both times we succeeded in restoring the promised funding. At the Federal level, FQPPU—jointly with CAUT—continues to carry a steady and systematic lobbying campaign to secure improved and stable core funding for Canadian universities. We work together to prevent all attempts to make commercialisation a fourth mission of the university. We also lobby with CAUT and other partners to prevent the opening of the education sector to GATS (General Agreement of Trade in Services) negotiations. To this end, we or-

ganized a special meeting in October with the Federal Minister of International Trade, Mr. Pierre Pettigrew.

2. Information

Regular publications: The FQPPU journal, *Université* will resume publication in 2002. It is published in French with summaries of major articles and news in English. The standing committees of FQPPU have their own quarterly publications: *Ensemble* for the Comité des femmes en milieu Universitaire (CFMU—University women's Committee) and *Info-travail* for the Comité des relations de travail (CRT—Labour relations). Starting in 2002, the Comité de la liberté académique et de l'autonomie universitaire (CLAAU—Academic Freedom and University Autonomy Committee) will publish an information bulletin. Important issues concerning university libraries are studied and discussed in an ad-hoc but ongoing committee on university libraries who publish the results of their work in the form of occasional reports. All these publications disseminate comparative information on issues concerning equity, salary and benefits in the different universities and offer model clauses to be included in collective agreements and contracts negotiated with university administrations. FQPPU issues regular press releases on the occasion of major events with direct incidence on universities and the professoriate. The last four press releases concerned the provincial and federal budgets and Bill-33 restructuring granting agencies responsible for funding university research. Copies of all these as well as the collective agreements of all Quebec universities can be found on the website of the Federation.

3. Research

FQPPU undertakes research projects and disseminates the results to different decision makers and legislative bodies as appropriate. During 2001, FQPPU published a report on *The experience of professors related to commercialisation of the products of their research in Quebec universities*. An

ad hoc committee is working on issues related to intellectual property and copyright. The results of this study will be published in February 2002. The standing committees of FQPPU are updating previous publications on *Comparative analysis of gender and equity clauses in collective agreements in Quebec universities* as well as *The comparative study of pension plans as constituted and operated in Quebec universities*.

4. Legal expertise and information

There are two types of memberships available at FQPPU. The basic services membership (the case of MAUT) and an additional optional membership for legal services. Ten out of 20 members of FQPPU are members of this second service. It is important to underline that 20% of the time of the two lawyers employed by FQPPU is reserved for legal advice and expertise on matters of interest to *all* members of FQPPU. We have provided legal opinions concerning new legislation such as the equity related Bill-143. Occasionally, FQPPU and CAUT collaborate in lending legal expertise and services to MAUT.

5. Education and Training

At each Federal Council meeting, four times a year, we devote about three hours to a seminar on major issues of general interest to all members. The following topics were presented over the past three seminars: a) interest-based bargaining, b) copyright issues in the light of government legislation and policies related to faculty research and publications, c) the equitable interpretation of individual and collective rights while representing faculty members and their grievances in the university context. FQPPU responds to requests by its members to organize special workshops and information sessions on issues such as grievance and disciplinary procedures which are quite different in Quebec as compared to other provinces in Canada.

6. Organisation of major colloquia and conferences

To reflect on, to debate and disseminate information about issues of concern to our members, we organize conferences and colloquia. Some of the conferences organized during 2001 were: a) *Career progression and working conditions of women professors: new realities, new issues*; b) *Conference on the Commercialization of Research and University Expertise in Quebec*; c) the joint conference organized with CAUT, AAUP and the student federations of Quebec and Canada concerning *On-Line Education*. During our Tenth Anniversary Congress in May 2001 we debated issues related to: a) the impact of recent provincial and federal policies related to university and research funding on academic freedom and institutional autonomy, b) a special case study related to Teacher Education; c) universities and the media, d) ethical issues related to university research.

7. Coordination and solidarity

Perhaps the most important service rendered by FQPPU is to provide a permanent address and facilitate coordination and solidarity among the different faculty associations and unions of Quebec universities. The main purpose of FQPPU is to advance the cause of the professoriate and to take up their concerns to different public platforms in the defence of the University as a public service and the values we all hold dear such as academic freedom, institutional autonomy and the exercise of a critical function for the advancement of our communities and society. Over the past year we supported our colleagues at Laval University in successfully negotiating a collective agreement preserving the values of collegiality in governance, and establishing a clear definition of global remuneration of professors including salaries, insurance premiums and pension plan contributions.

FQPPU is one of the member associations at the Table of partner associations working in the university context in Que-

bec. FQPPU and CREPUQ (the Conference of Quebec university rectors and principals) executives hold periodic meetings to exchange information on major issues concerning university affairs. We also participate in a working group including all major Canadian associations working at the University level called PEN: Public Education Network. This group coordinates activities of common interest and of major concern to the defence of public education at all levels. At the international level, FQPPU is a member of Education International (EI) and collaborates with other faculty associations and federations such as the American Association of University Professors (AAUP), the Tri-National Coalition for the Defence of Public Education: Canada, Mexico and the United States of America as well as the Canadian Commission of UNESCO and its sub-committees on Education and Ethics, just to cite a few examples.

In March 2002, FQPPU will host, in collaboration with CAUT and other North American partners, the Third Conference on Higher Education and Research of Education International, an organization representing about 300 Federations of teachers and professors in over 130 countries with a membership of 25 million educators.

For a regular update on all of these services and publications please consult the FQPPU web-site at <http://www.fqppu.qc.ca>

If you would like to receive electronic copies of our press releases and publications please give us your electronic address by writing to us at: federation@fqppu.qc.ca

8. YOU and FQPPU

What can you do for FQPPU? As a member of MAUT you can participate in the different activities organized by FQPPU by:

- joining the MAUT delegations to our regular meetings;
- attending our conferences;
- writing for our publications;
- serving on the many committees of the Federation;

- contributing your expertise to the preparation of special reports

Several MAUT colleagues have contributed to the strengthening of the Federation over the past ten years. It is now your turn.

FQPPU—A Sampling of Activities October 25 to December 15, 2001

15/10—Press release : FQPPU expresses solidarity with the Laval University Faculty Union (SPUL) in the difficult process of negotiating their collective agreement.

16/10— Participation of Arpi Hamalian in the meeting of the Table of partners working in higher education in Quebec.

17/10— Meeting of the local organizing committee for the preparation of the Third Conference on Higher Education and Research of Education International hosted by FQPPU in collaboration with other Canadian partners, to take place in Montreal, March 13-16, 2002.

18/10— Visit of the president Arpi Hamalian to Laval University to support the faculty in their collective bargaining process, and by invitation from the president of SPUL, Mr. Claude Banville.

The president, Arpi Hamalian is informed of a serious situation developing in CHUL-CHUQ related to Intellectual Property issues in university research.

19/10—Arpi Hamalian attends the General Assembly of SPUL (Assemblée syndicale).

The FQPPU ad-hoc committee on Intellectual Property and Copyright issues meets. Vice-President André Hade coordinates this committee.

Mr. Pierre Lucier is renewed in his functions as the President of the Université du Québec. He is also the President of CREPUQ for 2001-2002.

20/10—Publication of a statement concerning university research by FQPPU in the special number of *Le Devoir* devoted to university research.

25/10—FQPPU has a special table of 10 representatives including VP external (MAUT) Prof. Daniel Guitton, at a Chamber of Commerce breakfast meeting with guest speaker Mr. David Cliche, Ministre-délégué—Research, Science and Technology (MRST)

26/10—Meeting with the federal minister for international trade, Mr. Pierre Pettigrew organized by Arpi Hamalian with Public Education Network partners. The main issue was a discussion of the intentions of Canada in the matter of GATS and WTO agreements concerning the Education Sector. These may have major repercussions on public education in Canada.

FQPPU President Arpi Hamalian and Vice-President André Hade meet with the education minister Mr. François Legault to discuss FQPPU concerns and priorities related to the Marois Budget to

be made public on the 1st of December.

Meeting of the CFMU Committee (University Women's Committee – one of the four standing committees of FQPPU).

1/11 –Budget lock-up, budget reading at the National Assembly and Reception following the Budget Reading : Participation of the FQPPU Executive Committee members : Arpi Hamalian, André Hade, Stéphane Molotchnikoff, Cécile Sabourin.

2/11 –FQPPU Press release concerning the budget : “2002-2003 budget : The renewal of the professoriate in jeopardy.”

2,3,4/11 –On-Line Education Conference organized by FQPPU, CAUT, AAUP as well as the Quebec and Canadian student federations.

5/11 –Press release : Support of FQPPU to the colleagues of Laval University Faculty Union (SPUL).

6/11 –Participation of Arpi Hamalian in the activities of Laval University Faculty Union (SPUL).

Press release : Support of FQPPU to SPUL

7/11 –Meeting of representatives of the Table of Partners working in Higher Education in Quebec with Mr. David Cliche, Ministre délégué Recherche, Science and Technology. FQPPU was represented by Arpi Hamalian, President and André Hade, Vice-President.

Visit of Arpi Hamalian and André Hade to SPUL.

Publication of a message of support to SPUL by FQPPU in the pages of *Le Soleil*.

8/11 –Publication of a message of support to SPUL by FQPPU in the pages of *Le Devoir* and *Le Soleil*.

8-9/11 –Meeting of the Executive Committee of FQPPU.

Meeting between the Executive of FQPPU and Mme Sylvie Dillard, President of Fonds québécois de la recherche sur la nature et les technologies (NATEQ) one of the three newly created funding agencies – Bill 33.

10/11 –Participation of Arpi Hamalian at the dinner organized by the Faculty Union of the University of Quebec at Trois-Rivières to honour newly hired faculty members, those completing 25 years of service and new retirees.

13/11 –Participation of Arpi Hamalian in a meeting of the Public Education Network held in Ottawa.

15/11 –Publication of a one-page message in *Le Devoir* signed by FQPPU and other members of the Table of partners in Higher Education in Quebec : “Investing in Education is an investment for the future of Quebec.”

20/11 –Meeting of the local organizing committee for the 3rd International Conference of Higher Education and Research of EI (Education

International) to be held in Montreal in March 2002.

21/11 –Arpi Hamalian, accompanied by VPs André Hade and Stéphane Molotchnikoff, presents the FQPPU brief at the public hearings of the Séguin Committee on Fiscal Imbalance.

Publication of a press release by FQPPU : “FQPPU insists that the dramatic problem of underfunding of our universities should be at the core of the search for solutions to the fiscal imbalance between the provincial and federal governments and the deployment of any additional revenues thus recuperated should be used to restore the level of funding to our universities . . . ”

23/11 –a.m. Members of the FQPPU Executive, Arpi Hamalian, André Hade, Stéphane Molotchnikoff and Cécile Sabourin, meet with members of the CREPUQ Executive, Mr. Pierre Lucier, Mr. Robert Lacroix, Mr. Frederick Lowy and Mr. Jacques Bordeleau.

p.m. Meeting of the FQPPU ad-hoc Committee on Intellectual Property and Copyright coordinated by VP André Hade.

23,24,25/11 –President Hamalian and Vice President Hade participate in the CAUT Council Meeting in Ottawa.

28/11 –Arpi Hamalian attends the MAUT General Assembly upon invitation of the president of MAUT.

29/11 –Meeting of the Academic Freedom and University Autonomy Committee CLAAU.

30/11 –Federal Council Meeting of FQPPU in Quebec City.

3/12 –Meeting between Arpi Hamalian and André Hade of FQPPU with Simon Jasmin President of CNCS-FEUQ (Graduate Students–Quebec Students Federation) on the issue of Intellectual Property.

4/12 –Meeting of the local committee for the preparation of the 3rd International Conference on Higher Education and Research of the Education International to be held in Montreal in March 2002.

Arpi Hamalian and André Hade participate in a meeting of the Table of partners in Higher Education in Quebec.

7/12 –Press release by FQPPU-CSQ-FEUQ : “A clear message to the Finance Minister of Canada Mr. Paul Martin. “

11/12 –Press release by FQPPU concerning the Federal Budget : “ University funding adjustments deferred once again . . . ”

Comments by Arpi Hamalian on the Federal Budget in an article by Marc Thibodeau in *La Presse* (November 11, 2001).

12/12 –Participation of Arpi Hamalian in the Board meeting of Fondation Léo-Cormier for the education in human rights and liberties.

Attendance of Arpi Hamalian, André Hade and

Roger de la Garde at the New Year's Party of the Faculty Association of Université du Québec à Montréal (SPUQ).

13/12 –VP Stéphane Molotchnikoff represents FQPPU at the launch of the Conseil supérieur de l'éducation annual report : *Governance : mercantile logic or a political process?*

13, 14/12 –FQPPU Executive Committee meeting in Montreal. ■

FEDERAL BUDGET—M A U T Memorandum

To: MAUT Members
 From: Roger Prichard
 Date: Thursday, December 13, 2001 4:58 PM
 Subject: Federal Budget
 Importance: High

Please take note of the following:

CFBS-ALERTS—Dec. 10th Budget

CFBS (Canadian Federation of Biological Societies - *Ed.*) has been fully supportive of the goals articulated in the last Throne Speech of moving Canada's per capita investments in research and development from 15th to 5th world-wide by 2010. Achieving this goal will require significant investments in each of the government, university and private sectors. CFBS is pleased to observe that this goal was pursued in this budget, particularly given the urgent need to re-establish Canadians' sense of security in these troubling times. The Federal Budget, therefore, was true to expectations. The Government had made it clear that following the tragic events of September 11th, security would be its top priority. This was indeed a security budget. At the same time we were pleased and reassured that the Government had not lost sight of its desire to invest in research and innovation.

The Canadian Institutes of Health Research (CIHR) were given a substantial increase (\$75 million) to help "complete the job" undertaken several years ago. It is clear, from this action, that the Government is committed to the CIHR and the broad health research mandate of CIHR and CFBS applauds this commitment.

The allocation of \$200 million to cover the indirect costs of research funded by the three granting councils was an important first step. Although half of what was called for, it will clearly assist universities in funding the true cost of research conducted in their laboratories next year. The research community remains optimistic that Government support for indirect costs will increase in the near future and will become a permanent budget allocation.

The allocation of \$100 million over three years to the National Research Council's regional innovation initiatives signaled an important recognition of the crucial role played by Government science in Canada's research and innovation enterprise. Our hope is that future budgets will provide additional support for this important sector.

Less satisfactory was the small increase for the Natural Science and Engineering Research Council (NSERC). While the 7% increase to its base budget demonstrates a continued Government commitment to university research, the new money, unfortunately, fails to adequately address the current funding difficulties faced by this Council.

In this budget the Government did not increase the Canadian Health and Social Transfer (CHST). The current situation related to Federal involvement in University "core funding" of universities is having serious negative consequences, including rising tuition costs at a time when our need for highly qualified personnel is steadily increasing. While the CHST was originally designed for health, post secondary education and social welfare, it has now become more a health transfer fund. It behooves the Government, therefore, to develop another vehicle, after meaningful dialogue with the provinces, to address the very critical issue of university "core funding".

Sincerely,
 Dr. Bruce Sells, FRS(C)
 Executive Director
 Canadian Federation of Biological Societies ■

The McGill Employee Assistance Program—Bigger and Better!

JODI HEBERT, BIBLIOGRAPHER,
 COLLECTIONS, MCGILL LIBRARIES

McGill's Employee Assistance Program is probably the least-known and least-used staff benefit on campus, and yet it can do so much for you. Although McGill employees have had this benefit available for almost 20 years now, relatively few staff know about it or what it can do for them. Briefly, trained counselors are available free of charge to listen and give advice on workplace problems, family, financial, legal or personal problems. This service has in the past been provided through a contract with the McGill School of Social Work. Two counselors, one male and one female, provided confidential counseling to McGill employees and members of their immediate family Monday through Friday from 9:00 to 5:00, in offices located in Royal Victoria Hospital.

This past year, however, the School of Social Work discontinued this service. As a result a small committee composed of Human Resources officer Kathleen Tobin and one representative from each of the four staff associations was set up to start the search for an outside provider to run this program. The first step was to draw up a list of criteria and other information to go out with a call for tenders. The list included all the main features of our current program but also specified such improvements as longer service hours and multiple service sites. Other specifications were that all counseling staff should be fully accredited, of both genders, and offer service in French, English and other languages if possible. The company must also guarantee employee confidentiality, advertise and promote the program, and provide usage statistics to Human Resources.

The RFP was sent out on Oct. 30, 2001 and all six companies contacted submitted bids. Once Human Resources has finished

evaluating the responses, interviews will be held with a short list of candidates in January 2002, to which all four major staff associations may send a representative.

Although our current EAP counselors have always offered an excellent service, having to go to an outside provider has its advantages too:

- the ability to offer counseling outside working hours (e.g., evenings or weekends);
- various counseling sites around Montreal close to both campuses or near the staff member's home;
- a larger pool of counselors and language abilities to choose from;
- more publicity and promotion of the program, increasing awareness;
- useful feedback about the program enabling further improvements.

The program would still keep the same desirable features it has had in the past:

- fully qualified and accredited counselors of both genders;
- staff counseling on a wide variety of issues in 4-6 sessions, referring elsewhere where appropriate;
- total confidentiality;
- both group workplace sessions and individual sessions available.

Until the new provider is in place HR and the School of Social Work are continuing to offer our traditional EAP services on a month-by-month basis. ■

MAU—MAU ... T?

50th Anniversary Reflections

MAUT in the 1950's & 60's

ARCHIE MALLOCH

Not long after I came to McGill as a lecturer in 1953, I began to hear about an organization commonly referred to as the Mau-Mau (after the insurgent movement then active in Kenya). It was, of course, the recently established McGill Association of University Teachers. Several colleagues urged me to attend a general meeting that autumn, and in a daring spirit I did. I recall a motion urging the University to adopt a policy of published salary floors for each rank — an idea that seemed ridiculous to a certain dean then present, since (he said) it would mean paying the same salary to the competent and the less than competent.

I joined the Association, and attended general meetings from then on, was a member of Council in the early 60's, and president in 1965-66. The moving force in MAUT in the late 50's was a group of faculty members which included Frank Scott, Bus Woods, Max Cohen, Jim Mallory, Fred Howes, Haddon Common—a number of whom had also been active in establishing CAUT at about the same time. Their energy and attention created an agenda that focused on improved benefits for faculty and greater faculty participation in university government. These demands could not be conveyed directly to the Board of Governors: when a president of MAUT proposed to the chairman of the Board that they meet, the chairman declined, saying that such a meeting was unnecessary, and that if MAUT had any requests to make, they could be submitted to the Principal.

Nevertheless, by the early 1950's the Association was making its presence felt through various interventions. The diligence of Tom Asimakopulos and his colleagues on the benefits committee led to significant improvements in that area. A paper prepared by Max Cohen in 1959 shaped discussion of university government on the campus. And when Principal James resigned in 1961, MAUT established a committee on the choice of his successor which included several members who were at the same time Senate representatives on the official Board of Governors committee.

The rallying cry in the mid-60's was that faculty *were* the university, and therefore should play a primary role in university government. This view was taken by associations on many other campuses, and was articulated nationally in 1964 in a volume of essays by various academics entitled *A Place of Liberty*. In the same year plans were made for a national commission on university government sponsored jointly by CAUT and AUCC, what ultimately came to be known as the Duff-Berdahl commission. The influence of MAUT in the governance of McGill appeared to be growing rapidly: I can recall a sense of achievement and exhilaration in the association at that time. In 1964 Max Cohen and Bus Woods became the deans respectively of Law and of Arts and Science. The McGill representative on the first ad hoc grants committee in the province was Saul Frankel, a former MAUT president. Faculty seemed indeed to be becoming the university.

But then, as will happen, unforeseen events changed the scenario. Starting in 1965 the McGill version of the continental student movement quickly gathered strength, and by 1967 was in turn demanding a role in university government. In challenging the "administration" the students began to play an adversarial role that had up till then belonged exclusively to the faculty association. Some resentment was inevitable. A minority of MAUT members supported the students, but the large majority opposed them. The division of opinion within the Associa-

tion became intense in the autumn of 1967 on the occasion of a student discipline case. It became acrimonious in 1968 with the strike of the political science students and with the biting attacks in the *McGill Daily* on former MAUT stalwarts, now deans. (The much-reviled editor of the *Daily* that year was Mark Starowicz, L.L.D. 2001).

The disagreements within MAUT came to a head in the winter of 1968-69. On February 27 a general meeting was called to consider the role of students in the appointment, re-appointment, and promotion of academic staff. Nearly 200 members gathered in the ballroom of the Faculty Club. The chief item of business was soon tabled, and the rest of the time in the 2½-hour meeting was devoted to a motion from the floor strongly denouncing the use of disruptive tactics which impeded the normal functioning of the University. The motion in its final version carried by 102 votes to 28. Since the wording of the motion closely resembled the charges recently brought by the Principal against Stanley Gray, a lecturer in political science, the resolution could only be construed as MAUT support for disciplinary action against a fellow faculty member.

The bitterness of those who had opposed the motion can be gauged by the fact that they caucused immediately after the meeting in the lounge of the Faculty Club to discuss the founding of a rival organization—which came into being a little later as the McGill Faculty Union.

I consider the general meeting in February 1969 an unfortunate event in the history of MAUT, whatever position one took on the issues. (I myself opposed the disciplinary action against Gray, as I had opposed the action against the students in 1967.) The McGill Faculty Union never became large enough to be effective, but during the 1970's it enlisted the support of a number of the more militant young faculty, the very sort of person who had been important in establishing MAUT in the first place, and who continued to be needed.

In the 1970's my faculty association

energy went into the Academic Freedom and Tenure Committee of CAUT. I retired from McGill in 1987, and have been out of touch with MAUT affairs for some years. I am sure that the Association has evolved well beyond the early stages that I have tried to describe in this paper. I wish MAUT and all its members well in this 50th anniversary year. ■

On the Presidency of MAUT, 1986-1987

HERSHEY WARSHAWSKY

My presidency of MAUT followed the FOG days of Stores McCall. FOG, or Future Options Group, was an alternative to the planning process underway at the university administration level. In those days we felt that we as MAUT could do better at planning than our administrators. Thus, in 1986-87, we were still confident that we, the professors, were the university. Now, I am not that sure. My days in office were occupied with rules and regulations and the revision of large portions of our "grey book", which is now "red". We defended the defenceless without a legal advisor and a major concern was the abolition of mandatory retirement. This was linked with new regulations on discipline of staff, including letters of reprimand and dismissal for cause. We were forced to couple the abolition of mandatory retirement with more workable regulations on dismissal and incentives for early retirement. Our major victory was that after protracted consultation and legal challenges, the university agreed to conform to provincial regulations and abolish mandatory retirement at 65. Thus, it is now possible for all full time academic staff to work until they wish to retire, or to retire early with reasonable early retirement benefits.

In my first address to the general meeting of MAUT in the fall, I was critical of the bargaining strategies used by the Principal and the Administration. Soon after the meeting, I was duly summoned to David Johnston's office and given a letter to read which was a "letter of reprimand" for being critical of our hard working Principal

and saying nasty things about him in public. He then tore up the letter and I was dismissed with a friendly handshake. This set the stage for what "hard negotiations" were like in those days.

At that time, I was firmly convinced that responsible people, like MAUT, had to have their fingers on the university pulse at all times or it would expire. Now that I am retired and have removed my fingers from the pulse of the university, I find that it still lives. What I don't know is, are others monitoring the pulse, or does it not matter! ■

MAUT Budget

	SEPT.2000-AUG.2001	SEPT.2001-AUG.2002	% CHANGE *
Income			
Dues	317,731	349,504	10.0%
Investment	14,699	11,023	-25.0%
Total	332,430	360,527	8.5%
Expenses			
Payroll plus fringe	108,706	111,424	2.5%
CAUT/FQPPU	139,361	142,845	2.5%
Conferences and meetings	24,985	27,484	10.0%
Office Expenses	8,212	8,417	2.5%
Professional Fees	7,880	8,077	2.5%
Stationery and reproduction	6,709	6,877	2.5%
Telecommunications	1,445	1,481	2.5%
Total	297,298	306,605	3.1%
Summary			
Income	332,430	360,527	8.5%
Expenditures	297,298	306,605	3.1%
Surplus (Deficit)	35,132	53,923	53.5%

*calculated on 2000-2001 budget ■

MIT Rejects Entrepreneurial Model

Another story about the coming of electronic Education.—Ed.

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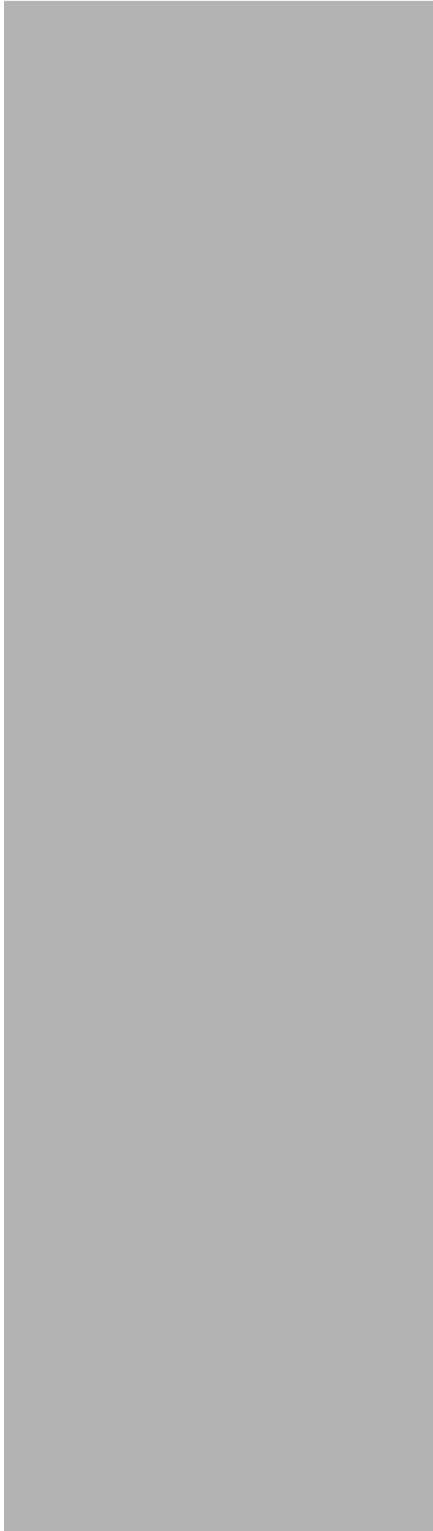
CAUT BULLETIN NOVEMBER, 2001

Worries that online education can adversely affect faculty workload and quality prompted the Massachusetts Institute of Technology to create an electronic database of course materials freely accessible to anyone, says Steven Lerman, director of MIT's Center for Educational Computing Initiatives. Speaking before an international conference on online education in Montreal in November, Lerman said MIT considered developing its own online program but instead opted to use new technologies to "enhance the core educational experience, rather than to extend our reach into new markets." The conference, sponsored by CAUT, the Canadian Federation of Students, the American Association of University Professors, FQPPU, the Fédération québécoise des professeurs et professeurs d'université and the Fédération étudiante universitaire du Québec, brought together almost 200 delegates from across North America to consider the impact of online education on faculty and students. Many universities and colleges in Canada and around the world have been rushing to develop online courses often with the intent of reaping new revenues, but conference delegates heard that MIT has decided not to join the ranks of "virtual" universities. Lerman explained that MIT's initiative "Open Courseware" will not offer online instruction, but just provide the materials that faculty members use. "We've always drawn a distinction between the materials we teach and the actual teaching. The materials really aren't that important," Lerman said. "If you fail to make that distinction,

you might as well send students a package of textbooks, telling them to read them for a year, and then asking them to give the university \$30,000 for the experience." He also said MIT's decision was partly motivated by concerns that online education would impose added costs on the university. "There just isn't any money to be made from online education. Either you have to provide junk low-quality education materials which no good university wants to do, or the costs of delivering good online education actually wind up being higher than traditional face-to-face teaching."

MIT faculty members also expressed concern that online education would increase their workload and create a "two-tiered" faculty, with one group focused on distance education and teaching and the other centred on campus and focused on research. "Faculty time is a limited resource. The evidence is pretty clear that online teaching increases the workload and takes time away from research—something the faculty at MIT who value both research and teaching would be extremely uncomfortable doing," Lerman said. The Open Courseware project will see MIT endeavour to put all course content into a web-based format. Participation by faculty members will be voluntary. The entire courseware web code will be open and available to the public. "Open Courseware is not a distance education initiative," Lerman stressed. "It is an effort to enhance on-campus education and to support the activities of our faculty." CAUT executive director Jim Turk praised the Open Courseware project, saying his biggest worry is that many Canadian institutions are still blindly embracing online education as a way to make money. That, he added, is diverting resources away from other needs. "What we're concerned about is the notion that many universities looking at online education are only looking at dollar signs," Turk said. "From the beginning we thought that would undercut the quality of education. MIT has now shown those dollars just aren't there."

Turk added the conference demonstrated there is concern among faculty and students that online education could change the nature of academic work and replace the face-to-face interaction that is a critical part of the learning process. “Online technologies can be useful, but they aren’t a substitute”, he said. ■



Pension Adjustments

R. HARRIS, VP COMMUNICATIONS
(WITH LOTS OF HELP FROM PROF. DEUTSCH)

The October memorandum sent to every member of the McGill pension plan discussed a number of issues one of which was the adjustments that are made to the payouts. If you are like me, you may not fully understand how the pension amounts are arrived at nor how the “Pension Adjustments” are derived. Somewhat foolishly, I realize in retrospect, I decided to get to the bottom of the way the McGill plan operates and to try to understand what the memorandum was really trying to tell me.

Here’s what I understand. If you can say it better, please don’t hesitate to do so. I’ll put it in the next *Newsletter*.

A pension works like this. We give a fund our money, our pension contributions, while we are still earning an income, i.e., before retirement. It is invested for us and upon retirement, the resulting value of our investment is used to buy an annuity that pays out the pension. Thus, the amount we each need to contribute is determined by how much we want to have at retirement and that in turn depends upon how much interest our contributions will earn in the time before our retirement. Since we do not know exactly how much interest our contributions will earn, an estimate is made about these rates of return in order that the amount of the contribution can be calculated. Here at McGill, the estimate of the rate of return has been 6.75%. Since the amounts invested have earned more than 6.75 % in the past due to the wise investment practices of the Pension Management Committee, I understand, there has been more money available than when the contributions were calculated. As a result, there have been “pension adjustments” so that this surplus was returned to the people who made the contributions. My understanding is that now the assumed rate of return is too optimistic and if not adjusted downwards, the contributions, which go up as the assumed rate of

return goes down, would not be great enough to generate the sums necessary to purchase an annuity that would meet the contributor’s expectations. ■

Academic Freedom Fund

The CAUT has established a fund that all members of CAUT can call upon in the event that they need legal support in litigation involving academic freedom. Full details are best obtained from the CAUT web site, <http://www.caut.ca>. The fund is supported by donations from the members and has accumulated almost \$100,000 to date. MAUT Council is considering making a contribution on a per member per year basis. The amounts that other associations have pledged have been in the range \$10 to \$20 per member per year for up to five years. Any comments, sentiments or thoughts you have about MAUT making such a contribution should be sent to mautcncl@lists.mcgill.ca. ■

Fitness Comes To McGill

Everyone has an excuse not to exercise. Lack of time, money or fitness are the most popular reasons offered by those more comfortable on the couch than in the gym. But what would happen if fitness suddenly became affordable, accessible and less intimidating? Would the masses flock to the gym in search of better health and wellness? I do not know about the masses, but any individual who is interested and who has not do so yet can get more information from <http://www.fit.mcgill.ca>. ■

ARTICLE III

Full Members, Associate Members, & Retired Members

For purposes of this article: An academic appointment is defined to be a remunerated appointment at McGill University with one of the following titles:

Professor
Associate Professor
Assistant Professor
Assistant Professor (special category)
Librarian
Associate Librarian
Assistant Librarian
Sessional Librarian
Faculty Lecturer
Lecturer
Course lecturer

1. FULL MEMBER

2. A person holding a full-time or part-time academic appointment at McGill University, with duties equal to or greater than half of a regular full-time appointment is eligible to be a Full Member.

3. For Course Lecturers, “duties equal to or greater than half of a regular full-time appointment” shall be defined as the teaching of a minimum of 12 credits of teaching or 20 hours per week of remunerated employment for a minimum of two terms (8 months) during an academic year.

4. A Full Member is entitled to services as provided by by-law, as amended from time to time.

5. A Full Member ceases to be a Full Member of MAUT upon resignation in writing addressed to the Secretary-Treasurer, or, upon failure to pay Full Membership dues, or, upon ceasing to be eligible for Full Membership. Such a person automatically forfeits all right, claim and interest arising from or associated with Full Membership in MAUT.

6. ASSOCIATE MEMBER

7. A person holding an academic appointment at McGill University, who is not eligible to be a Full Member, is eligible to be an Associate Member.

8. An Associate Member is entitled to

services as provided by by-law, as amended from time to time.

9. An Associate Member ceases to be an Associate Member of MAUT upon resignation in writing to the Secretary-Treasurer, or, upon failure to pay Associate Membership dues, or upon ceasing to be eligible for Associate Membership. Such a person automatically forfeits all right, claim and interest arising from or associated with Associate Membership in MAUT.

10. RETIRED MEMBER

11. A person who retires from an academic appointment at McGill University, and was either a Full Member or an Associate Member at the time of retirement, and is not re-appointed with an academic appointment at McGill University, is eligible to be a Retired Member.

12. A Retired Member is entitled to services as provided by by-law, as amended from time to time.

13. A Retired Member ceases to be a Retired Member of MAUT upon resignation in writing to the Secretary-Treasurer, or, upon failure to pay retired membership dues. Such a person automatically forfeits all right, claim and interest arising from or associated with Retired Membership in MAUT.

14. In cases of doubt or dispute as to either, eligibility for membership, or benefits of membership, the Council makes the ruling.

15. Full-time students and persons holding full-time non-academic appointments at McGill University are not eligible for Full Membership, Associate Membership or Retired Membership. ■

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