



# NEWSLETTER

McGill Association of University Teachers  
Association des Professeur(e)s et Bibliothécaires de McGill

[www.maut.mcgill.ca](http://www.maut.mcgill.ca)

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## Another term begins..

It is customary, at the beginning of a new year, to look back at the past year's accomplishments, and forward to the coming year's activities. For example, MAUT's Forums and meetings in 2005 were well-organized, well-attended and well-reviewed; the Forums planned for 2006 promise to be just as successful, and you are encouraged to attend.

The MAUT Retreat, held in November, brought together a selection of MAUT members from a broad range of backgrounds and career stages. The issues raised at the retreat will help MAUT to focus its efforts and priorities over the coming months; indeed, one of the major issues identified at the Retreat was the lack of child care, and MAUT has already responded with a preliminary survey to begin to assess the needs. A summary of the Retreat discussions begins on page 12.

Librarian issues are taking up a larger - than - usual amount of MAUT Executives' time as well as space in the Newsletter. Librarians' academic

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rights and responsibilities are currently under review, and it is important that any changes occur with due consultation and respect for McGill's collegial system of governance.

Other issues requiring MAUT's attention include the structure and conduct of committees — selection, advisory, policy, tenure, etc.

But first, let us celebrate with good news.

## Awards and Honours

### CAUT DISTINGUISHED ACADEMIC AWARD

(Extracted from a CAUT Memorandum; there is a link to the full memorandum on the MAUT website: <http://www.maut.mcgill.ca>)

CAUT has established the Distinguished Academic Award in order to recognize an outstanding member of the Canadian post-secondary academic community. [Criteria for the award were] clear and decisive evidence for excellence

in each of three areas: Teaching, Scholarship, and Service to the Community.

The jury unanimously recommends that the 2005 CAUT Distinguished Academic Award be presented to **Professor Bernard Robaire**, of the Department of Pharmacology and Therapeutics as well as the Department of Obstetrics and Gynecology, McGill University. Professor Robaire is an internationally recognized scholar in the area of reproductive biology who has

published more than 100 articles and edited or co-edited nine books. He has been awarded peer-reviewed research grants consistently from the mid-1970s to the present. His work has earned him many honours including the James McGill Professorship in 2002, the Award for Excellence in Reproduction and the Wyeth Award from the Canadian Fertility and Andrology Society, the Distinguished Service Certificate from the International Society of Andrology. He was elected to the Society of Scholars, Johns Hopkins University and also elected a member of the Delta Omega Honor Society, of the same University. In 2002 he was selected to deliver the Ernst Schering Foundation Lecture. He is a sought-after lecturer in his field across Canada, the United States, Europe and Asia. He has created and led several research networks within Quebec and beyond.

Professor Robaire has demonstrated excellence in teaching as recognized in the consistently high evaluations of his pedagogy as well as from the large number of graduate students he has supervised. [...]

Professor Robaire has made outstanding contributions to his own University and into the wider domain through a wide range of administrative and service positions including his tenure as Associate Vice-Principal (Research),

Vice-President of the Conseil Supérieur de l'Éducation, and as the first Director of the Centre for the Study of Reproduction. He has also served as President of the McGill Association of University Teachers (2003-2004).

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## MAUT SCHOLARSHIP, 2005

This scholarship, awarded to a female student in Engineering, was established in memory of the École Polytechnique students killed in 1989. The Faculty of Engineering Scholarship Committee is pleased to announce that the 2005 winner is **Arpi Berajekelian**, an honours student in Mechanical Engineering.

In her letter of acceptance, Ms. Berajekelian states, "I am honoured to be the recipient of the commemorative MAUT Scholarship, in the amount of 1100\$. This gracious gift has made me happy and thankful as it helps the payment of my studies for which I am solely responsible. It saddens me to remember the horrible incident of 1989 at l'École Polytechnique, yet this award has given me the encouragement and confidence needed to complete my undergraduate studies in mechanical engineering. I am determined to do my best and I am thankful for the acknowledgement of my hard work through the reception of this scholarship."

## Librarians' Section news

Deanna Cowan

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The annual **Merit exercise** saw a significant number of changes in 2005. Although many library units carried out their annual performance evaluations as usual in May or June, new forms, questions and criteria were distributed on September 19, with evaluations to be returned by September 26 (subsequently extended to September 30).

The composition of the Committee to advise on merit recommendations was also reformulated this year. In past years, the committee

was made up of the administrative librarians in the Senior Management Group (excluding the Director of Libraries); a non-voting observer from the MAUT Librarians' Section also attended meetings. In 2005, a new committee was struck, chaired by Janine Schmidt (Director of Libraries) and including Diane Koen (Library Administration); Bob Clarke (SMG); and Carole Renahan (Administration and Personnel - Libraries). Nominations for representatives from the librarian tenure-stream and Library Professionals were solic-

ited and voted upon with extremely tight deadlines; Joan Hobbins and Brian McMillan were elected as representatives. The MAUT Librarians' Section's request to allow an observer was declined, as was the later request to disclose the final numbers of awards at each of the levels.

The Merit exercise also differed significantly from past years in that 25 out of approximately 60 librarians appealed their awards and/or the content of their evaluation documentation. After a first level of appeal, many of the appellants' merit awards were raised by one level. A number of appellants chose to continue to a

second level of appeal, and decisions are now being distributed. It is not yet known if any of the cases will continue to grievance. Several MAUT members volunteered to act as advisors, and President Michael Smith provided invaluable information on the appeal process; the Librarians' Section is extremely grateful for this support.

Further revisions to the Performance Recognition and Development form were discussed with the Senior Management Group in November and December, and are expected to be presented to librarians early in 2006.

*[See also the Library Regulations article on page 8]*

## Report from the Representative of Retired Members

**John Dealy**

*john.dealy@mcgill.ca*

The lunch for retired academic staff on November 28 was a great success, with an attendance of fifty. One or two additional lunch gatherings for retired staff will be organized during the winter term. While the first one was gratis, there will be a modest charge in the future. If you have suggestions concerning the programming of these lunches, I would be glad to hear from you. A short presentation on a topic of general interest would be appropriate.

I would like to inform fellow retirees about what looks like a good source of home and auto insurance. The insurer that works with the Canadian Association for Retired Persons (CARP) offers excellent rates for CARP members. However, before recommending this insurer, I would like to learn about its quality of service in responding to claims. I would appreciate very much hearing from members who have filed a claim with the CARP insurer about how their claim was handled. You can contact me at 514-398-4264 or at [john.dealy@mcgill.ca](mailto:john.dealy@mcgill.ca)

The University Senate approved in 2005 changes in the administrative handbook regarding a rank for retired tenured professors; see new articles below. They now have the rank and the right to use the title **Past Professor**.

**7.11** Past associate professors and Past full professors of the University shall consist of those tenured professors who have retired from the University, whether this retirement is early, normal, or delayed.

**7.12** Past associate professors and Past full professors shall not be required by the University to assume any official duties or responsibilities, shall have the basic privileges associated with an appointment to that rank as determined from time to time, shall be eligible for a post-retirement appointment in accordance with University policies and practices, and shall retain as part of the designation to be conferred on them the name of any named chair or professorship held at any time prior to their retirement.

**7.13** Past associate professors and Past full professors shall be subject to the applicable University policies and regulations.

*Regulations Relating to the Employment of Librarian Staff* were amended by the addition of the following provisions:

**7.11** Past associate librarians and Past full librarians of the University shall consist of those tenured librarians who have retired from the University, whether this retirement is early, normal, or delayed.

**7.12** Past associate librarians and Past full librarians shall not be required by the University to assume any official duties or responsibilities, shall have the basic privileges associated with an appointment to that rank as

determined from time to time, shall have limited library and computing access and shall retain as part of the designation to be conferred on them the name of any special designation held at any time prior to their retirement.

**7.13** Past associate librarians and Past full librarians shall be subject to the applicable University policies and regulations.

The table below outlines the privileges of the rank. [The table is also on the MAUT website, see [http://www.maut.mcgill.ca/archive/2005/Post\\_Retirement\\_Privileges.pdf](http://www.maut.mcgill.ca/archive/2005/Post_Retirement_Privileges.pdf)]

TABLE : POST RETIREMENT PRIVILEGES

PRIVILEGES	EMERITUS PROFESSOR (and LIBRARIAN as appropriate)	PAST PROFESSOR with PRA* (and LIBRARIAN as appropriate)	PAST PROFESSOR without PRA* (and LIBRARIAN as appropriate)
1. Conferral of Rank	At Convocation	On appropriate occasion	N/A
2. ID Card	Yes	Yes	Yes
3. Library Privileges	Yes - full access to loans	Yes - full access to loans	Yes - full access to loans**
4. Name in Phone book	Yes	Yes	No
5. Computing Services	Yes - full access	Yes - full access	Yes - limited to DAS account, email for life (FIS and SIS excluded)
6. Office Space	Yes - not necessarily pre-retirement office	Yes - common space or special arrangement if necessary	No
7. Laboratory Space	Yes - based on research requirements and productivity	Yes - special arrangement based on funding and research requirements and productivity	No
8. Apply for Research Grants	Yes - subject to agency rules	Yes - subject to agency rules	No
9. Gymnasium Membership	Yes - staff rates	Yes - staff rates	Yes - staff rates
10. Parking Permit	Yes - in accordance with University policy	Yes - in accordance with University policy	No
11. Benefits	Yes - with exception of STD & LTD	Yes - with exception of STD & LTD	Yes - with exception of STD & LTD
12. Tuition Assistance	Yes	Yes	Yes
13. Staff Mortgage	Continuance only	Continuance only	Continuance only

\* PRA - post retirement appointment; \*\* By decision of the Trenholm Director of Libraries

## Highlights of the Fall General Meeting, Nov. 24, 2005

Complete minutes will be distributed at the Spring General Meeting, April 12, 2006.

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### WELCOME

The meeting began with a welcome to Cecile Sabourin, President of FQPPU.

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### PRESIDENT'S REPORT

Michael Smith

**Salary Policy:** effective December 1, 2005, we can expect

- a 1.6% across-the-board increase;
- a merit increase totalling about 3.25% to be awarded as one of the following amounts: 0, \$975, \$1,950, \$2,925, \$3,900;
- an envelope of \$720,000 to be used for purposes of retention and to correct anomalies;
- the introduction of \$5,000 increases for promotion from Assistant to Associate Professor and from Associate Professor to Professor;
- a \$100 payment to those who were part of the December 1st, 2004 pay increase.

McGill is now at the mean of the Group of 10, but did not progress beyond that this year; MAUT is working toward moving to the top 2.

In addition to salaries, the Professional Development Fund has been expanded, and recent discussions with the Principal indicate that she is in favour of permitting it to cumulate.

**Librarians:** M. Smith stated that he has spent more time on librarians' issues than he ever expected. The University administration wants to change the status of librarians, moving away from the faculty model, eliminating ranks and the concept of tenure.

Any changes to the present model need to be conducted correctly, but in the past five years, new hires have not been in conformity, merit guidelines have not been observed — Regulations seem to be changing unilaterally.

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### MAUT RETREAT

Brendan Gillon

The MAUT Retreat on November 4 was well attended. Four main topics were discussed: "Being an Academic", space, benefits and salaries. Daycare is an issue that arose in each of the discussion groups. A more complete report appears on page 12 of this Newsletter.

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### GENDER EQUITY

Mary McKinnon

Background: all women's salaries were examined, and some were adjusted. The study needs to be repeated to see if anomalies have been redressed. A MAUT subcommittee, Mercer consultants, and representatives of Human Resources have been working hard on this. Data are expected next spring — this hasn't been moved on as quickly as one might have hoped.

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### FQPPU

Jacques Derome

Background: last fall, when Laval had left and U. de Montréal was threatening to leave, a committee was struck to redraft FQPPU's focus. MAUT voted to withdraw or remain in FQPPU depending on how the federation evolved. At MAUT's April meeting, I reported that the committee was doing good work, changes were being effected, some of the Laval and U. de M. complaints were being addressed, so MAUT voted to remain in FQPPU for another year.

A dynamic new FQPPU executive took office in June, but little happened over the summer. Laval chose to stay out, and the U. de Montréal also decided to leave.

At the last FQPPU council meeting, the atmosphere was harmonious and solid issues were being discussed. However, in the absence of



Laval and the U. de Montréal, the large research universities are under-represented, and McGill's voice carries less weight. MAUT's membership has grown, which means that more dues are going to FQPPU, but we are deriving less benefit from it. We are committed to being members until mid-2006, but if we want to withdraw, we need to decide now.

A motion to withdraw from FQPPU was moved by J. Derome and seconded by M. Smith.

In the ensuing discussion of the motion, M. Richard, B. Robaire, D. Boyer and A. Kirk spoke against the motion. The vote was called, and the motion was defeated by a large majority. MAUT will therefore remain a member of FQPPU for at least another year.

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## MAUT FORUMS

Ralph Harris

MAUT is organizing several forums in this session, including

- Tenure and mentoring (coordinator: A. Saroyan),
- Retirement (coordinators: E. Zorychta and E. Hopmeyer),
- Teaching and Learning (coordinator: C. Weston),
- Planning (coordinator: J. Wolforth).

At a recent Senate meeting, Interim Provost Masi presented a draft document entitled *Strengths and Aspirations*, which outlines the university's academic priorities, and therefore influences how funding will be allocated in the future. At the present, this draft is not detailed enough, and will need feedback. We have permission to post the draft on the MAUT website with McGill-only access restrictions; it will be more publicly available once it has been approved by the Board of Governors.

[See <http://www.maut.mcgill.ca/>]

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## REPORT FROM THE CHAIR, LIBRARIANS' SECTION

Lonnie Weatherby, on behalf of Sharon Rankin

MAUT supported two librarian representatives' attendance at the CAUT Librarians' Conference in Ottawa, entitled *Negotiating the Changing Culture of Academic Librarianship*. Conference workshops included 'The Effects of Google on Research', and 'Knowledge Management'.

The Librarians' Section extends thanks to Michael Smith, MAUT President, and to other MAUT faculty members for their support and assistance to librarians in their merit appeals.

An update to the librarian regulations: at the September 14 meeting of Senate, the motion to amend the librarians' tenure regulations to match the new process adopted for faculty (adopted in May 2005) was referred to Interim Provost Masi's office and a new regulations committee. The committee has been meeting bimonthly, and is tasked with returning librarian regulations to Senate in February 2006.

The Interim Provost and the Director of Libraries would like to return to Senate an entirely revised regulations package, covering all aspects of Chapter 2 (the Librarians' chapter) in the *Handbook of Regulations and Policies for Academic and Librarian Staff*.

[January 2006 update: over the past few weeks, the Committee has focused on examining the amendments to Chapter 2, Section 5 (the tenure regulations) that were presented at Senate on Sept. 14, 2005].

## Questions from the floor:

- M. Baines: There should be parity between librarians and management on the regulations committee; does the Legal Counsel have a vote? If so, this contravenes University practice. [Post-meeting reply: Legal Counsel and the Manager of Library Human Resources are present as non-voting resource persons only.]

- J. Cumming: Is the committee looking at only tenure-track or are Library Professional issues being addressed also? *[Post-meeting reply: the regulation issues affect all librarians who have letters of appointment, i.e. Library Professionals as well as tenure-track librarians. The only exclusions are casuals.]*

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## REPORT FROM THE VP INTERNAL

Michael Smith, on behalf of Edith Zorychta

### Benefits

- Health and Dental insurance: There will be an increase in premiums, but there will also be increased coverage.
- Drug insurance for over-65's: a committee is still studying, but has not met often.
- A study is being done by a consulting group to compare benefits among other universities.
- Life Insurance: no increase in premiums.

**Harassment Policy:** there has been good progress (finally) on replacing the hastily-adopted interim policy. A great deal of discussion took place, and there is now agreement from all stakeholders. The policy will be presented to Senate soon — MAUT Senators are encouraged to support it.

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## MEMBERSHIP AND RECRUITMENT

Patrick Neilson

One of the many reasons for members to encourage their colleagues to join MAUT is that the more members there are, the lower the cost per member: good for everyone, individually and collectively.

Child care is a very important issue that must be addressed. R. Harris has developed a web-based survey, and faculty members are encouraged to fill it out. We need the data and comments if we are going to be able to move forward with this.

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## MAUT RETIRED MEMBERS

John Dealy

Issues that have been identified as important to retired members include

- benefits
- insurance, e.g. auto
- lifetime learning
- dealing with the Human Resources department

As a first activity for retired persons, MAUT is offering a “free lunch” for all retired academic staff, not only MAUT members. However, like all “free lunches” there is a price to pay — listening to speeches by Michael Smith and John Dealy.

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## AUDITOR'S REPORT AND MAUT BUDGET

Estelle Hopmeyer

The auditor's report was distributed with the agenda and other documents. Motion to approve: moved E. Hopmeyer, seconded J. Parker-Hebert.

The MAUT financial report indicates a small but not significant deficit; the budget predicts a \$600 surplus. Motion to accept: moved E. Hopmeyer, seconded M. Zannis-Hadjopoulos.

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## MAUT NEWSLETTER AND WEBSITE

Deanna Cowan

There has been one newsletter so far, in September; the next will be published in January. Concerning the website, D. Cowan thanked Sacha Jerabek for his ongoing assistance.

*MAUT Annual Spring Meeting  
April 12, 2006 / Faculty Club  
Lunch 11:30; Business meeting to follow.*

# Librarian Regulations: a history

edited by Deanna Cowan

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*Regulations Relating to the Employment of Librarian Staff*, Chapter 2 of the "Gray Book", has been a topic of discussion at Senate as well as within and outside the library system for the past several months. Indeed, over the past eight years, committees have been struggling to make the faculty and librarian regulations as parallel as possible, while recognizing and accommodating the differences between the groups. The main areas of controversy concern the regulations for promotion and tenure — the composition and timeframe of the adjudication committees, and the criteria to be met. While it is desirable to make these parallel, this does not mean identical. The following chronology outlines the history of librarian status at McGill, and the current state of the 'regulations' issue.

## TIMELINE 1969-2005

*Based heavily on "Timeline for the Regulations 1974-2005" compiled for the MAUT Librarians' Section Professional Issues Committee, and available at <http://www.library.mcgill.ca/mautlib/>*

**1969:** The McGill University Libraries Staff Association's Committee on Academic Status for Librarians issues its report.

**1971:** The Association of McGill University Librarians (AMUL) is established, and sets up task forces to review and report on Librarians' conditions of appointment; classification and promotion systems; salary scales; performance evaluation; grievance procedures; and participation in library governance.

**January 1974:** The Board of Governors accepts the AMUL Report, and states "That within the academic sector of the University, Librarians be given a special Librarian status in their own right", and approves a "Statement

of Principles Governing the Status and Working Conditions of Professional Librarians".

[See [http://www.library.mcgill.ca/mautlib/1974\\_BoG\\_document.pdf/](http://www.library.mcgill.ca/mautlib/1974_BoG_document.pdf/)]

**1979:** Faculty-based personal rank structure for librarians is implemented.

**1989:** *Handbook of Regulations*, now incorporating Librarian regulations, is revised to combine the hitherto separate processes of promotion to Associate Librarian and the granting of tenure; it also abolishes the rank of Junior Librarian, and substitutes the term "tenure" for "senior professional appointment."

**1997:** Acting on a 1996 recommendation from the University Appeals Committee, VP Chan requests that the librarian regulations be made "isomorphic" with those of faculty.

**1998-2000:** Librarians, Library Administration, V-Ps Vinet and Pennycook, Senate, and Principal Shapiro engage in discussions to amend Chapter 2 of the *Handbook of Regulations Relating to the Employment of Academic Staff*.

Chapter 1 (Academic staff) and Chapter 2 (Librarian Staff) are written to be as synchronous as possible. Librarians discuss the implications of changes to promotion and tenure procedures and committee structures, and most agree that gains outweigh losses.

**August 8, 2000:** Principal Shapiro issues a memo supporting the changes, which includes the following statements:

"These amendments will bring the regulations relating to librarians into almost exact conformity with the regulations relating to academic staff.

"...these new regulations represent a significant raising of the bar. In the future librarians will face exactly the same rigorous review



when it comes to promotion and tenure that the academics undergo.

".... [librarians] will be replaced more and more frequently with [information systems specialists] and we will see some reduction in the number of librarians."

[See [http://www.library.mcgill.ca/mautlib/shapiro\\_raising\\_the\\_bar.doc](http://www.library.mcgill.ca/mautlib/shapiro_raising_the_bar.doc)]

**December 6, 2000:** Senate approves the revised Chapter 2 of the *Handbook of Regulations and Policies for Academic Staff*. In an unforeseen last-minute amendment on the floor of Senate, VP Vinet moves to change the title to *Handbook of Regulations and Policies for Academic and Librarian Staff*.

**January 29, 2001:** The Board of Governors approves the librarians' revised Chapter 2 and all the corrections in other Chapters referring to it.

*The 2001 revisions included the University's last-minute insertion of a decanal veto on certain librarian appointments. Since 2001, all efforts to recruit a McLennan Librarian have been unsuccessful.*

**June 1, 2001:** Revised Chapter 2 is implemented.

[See <http://upload.mcgill.ca/secretariat/employment-librarian-amended-current.pdf>]

**March 14, 2002:** VP Masi issues "A Proposal to Create an Additional Category of Academic Librarian".

[See <http://www.library.mcgill.ca/mautlib/proposal-revised.doc>].

**Key statements include:** "Last year's revision of the Regulations Regarding the Employment of Librarian Staff was designed to bring the regulations for librarians into congruence with the regulations for academic staff and to grant librarians the same rights and responsibilities as their colleagues who are tenure track faculty....

"As the new regulations have come into operation, however, it has become apparent that they will create major difficulties for the librarian staff.

"... the new regulations now require librarians to meet the identical requirements for promotion, tenure, and sabbatic leave that the teaching faculty must meet. It is unfortunately inevitable that under the new regulations, many librarians will be denied tenure, promotion, and sabbatical leave.

"...[the option] I prefer, would be to continue the exercise of bringing the librarian regulations into congruence with the academic regulations and to create, for librarians, the equivalent of an additional category that currently exists for the academics, that of non-tenure track faculty lecturer."

*The Sessional Librarian rank, described in the 1989 Regulations for the Employment of Librarian Staff, was already the Librarian equivalent of Faculty Lecturer.*

**March 21, 2002:** At a well-attended general meeting, librarians expressed unanimous opposition to the creation of a new category of librarian with different academic duties.

**April 8, 2002:** VP Masi affirms his support for basic academic principles of librarian employment, but expresses the view that Chapter 2 of the *Regulations* is **too** parallel with Chapter 1, causing librarians to be judged by faculty criteria, and creating problems in recruitment and retention. Librarians are asked to propose further changes to Chapter 2, to be implemented within a year, and to replace the term "Sessional Librarian" with another designation. *[The name "Library Professional" is later chosen, and approved by Senate on Feb. 12, 2004.]*

*Prior to 2002, there were about 5 Sessional Librarians employed in the Libraries at any given time. At present, about 22 Library Professionals are on staff, hired outside the tenure track stream, and undertaking core functions within the system.*

**March 2003:** MAUT Librarians' Section drafts a framework of new regulations, which diverges from the parallelism created in 2001.

[See [http://www.library.mcgill.ca/mautlib/librarian\\_regulations\\_final\\_draft.doc](http://www.library.mcgill.ca/mautlib/librarian_regulations_final_draft.doc)]

**November 2003:** Deputy Provost Masi accepts in principle the MAUT proposed framework, and transmits it to the University's Legal Department to be cast into a set of regulations.

**November 2004:** A full year later, the regulations return from the University lawyers, in an unacceptable state.

**December 2004:** In response to a request from Librarian Senator Sharon Rankin, Deputy Provost Masi promises Senate a progress report by the end of the academic year. Key librarians are asked to work on the document, revising areas of greatest concern and defining librarian duties more explicitly. Deputy Provost Masi meets with Library Professionals, assuring them that they are to be reappointed as Assistant Librarians as soon as possible.

**January 26, 2005:** Completed revisions, after consultation with Associate Provost (Academic) William Foster, are sent to Deputy Provost Masi, with the intention that the document be made available for discussion and comments, first with the Regulations committee and then with all Librarians. By May 2005, a meeting date has still not been set.

**May 4, 2005 (Senate Meeting):** Senate approves changes to regulations concerning **faculty** promotion and tenure. At the same meeting, Librarian Senator Sharon Rankin states:

"University Senate meeting on December 1, 2004, minutes record the following: 'Dr. Masi acknowledged that it had indeed taken some time to complete the review of the librarian regulations. However, the final product would reflect the three principles that had been agreed to at the outset of the review process ... (and) there will, of course, be opportunities for all librarians to view and make suggestions about the revised regulations, with a target of early in the Winter term of 2005. ... Dr. Masi indicated that he would return to Senate with an update on the librarian regulations before the end of the academic year.'

"Given that there have been no meetings scheduled this term to discuss this very important academic issue and given that the librarians have been ready with a second draft proposal for discussion since January 2005, could the University administration please provide an update on this issue? And, will the University commit to completing this work by the fall of 2005?"

Interim Provost Masi replies that he has begun to look at the draft with the new Director of Libraries, Janine Schmidt. He cannot promise for the fall, but he will "pick up the pace" and hopes to complete the work sometime in the 2005 academic year.

**May 16, 2005:** Based on the May 4 tenure revisions for faculty, Librarian Senators Sharon Rankin and Pat Riva draft a document applying these revisions to librarians' regulations as well, and submit it as a modification to Sections 5.0 through 5.62 of the *Regulations Relating to the Employment of Librarian Staff*. This document is accepted as a notice of motion, and the proposed changes are added to the agenda for the Senate meeting of Sept. 14, 2005 (see below).

**May 20, 2005:** In opposition to a request from the Director of Libraries to temporarily suspend action, MAUT Librarians' Section members mandate the Librarian Senators to continue their efforts to bring Section 5 of Chapter 2 into line with recent changes to the regulations regarding tenure and promotion of faculty.

**September 14, 2005:** Again in opposition to a request from the Director of Libraries to withdraw the motion to amend the tenure section of the librarian regulations (in order to allow a new regulations committee to draft an entirely revised Chapter 2), Librarian Senators, as instructed by their constituents, present the motion as follows:

"Be it resolved that Senate recommend to the Board of Governors, for its approval, the following resolutions:

"Be it resolved that the regulations titled *Tenure Regulations for Full-Time Librarian Staff*, attached hereto as *Annex A-Librarians* be adopted.

"Be it further resolved that the timeframe for adopting the above regulations match the timeframe contained in the *Tenure Regulations for Full-Time Academic Staff (D04-76)*." Moved by Sharon Rankin; seconded by Jane Glenn.

Strong support is received from teaching faculty, but deans and the Director of Libraries speak against the motion. The Director moves to refer the text to the Interim Provost's office for review. The vote is a tie: Principal Monroe-Blum casts her vote for referral, so the proposed tenure regulations go to Interim Provost Masi's office with the clear expectation that they will return to Senate in February 2006.

*The McGill Reporter*, in its issue for Thursday September 22, 2005, [<http://www.mcgill.ca/reporter/38/03/senate>] provides a summary of the discussion. Full Senate minutes are available at <http://upload.mcgill.ca/minutes/minutes/71809/2005-09-14.txt>.

**September 22, 2005:** The Director of Libraries appoints a new Regulations Committee. Members are:

- Janine Schmidt, Trenholme Director of Libraries (Chair) [*H. Meadwell later takes over as Chair*]
- Robert Clarke, Senior Management (Libraries)
- Hudson Meadwell (Administration / Faculty)
- Pat Riva, Tenure-Track Librarian
- Sharon Rankin, MAUT-Librarians' Section
- Marc Richard, MAUT-Librarians' Section
- Anna Stoute, Library Professional
- Carole Renahan, Manager, Administration & Personnel - Libraries (resource person)
- Vilma Di Rienzo-Campbell, Associate Director, Legal Services (resource person)

**December 12, 2005:** A Regulations Committee report indicates that meetings are taking place fortnightly; discussions include various aspects of previous documentation, library organization structure and ranks.

**January 2006:** The Committee focuses on the librarians' motion regarding tenure regulations (Senate Doc D05-02) in order to comply with the request that the motion return to Senate in February 2006. This is an interim measure until work is done on the remaining components of the Regulations.

**January 26, 2006:** Librarians receive, discuss and generally approve the relatively minor changes the Regulations Committee has made to Senate Doc D05-02, i.e. Section 5 of Chapter 2.

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## CAUT POLICIES: POLICY STATEMENT ON ACADEMIC STATUS AND GOVERNANCE FOR LIBRARIANS AT CANADIAN UNIVERSITIES

*This excerpt is included to illustrate guidelines in effect at other Canadian universities. The full policy is available on the CAUT website, <http://www.caut.ca/en/policies/academicstatusandgov.asp>.*

### 1. Academic status and activities

**1.1** Librarians at university libraries are partners with faculty members in the scholarly and intellectual functions of the university and as such are entitled to academic status. Like faculty, librarians are skilled professionals who play an integral role in the pursuit, dissemination and structuring of knowledge in the university. They have an important responsibility to instruct faculty members and students, both formally and informally, in the availability and use of library resources which are essential to the academic mission of the university. Many librarians are involved in independent scholarly activity either in the field of library and information science or in other academic disciplines.

**1.2** In order for librarians to participate fully in the academic mission of the university, procedures relating to librarians' terms and conditions of employment should be analogous to those of faculty including a similar system of ranks, and procedures for promotion and tenure. Librarians must also be able to devote a portion of their normal workload to research projects and academic and community service and require, as a result, provisions such as sab-

batical, research or study leaves. Librarians must be eligible for paid and unpaid leaves of absence on the same basis as faculty and should be permitted to use such leaves to maintain the currency of their academic and professional qualifications.

**1.3** Librarians are full members of the academic staff and have the right and obligation to participate fully in university affairs.

## THE 2005 MAUT RETREAT

**Brendan Gillon**

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The 2005 MAUT retreat was held at the McGill Faculty Club on November 4th, and was attended by almost 30 faculty members and librarians. After a brief welcome by Michael Smith, the attendees broke into four discussion groups and each was assigned one of the following four topics: space, salary, benefits and "being an academic". The groups were facilitated by Andrew Kirk of Electrical Engineering, Mary Dean Lee of Management, Pat Riva of the libraries and Renée Sieber of Geography, respectively.

After an hour and a half of discussion, the attendees reassembled to hear the reports of each group and then engaged in a general discussion which lasted for about an hour. The discussions both within the groups and during the general meeting were lively with many good ideas forthcoming, too numerous to list here. (A general report will be compiled and made available through MAUT.) Here is a summary of some of the items discussed:

An urgent need which was identified a number of times within several different groups was that McGill help its new faculty with young children find adequate and affordable daycare.

Space, which continues to be at a premium at McGill, was an issue of concern. Serious attention must be paid to the allocation of space both for teaching and for research.

There is a diversity in the demands of academic life, even those traditionally recognized ones such as teaching and research, within the different areas of academic study (e.g. information technology, chemistry, literature, language learning, history and music). These differences must be taken into account when policy decisions are made at McGill.

Financial issues formed a substantial part of the discussions. There was discussion of McGill's progress in raising academic salaries from the dismal low to which they had once sunk. However, it was felt that the aim should be to raise salaries to those of the top Canadian research universities, where they belong.

Merit increases, an important form of recognizing achievement, should be more fair and transparent and governed by proper guidelines adapted to the relevant areas. These increases need not be confined to monetary remuneration. Separate funds should be maintained for retention and for anomaly adjustment.

The professional development fund has been welcomed as vital to academics' improved academic performance. People believed that a judicious expansion of the allowance would be even more helpful.

The drug insurance provisions for those over 65 can and should be improved.



## **Notes from the individual group and general discussions :**

### **1. BEING AN ACADEMIC**

Facilitator: Renée Sieber, Geography

**Participants:** Ralph Harris, Anthony Paré, Sharon Rankin, Michael Smith, Natalie Waters, Lonnie Weatherby and Edith Zorychta.

The group took its challenge to be to define what it is to be an **authentic academic** and, more particularly, to identify how MAUT can promote authenticity. Academic authenticity has traditionally centered on teaching and research, but at a university such as McGill, teaching and research varies tremendously from domain to domain. Flexibility is needed to accommodate this variation.

Being authentic means being true both to oneself and to one's employer, which means desiring to improve both oneself and McGill.

**Librarians** have an unusual status, for they are not generally encouraged to do research.

Another factor to be taken into consideration is the **balance between work and home**. (This directly relates to the problem of helping faculty to find adequate daycare.)

A further factor to be taken into account is the development of **education at a distance**.

Surely the keys to authenticity are **academic freedom and mentorship**.

**Globalization** also has an impact on hiring and retention and it needs to be considered in formulating pertinent policies. McGill does not and can not exist in a vacuum, but its uniqueness needs to be preserved and valued.

### **2. BENEFITS**

Facilitator: Pat Riva, Libraries

**Participants:** Deanna Cowan, Jacques Derome, Brendan Gillon, Kohur GowriSankaran and Katherine Young.

Although all benefits are important, the group loosely prioritized the following as worthy of MAUT's particular attention in the near future:

**Daycare:** Helping new faculty with children to find adequate and affordable day-care is crucial. A minimal first step is for McGill to furnish those seeking daycare with accurate information regarding its availability and cost.

**Professional development fund:** The introduction of this allowance is itself an achievement. It is useful at all points in one's career. It should be expanded in several ways.

- First, the allocation should be brought up to the allowance level of other universities.
- Second, within reason, it should be permitted to accumulate.
- Third, costs connected with any valid academic pursuit (e.g., the costs of conference registration, conference travel and conference accommodations) should be included within those costs which the allowance can be used to defray.

**Drug plan:** Since many faculty members are 65 years of age (or nearly), it was felt that MAUT should spend some time investigating the differences between McGill's drug plan and the RAMQ plan. Previous MAUT executives have done some analysis of the costs and this should be followed up on. There is a common impression that the McGill drug plan leaves much to be desired.

**Contract and part-time faculty:** MAUT should continue to champion the cause of contract and part-time employees, and to see that benefits are extended to them. Not only would this improve conditions for the employees, it would discourage the Administration from



exploiting part-time employees as 'cheap labour'.

**Adoption leave:** Parents adopting children should enjoy the same benefits as those whose children are not adopted. Naturally, any policy should distinguish between children newly adopted into a whole family, and children adopted as a formality by a parent's partner, in a blended family.

**Subsidized gym access for faculty:** This was seen as an interesting benefit, but not a high-priority one.

**Parking:** The group was not particularly sympathetic to the idea of subsidized parking. Faculty should rather be encouraged to use public transport when available. There are already procedures for securing parking spaces for employees with special needs.

**Laptop program:** Laptops are an integral part of academic life. The complications and restrictions related to the current laptop program should be eliminated.

**Supplemental health plan:** We should consider extending the plan to cover:

- preventive measures, such as vaccinations or tamiflu,
- the purchase of either glasses or contacts as well as the cost of eye examinations,
- dependent children over 21 who are not in school and who are not otherwise covered.

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### 3. SALARY

**Facilitator:** Mary Dean Lee, Management

**Participants:** Marilyn Fitzpatrick, Elsbeth Heaman, Fabrice Labeau, Lawrence Mysak and Juan Vera.

While recruits to McGill care most about salaries, it is not their only concern. For those with infants or young children, affordable daycare is also of great concern.

**Salary aims:** McGill faculty salaries should be the same as those of the other top Canadian universities.

**January start date:** A January start date for new hires makes them ineligible for many raises, as the rules provide that they must be on staff as of December 1 to be eligible.

**Merit remuneration:** Modalities of merit remuneration should be broadened.

- Those receiving major prizes (e.g. Killam) should receive public acknowledgement and perhaps a token increase in salary (\$1,000).
- An endowed chair without dollars or research attached might be supplemented with a modest research stipend (\$15,000).

**Merit increase assessment:**

- the adjudication process should be transparent,
- committees should have elected members,
- committees should have female representatives,
- an equitable appeal process should be put in place,
- modes of recourse should be adopted for those cases where supervisors are not responsive.

**Anomalies:** There need to be separate 'pots' of money for retention and adjustment anomalies. Anomaly adjustment must address the low salaries of those who were hired during leaner times.

**Graduate student support:** Graduate student support was an important issue; younger academics who can't yet attract large research grants would be able to hire grad students if the students were given free tuition or stipends. There was a suggestion that research stipends should also be added to endowed chairs.

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#### 4. SPACE

**Facilitator:** Andrew Kirk, Electrical and Computer Engineering

**Participants:** John Dealy, Estelle Hopmeyer, Patrick Neilson, Ian Strachan, Natalie Turfenkji, Cynthia Weston and Maria Zannis-Hadjopoulos.

McGill is undertaking long range planning and a report is due in April 2006. Preliminary documents on the web indicate that the plans are concerned with green space and heritage buildings and not with space for teaching and research.

**Teaching:** Teaching space was identified as a pressing problem both on the Macdonald campus as well as the downtown one.

**Large classes:** Large classes seem to be here to stay, which increases the need for large classrooms; students should not have to sit on floors or on amphitheatre stairways.

**Scheduling of classes:** More flexible scheduling could improve the use of space. There is a scarcity of space on Mondays through Thursdays, but on Fridays, many classrooms are not used at all. If professors could release space which they have been assigned but are not using, other classes would benefit. Some units hoard their space and don't make it available to others. The group suggested that 3-hour classroom blocks might allow more efficient use of space.

**Arrangement of classroom space:** Classroom space should be created with more physical flexibility: the traditional arrangement of the prof at the front and the students in rows is not the only arrangement that is needed. Students often work in groups within class and this should be taken into consideration in arranging classroom space.

**Space outside the classroom:** Space for students working in groups outside class is also needed.

**Wireless connection:** Virtual space (wireless) should be ubiquitous and paid for centrally. It should not be the responsibility of faculties or departments.

**Maintenance:** Some facilities do not seem to be kept adequately clean. Norms should be published so that professors can assess whether or not the norms of cleanliness are being met.

**Research:** If research productivity is to be maintained or increased, adequate research space must be made available.

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#### GENERAL DISCUSSION

##### Staffing issues

- Devolution of administrative duties: There seems to be a continuing devolution of administrative duties to academics. More staff are being hired but their jobs are not necessarily what we need. Sometimes we don't even know what staff do — e.g. RGO, secretarial staff — more transparency is needed.
- Time audit: McGill should do an audit of how academics spend their time — how much is spent on administration. 'Building director' is a good example: it's a full-time position in some buildings.
- Clerical expenses: Sometimes research money is used to pay clerical expenses that should be borne by McGill.
  - Space for staff: There are problems of space related to this — where do you put these temporary staff members?
  - Clerical work by graduate students: Should graduate students be asked to do clerical tasks?
  - Administrative demands of international students: International students also require additional administrative assistance; graduate students' stipends would help to equalize the administrative burden.

**Supporting new faculty**

- Daycare is a top priority.
- Travel funding: Travel funding to attend conferences would be very helpful; new faculty benefit enormously from the learning and networking opportunities provided by conference attendance.
- Spousal appointments: Spousal appointments are a factor in retention. A whole new administrative position in Human Resources has been created to address this.

**Funding**

- Departmental budgets: It is difficult for departments to manipulate their budgets; if money is diverted from base budgets, it then becomes non-base and vulnerable to cut-backs!
- Bleeding of additional funds: There is a perception that increased funding to universities doesn't trickle down to the department level, and that it is used by administrators. Sometimes it is used for good things (e.g. increasing salaries) but perhaps too much goes to administrators' discretionary funding, and too much of that is centralized. Some centralization — IT innovations, for example — is really good.
- Comment: the Principal has said that McGill is 'under-administered'.

**Space issues**

- Management is being encouraged to go to large classes but there is only one large classroom in the Bronfman building.
- Finding space demands creativity.
- The School of Nursing had to go to space on Park Avenue, but the School itself was asked to pay the rent!
- Renting space outside the university has constraints; the Ministry of Education has norms about the amount of teaching space that can be funded.
- Large spaces are in such short supply that it is necessary to schedule midterm exams at night in order to secure a space.
- Some professors are ready to teach classes in the evenings in order to make efficient use of

space, but are students prepared to attend them? If a student has classes early in the day and late into the evening as well, that makes a very long day. Also, many students work in the evenings.

- Perhaps the best approach is to look at ways of optimizing existing space. Not teaching on Fridays is an example of inefficient use of space.
- In addition to classroom space, McGill needs a block of rooms that can be used by all faculties for conferences.
- Office space is also a matter of concern.

**Being an academic / collegiality / governance**

- The group's goal of 'balancing work and home life' doesn't match with McGill's focus on academic merit alone.
- An opinion was expressed that MAUT shouldn't be concerned with issues such as authenticity, rather MAUT should represent bread and butter issues like daycare.
- There are so many types of academic represented at McGill — librarians, clinicians, artists, scientists, etc. — we sometimes need to redefine what we are.
- Networks / Centres of Excellence is where the big money is. Do we have to do too much network-mandated goal-oriented research in order to get funding? Is there still room for 'blue-sky' research?
- The role of the academic in university governance is being eroded: in the composition of committees, the chairmanship of advisory committees and the trend to centralized bureaucracy rather than decentralized decision making. We need to remember that academics ARE the university.
- Much of what has been discussed often involves money, which involves tradeoffs.
- In Vice Principal Yalovsky's last report to Senate, he said that McGill was trying to increase enrolment. Can we afford the costs involved? Or will increased enrollment just degrade the quality of education instead? Will revenues exceed the costs? Clearly, planning hasn't been done.

- Meetings with the Principal have included discussions on collegiality. Some things need to change, but how we change needs to be examined.
- CFI funding is down lately, how to redress?
- How do we improve research performance?
- How do we manage space?
- There is a push by the administration to move librarians to non-academic status, and appropriate consultation is not happening. MAUT is encouraged to send an unequivocal message to the Principal that this lack of consultation is unacceptable.
- The role of deans needs to be considered. With the growth of the central administration, it seems that the role of dean is being devalued in favour of the role of the vice-provost. Deans need to be consulted to see if this suspicion is correct.
- With the consolidation of faculties and a reduced number of academics, the representation of academics in Senate etc., is also reduced. Academics must continue to be part of the governance of McGill.
- Too many administrators have been brought in from outside, especially from union environments, and who lack an understanding of McGill's collegial system.

## MAUT's Childcare Needs Survey — Update

**Ralph Harris, MAUT President-Elect**

*ralph.harris@mcgill.ca*

In late November, an on-line childcare needs survey was sent to MAUT members to get an idea of the need and desire for childcare services in terms of the number of places that would be used, if they were available in some way associated with McGill. Various MAUT members also forwarded the survey to others in our community whom they felt would want to express an opinion. It is not known how many people beyond the thousand or so MAUT members were invited to respond. As of Jan. 12, there had been 97 responses to the survey.

The responses to date, and they are still arriving, report a desire for at least 80 day care spaces within the McGill system based on the present very limited sampling of the McGill community. The most common comment related to concerns with the waiting list for a McGill Childcare place.

Some results: Thirty-eight of the 97 respondents do not presently use childcare. Five respondents who presently use childcare services other than McGill's, indicated that they would not use a McGill service even if avail-

able, with comments such as: acceptable alternative has been found, location not convenient, the McGill Childcare Centres function only in English. Three other respondents presently using childcare services stated they would not use McGill services but without comment.

Perhaps the most telling comments were those that indicated a self-directed anger for assuming that childcare was not going to be a challenge upon taking employment at McGill and the level of anxiety experienced in response to the solutions that need to be employed to deal with the present situation.

Other feedback was that the survey could be better designed in order to make it more user friendly and in order to gather more information about how to improve what is already in place at McGill in terms of childcare services.

With input from a number of others, the survey will be tweaked and sent to a wider audience. Anyone wishing to respond to the present survey may do so via the link on the MAUT web site: <http://www.maut.mcgill.ca>

## Coming Events

Be sure to note the following in your calendars/ agendas/ PDAs ... reminders will also be sent out on the MAUTForum listserv.

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### MAUT TENURE AND MENTORING WORKSHOP.

March 2, 2006 : Faculty Club

Lunch at 11:30, Workshop 12:00 - 15:30.

**RSVP to [maut@mcgill.ca](mailto:maut@mcgill.ca) or 398-3942**

This popular Workshop will follow the format of previous years, with panelists presenting their perspectives, experiences and advice about the tenure process. It provides an excellent opportunity for new faculty to meet and to network, as well as to receive useful information tenure and other aspects relating to academic advancement. Presentations include:

- The tenure process,
- Preparing for the tenure process,
- The teaching portfolio,
- Departmental mentoring,
- General evaluation criteria from the perspective of Faculties and University Tenure Committees,
- Experience of the exercise from the perspective of newly promoted faculty member(s),
- New tenure regulations for 2006 and beyond.

Further information is available via the link on the MAUT website: <http://www.maut.ca>. If you have specific questions, please submit them to [maut@mcgill.ca](mailto:maut@mcgill.ca) before February 15.

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### MAUT FORUM ON UNIVERSITY PLANNING: PROCESS AND OUTCOMES

March 9, 2006 : Faculty Club

Lunch at 11:30, Forum 12:00 - 14:00.

**RSVP to [maut@mcgill.ca](mailto:maut@mcgill.ca) or 398-3942**

Several planning exercises are underway at the present time: the University Master Plan, mainly concerned with the development of the

physical campuses; an Academic Strategic Plan ("A White Paper Call to Action Regarding McGill University's Future"); and the Task Force on Student Life and Learning.

Panelists will present the salient points of each of these plans, and describe the interrelationships between and among the various visions of the future. Brief summaries of the plans will be circulated before the Forum, and it is anticipated that members of the University Administration will be on hand to provide comment and explanations.

To help focus the Forum on issues of particular interest to members, you are invited to send questions and comments to MAUT ([maut@mcgill.ca](mailto:maut@mcgill.ca)) by Monday March 6th. Forum audience members will also have ample opportunity to comment and question all participants.

Links to further information about the Forum, the University Master Plan and to the Academic Strategic Plan can be found on the MAUT website: <http://www.maut.ca>

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### SPRING GENERAL MEETING

April 12, 1006 : Faculty Club

Lunch at 11:30, Business meeting to follow.

**RSVP to [maut@mcgill.ca](mailto:maut@mcgill.ca) or 398-3942**

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### MAUT RETIREMENT FORUM

Fall, 2006

Date, time and place TBA

They can't tell you when you should retire, but the panelists in this extremely popular forum will certainly help you think about it, and provide information to help you make decisions.



## MAUT EXECUTIVE AND COUNCIL, 2005-2006

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The MAUT / *APBM* Newsletter is published periodically during the academic year to keep members of the McGill Association of University Teachers informed of concerns and activities.

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