



NEWSLETTER

McGill Association of University Teachers

Association des Professeur(e)s et Bibliothécaires de McGill

www.maut.mcgill.ca

Vol. 33, No. 2. Summer / Été 2008

Endnotes

Deanna Cowan

deanna.cowan@mcgill.ca

This Newsletter has had a hard time getting to the printer! Reports of workshops held last February were the first articles submitted, the Spring General Meeting and associated end-of-year reports filled the rest of the pages nicely, and we expected to publish in early May.

However, the 2007–2008 year ended with many unresolved issues:

- the financial problems associated with asset-backed commercial paper, primarily in the Money Market portion of the Pension Fund, which affects most of us to some degree and some of our members significantly,
- the Teaching Assistants' Strike,
- the Administration's refusal to continue the University's share of pension contributions for employees aged 69–71, and
- the difficult financial situation that McGill (and all other Quebec universities) are facing in the coming year.

Each time the Newsletter was edited, formatted and ready to be proofread then sent for printing, another critical meeting was scheduled, another delay became necessary, another update was announced, another development arose—and another Newsletter revision was required. You are reading the eighth draft, which now bears only a limited resemblance to the one that was ready in early May.

However, it is good to be able to report that there has been significant progress on some of those unresolved issues:

- MAUT, MUNASA and MUNACA are collaborating on a joint proposal to the university administration regarding the serious financial

In this issue

<i>Endnotes.</i>	<i>1</i>
<i>Women in Academia.</i>	<i>2</i>
<i>Retirement Forum.</i>	<i>2</i>
<i>Report from the Librarians' Section.</i>	<i>5</i>
<i>MAUT Retired Members.</i>	<i>5</i>
<i>Notes from the Spring General Meeting.</i>	<i>6</i>
<i>MAUT EntreNous.</i>	<i>10</i>

crisis facing some employees with pension holdings in the McGill Money Market fund. The situation is evolving fairly quickly, but a real solution will still take time to develop. Details will be reported via the MAUTForum listserv and/or in the next Newsletter.

- An agreement has been reached between the administration and the Association of Graduate Students Employed at McGill. At the time of this writing, the back-to-work protocol is still a source of discussion.
- Legal action has been initiated regarding Pension contributions for employees.
- Unfortunately, the difficult financial situation that McGill is facing is still with us.

Sending the Newsletter to the printer at this time doesn't mean that updates have paused—in fact, they are occurring on an almost-daily basis. The countless hours and energies devoted throughout the past session by the Executive and Council (especially President Edith Zorychta and Past President Malcolm Baines) are likely to continue into the summer and beyond: the next Newsletter is already in preparation.

Women & Academia: a FQPPU workshop, February 8, 2008

Audrey Moores

audrey.moores@mcgill.ca

On February 8, 2008, the FQPPU held a workshop in Montreal around the theme of women and academia. This meeting was the first of its kind, and illustrates the Federation's intention to give such questions a central place in its priorities. In this context, ten women from teachers' unions, associations and universities shared their views on the subject, raised some issues and suggested some solutions.

A variety of situations were represented: assistant professors, professors with high positions in their respective administrations, women with young children, retired professors, etc. This formed an excellent foundation for constructive discussions. As both a participant and an observer of the workshop, I was impressed by the richness of the dialogues, which often carried a significant emotional content; while talking about being female professionals in a still-masculine environment, many of us expressed stresses and sometimes frustrations, but also passions.

During the meeting, three axes of work were identified: female representation in academia, balance between professional and personal / family life, and salary equity.

FEMALE REPRESENTATION IN ACADEMIA

A 2005 study by CREPUQ (Conférence des Recteurs et des Principaux des Universités du Québec) documented that female representation in academia has evolved from 22% to almost 30% between 1995 and 2005. This encouraging progression is due to major efforts made at the recruiting level. Nonetheless, the academic culture, based on competition and confrontation, still appears to be

less attractive to women than to men. A better environment to welcome new female Principal Investigators or faculty members was proposed, providing mentoring systems or networking.

BALANCING PROFESSIONAL AND PERSONAL LIFE

The balance between a demanding work life and personal and family development is still a core issue. It is crucial to ensure that evaluation processes take these factors into account, in a dynamic fashion. The impact of family life on the work and life of a department was also discussed. Women professors are aware that their personal choices (such as a pregnancy) can have consequences on the workload of their colleagues, leading to some forms of pressure.

This exchange identified the following points as key: better accessibility to day care, mechanisms of external replacement for maternal/paternal/parental leaves (for teaching and/or research), better conditions upon returning to the job and help for situations involving "long-distance spouses."

SALARY EQUITY

Although salary equity seems well guarded by the law, the question of the attribution of bonuses is felt to be a source of strong inequalities. The participants expressed their concerns and their desire to see their respective unions, associations and FQPPU launch an investigation on the topic.

The results of this workshop will be passed on to FQPPU Council, inviting it to consider the points raised in their plan of action for 2008-2009.

Retirement Forum, February 21, 2008

Sharon Rankin

sharon.rankin@mcgill.ca

The MAUT Retirement Forum for Academic Staff was held on February 21st, 2008 at the Faculty Club and was well attended by McGill professors and librarians. The session was divided into three

parts: information about benefits upon retirement and the McGill pension plan; alternatives to McGill's pension plan; and questions, some submitted in advance and some from the floor.

INTRODUCTORY REMARKS

Edith Zorychta

Edith Zorychta, MAUT President and Professor of Pathology, opened the forum with introductory remarks about health and longevity, and provided a “reality check” concerning assumptions about aging. Presenting recent Canadian and international statistics, Edith explained that over the past 100 years life expectancy for both men and women has increased and is expected to continue to increase by 2.2 years per decade. In Canada the life expectancy of a typical 65 year old professional is now 86 for men and 88 for women. Of all of the occupations, the longest-living group is university professors. Fewer people suffer disabilities in their 80s due to improved medical care throughout life. Diseases are becoming more lifestyle related (50%) and individuals can increase their longevity by changing their habits (smoking, inactivity, diet). Planning for retirement now needs to take these facts into account. Statistics say you will live longer — 20 to 30 years past a theoretical retirement age of 65.

HEALTH BENEFITS

Kathleen Tobin

Kathleen Tobin, Manager of Benefits in McGill's Department of Human Resources, provided an overview of McGill benefits upon retirement.

These include a Supplemental Health Plan, a Dental Plan and a Life Insurance Plan. Details of these can be found on the Pensions website, <http://www.mcgill.ca/pensions/>

All of McGill's plans are self-financing and the premiums are calculated on this basis. The Health Plan allows one to continue the same coverage at retirement (including coverage of surviving spouses) with the costs being shared 50:50 between the pensioner and the University. A retiree's Health Plan is identical to the plan of a working staff member, but since it is complementary to Medicare, it cannot be continued if you are ineligible for Medicare (e.g. if you cease to reside in Canada). The Plan also includes Travel Insurance, including out-of-country coverage of emergency medical expenses for a period of 90 days per trip.

At age 65, a drug plan must be chosen: RAMQ (the Quebec plan) or McGill's Drug Plan. Both plans have identical coverage but very different premiums. (McGill's plan is much more expensive). The

McGill Dental Plan can continue the same coverage for you at retirement, with no residency requirements. Life Insurance coverage continues at retirement and it is possible to increase, cancel or reduce coverage at any time.

MCGILL PENSION PLAN

John D'Agata

John D'Agata, Director of Pension Administration presented an overview of the McGill Pension Plan, beginning with survey results illustrating Canadians' perceptions about retirement: 42% of people downsize their standard of living after retiring, while 47% continue to live like they did before retirement.

The question on everyone's mind is, “Will I have enough income when I retire?” Answering this question requires forecasting of spending needs, estimating after-tax income from all sources, determining the gap between needs and income, and then calculating the additional savings needed by the target retirement date. Attendees were encouraged to prepare a written retirement plan.

The Pension Office is developing two web tools that will assist in forecasting numbers for a retirement plan. The “Reverse Calculator” will calculate the amount needed to retire, based on salary and number of years in retirement. The “Annuity Calculator” will calculate the value of the annuity needed to generate a specific income. There are also plans to develop a calculator showing income based on value of annuity.

PENSION ADMINISTRATION

Antal Deutsch

Antal Deutsch, Economics Professor and one of two academic members of the Pension Administration Committee, described the organization and role of the Pension Administration Committee (PAC) at McGill. The Pension Plan is a separate legal entity from McGill University and is self-governed, but partially controlled by government legislation. “As trustees of the Pension Fund, the members of the PAC have full fiduciary responsibility for ensuring that investments are made on a prudent basis and in accordance with the demographic profile of its members and the financial needs of the membership.”

Retirees aged 71 must by law begin to receive their retirement income and so must choose where to move their retirement funds to provide income during their retirement years. McGill offers different types of annuities; however, attendees were cautioned that it is a good idea to enquire widely in the financial marketplace to evaluate the best option.

QUESTIONS:

Q: Can the travel insurance coverage be changed from 90 days to 180 days per trip?

A: (K. Tobin) It is a cost issue; since McGill's plan is self-financing, this would create an increase in the premium for all members of the plan.

Q: How do retirees pay their contributions?

A: (K. Tobin) Bimonthly automatic withdrawals are set up with the retiree.

Q: Could you please advise retirees who travel to document when they leave and return to Canada, as the claim process requires this?

A: (K. Tobin) Thanks for this suggestion, we will do this.

Q: Is it possible to eliminate the residency option on the health plan and only pay out the Canadian equivalency?

A: (K. Tobin) Unfortunately, because the health plan shares costs and rules with RAMQ, it is not possible to do this.

Q: Is it possible to move away from Canada, leave the plan and then rejoin in a year or two when one returns to reside in Canada?

A: (K. Tobin) I will need to check and advise on this answer. *[update: no further information has yet been received.]*

Q: When will the pension website have the new web calculators?

A: (J. D'Agata) They should be ready by April 1st, 2008. *[update: as of June 18, the calculators are not yet posted.]*

Q: When you buy an annuity does it travel with you?

A: (J. D'Agata) Yes, purchasing the annuity is a permanent and final decision. The monthly Information sessions run by the Pension office present more detail on this important decision.

Q: Can an individual continue to make contributions to McGill's pension plan if they are still working and below the age of 71?

A: (J. D'Agata) We are working to add this functionality to the system. The difficulty is in working out a mechanism to prevent overcontributions by any member of the plan; if this were to happen, the plan would become de-registered for all members. We are close to finding this administrative solution, and will then ask for amendments to the pension plan.

Q: Will McGill be providing a Life Income Fund (LIF) as an option any time soon?

A: (J. D'Agata) Quebec is looking at allowing this, and then we will make it available at McGill. We should have more information about this in 12 to 24 months.

Q: Is there an exit fee to move funds out of a McGill pension plan?

A: (A. Deutsch) No.

Q: The University is unwilling to contribute to the McGill Pension Plan for staff members up to the age of 71. This is effectively an income loss, and will affect over 100 staff in the next six months. Will MAUT support legal action against this position, which many view as age discrimination?

A: (E. Zorychta) MAUT Council is considering its position on this matter and is seeking legal advice. *[update: MAUT Council has decided to support legal action against this position.]*

Q: What percentage of McGill staff decide to keep their pension money in McGill annuities upon retirement?

A: (J. D'Agata) 35-45% stay with McGill.

Q: Can the McGill Pension fund go bankrupt?

A: (A. Deutsch) This is very unlikely.

Q: What rights do academic staff have concerning graduated retirement options? I want to stay on and I want to work part-time.

A: (A. Deutsch) This is a question of an employment right, rather than a pension rule. Reduced workload or three-year phased retirement needs to be negotiated and agreed upon first with one's Chair and Dean.

Note: The speakers' slides have been posted on the MAUT site, <http://maut.mcgill.ca/archive.php>.

Report from the Librarians' Section

Karen Jensen

karen.jensen@mcgill.ca

Most of the year was spent advising members and ensuring that the recently revised *Regulations Relating to the Employment of Librarian Staff* were respected. The regulations required non-tenure-track staff members to decide whether to move to initial definite-term tenure-track appointments as Assistant Librarians or to select non-tenure-track appointments.

It was a difficult choice for many, made easier by the Library Administration issuing a form and instructions to all eligible Library Professionals. It seems that most made their decisions at the last minute in February. We do not know how many librarians chose non-tenure-track because this information is confidential.

Those who have worked as Library Professionals for three years or more also have the right to seek one early consideration for tenure at any time of

their own choosing. They were required to notify the Director of Libraries in writing no later than April 15, 2008 to be considered for tenure this year. We are still waiting to replace one member of the Library Tenure Committee whose term ends April 30.

It was a busy year, and I would like to thank our members for their considerable help, especially Jim Henderson for continuing as Chair, even though he will be on sabbatic leave next September. In addition, thanks are due to Edith Zorychta, Malcolm Baines, Honore Kerwin-Borrelli, Joseph Varga, and the exceptional MAUT advisors for their efforts on our behalf. For next year, we will be sure to investigate the recent policy statement on library councils issued by CAUT's Librarians Committee.

MAUT Retired Members

John Dealy

john.dealy@mcgill.ca

The number of retiree members is now approaching 100, reflecting the increase in services provided to retired academics, which of course includes librarians.

Participation in the twice-yearly lunch get-togethers continues to increase steadily. A recent speaker was Dr. Joe Schwartz who spoke very entertainingly about "Houdini—the McGill Connection." The spring luncheon for retired academics was held on May 22 at the Faculty Club. After lunch, Prof. Avi Friedman of the School of Architecture talked about his innovative contributions to the design of affordable homes.

MAUT's retirees group recently became affiliated with CURAC, College and Universities Retirees Associations of Canada. This is a national grouping of retiree associations at 35 Canadian universities and colleges and provides valuable services, particularly in the collection and dissemination of information about how retirees are dealt with at Canada's academic institutions. CURAC is cur-

rently doing a survey of the benefits offered by Canadian universities to their retirees, and when this is completed, the results will be summarized in this space. The annual conference of CURAC will take place in Montreal this year.

As a result of the CURAC connection, we have already learned that at least one Quebec university has found a way to deal equitably with RAMQ drug coverage that starts at the age of 65.

David Crawford (Emeritus Librarian) has brought to our attention that nearly all Canadian universities have dedicated web pages for retirees. Our President has already undertaken to encourage the adoption of this practice at McGill. One issue that continues to frustrate us is the provision of email access to all retired academics from McGill's web page. This no-cost change was agreed to in principle by the Provost a year ago, but for obscure reasons no action has yet been taken. We continue to press this issue.

The University will no longer publish a printed staff directory, and only an on-line version will be available. MAUT is lobbying for the inclusion of all retired academics in this directory. The situation at present varies greatly from one department to another. **Retirees are requested to keep Human Resources informed of any change of address.**

The proposed new policy on the titles and benefits of retired academics, which was expected to come to Senate in December, has gotten stalled. The latest draft of the new policy prescribes that all those who retire as full professors with at least five years of service would be given the title of Professor Emeritus. In response to a question posed by one of MAUT's members on Senate, the Provost responded recently as follows: "The issue is still

under discussion...I would note that further discussions will take place shortly—a meeting is scheduled for early May—at which it will be proposed that there be developed an alternative mechanism for recognizing retired members of the academic staff who are deemed deserving of special recognition. It is hoped that a satisfactory solution, that is acceptable to all, will be reached to the current impasse." *[update: a motion will be presented at the first Senate meeting in September.]*

The McGill Institute for Learning in Retirement (MILR—Faculty of Continuing Education) is looking for people to be discussion group leaders for all topics, including history, health, art, science, philosophy, music, and literature. Call 514-398-8234 for information.

Notes from the Spring General Meeting, April 18, 2008

Deanna Cowan

deanna.cowan@mcgill.ca

WELCOME

Edith Zorychta

E. Zorychta called the meeting to order and introduced FQPPU guests Cécile Sabourin, Michel Umbriaco and Martin Maltais, who presented a report on University funding after the General Meeting had concluded. *[see FQPPU website, <http://fqppu.org/themes/financement-universites.html>]*

New measures are being introduced in order to save paper:

- Agendas, minutes and other documents will be posted on the MAUT website in advance, for consultation.
- Meeting presentations will normally be projected, rather than printed and distributed.

ELECTION RESULTS

Malcolm Baines

All executive positions were filled by acclamation.

- President: Edith Zorychta (Pathology) / Malcolm Baines (Microbiology & Immunology)*
- Past President: Malcolm Baines (Microbiology & Immunology) / Edith Zorychta (Pathology)*
- President-Elect: Richard Janda (Law)
- VP Internal: Beverlea Tallant (Occupational Therapy)

- VP External: Brendan Gillon (Linguistics)
- VP Communications: Deanna Cowan (Library)
- Secretary-Treasurer: Estelle Hopmeyer (Social Work)

* The 2007–2008 President-Elect was unfortunately unable to assume the presidency for 2008–2009; two past presidents will share the positions of President and Past President for the coming year.

Council members elected for 2008–2009 are:

- Ian Butler (Chemistry)
- Julie Cumming (Music)
- John Dealy (Chemical Engineering / Retired members)
- Hamid Etemad (Management)
- Terence Hébert (Pharmacology & Therapeutics)
- Audrey Moores (Chemistry)
- Meyer Nahon (Mechanical Engineering)
- Gary Pেকেles (Pediatrics)
- Ian Strachan (Natural Resources Sciences)
- Gloria Tannenbaum (Pediatrics, Neurology & Neurosurgery)
- Maria Zannis-Hadjopoulos (Cancer Centre)
- Chair, Librarians' Section: Karen Jensen (to May 1, 2008) / Jim Henderson (May 2008–April 2009)

PRESIDENT'S REPORT

Edith Zorychta

Salary Policy: In 1998 the University administration officially agreed to a salary policy for academic staff at McGill: our low salaries would initially rise to the mean of the G-10 universities in Canada and subsequently increase to a level within the top three, consistent with our standing among comparative universities. Although the top three level was never reached, for a number of years real progress was made at McGill, and the general trend of salary increases was optimistic. However, this year there is a marked slowing of the rate of improvement, and McGill academics are facing very modest salary increases of only 2–2.5%. Other groups (MUNACA, MUNASA etc.) are facing equally hard times.

Budget: The University budget is in deficit. Even with minimal salary increases and faculty / department cuts, the university won't achieve its government targets in less than three years.

Gender Equity: A subcommittee of CASP was struck, including MAUT representatives and experts in analysis of labour data and statistics. The committee is examining the data from all perspectives, with 100% cooperation and commitment from the administration. So far, no unpleasant surprises have emerged. *[update: the final report should be ready in the fall.]*

Pension Plan Contributions for employees aged 69–71: At McGill, both you and the university contribute defined amounts each year to your individualized pension account. Past practice was for this to continue until you retire or reach age 71, the age at which federal legislation mandates conversion of pension funds and RRSPs to an annuity or other income-generating fund. In 1997 the federal government lowered the conversion age to 69, but then returned it to 71 again in 2007. However, the university administration now refuses to pay the employer's contribution for those in the 69-71 age bracket, and at present does not even allow the employee to contribute during these two years.

A well-known lawyer (former McGill professor / MAUT member) has offered to take legal action against the university, pro bono, on behalf of MAUT members (and other employees), in this matter. MAUT has agreed to provide funding for clerical expenses associated with this action, after

obtaining an outside legal opinion from a lawyer with expertise in pension matters and no conflicts of interest. There appears to be a strong case for claiming discrimination on the basis of age, according to several aspects of Quebec law.

Emeritus Professor Status: MAUT supports the "emeritus" designation for any full professor retiring after five years' worth of service at McGill, as is the practice at most other Canadian and American universities. There seems to be opposition at the Board of Governors level, and discussions are continuing. *[update: discussions have been fruitful, and a motion on Emeritus status will be on the agenda of the first Senate meeting in September.]*

Policies, New and Revised: MAUT has been active on committees working on policies for

- Research on Human Subjects
- Safe Disclosure
- Employment Equity
- Research Misconduct
- Course Evaluations
- Conflict of Commitment
- Conflict of Interest
- Harassment and Discrimination

Workshops: Over the past year, MAUT has sponsored or co-sponsored very successful workshops on

- Disabilities and the Classroom
- Tenure and Mentoring
- Retirement
- Socially Responsible Investment

Workshop topics being investigated for next year include

- University Governance
- Open Access Publishing
- Online Course Evaluations

Membership Report: S. Tran was unable to attend the meeting, but provided the following information:

- MAUT currently has 1079 members (including retired members).
- Between August 2007 and April 15, 2008, 38 new members (including 26 new faculty) have joined.

OTHER ITEMS

Ralph Harris Awards: In memory of former MAUT President Ralph Harris, an endowment has been established to fund several awards for graduating students at John Grant High School, a Montreal school for young people with learning challenges, attended by R. Harris's two sons. The awards are for achievement in athletics, effort, and community spirit—we are sure that Ralph would have approved.

[update: John Grant High School's 2008 graduation exercises brochure, listing the Ralph Harris Awards and their recipients, has been posted on the MAUT website, http://maut.mcgill.ca/archive/John_Grant_Graduation08.pdf]

TA Strike: MAUT had hoped that the dispute would be settled and not result in a strike; now that a strike is in progress, there is a great deal of conflicting information about what professors can / must / must not do about grading, submitting marks, etc.

- MAUT issued a statement emphasizing the need to consider our students above all, and confirming that MAUT cannot take a position supporting either side in this labour dispute.
- E. Zorychta and M. Baines appealed to the Provost to provide information about managing the logistics and cost of getting students' grades submitted as efficiently as possible.
- MAUT made several recommendations to the administration for measures to ease pressure on faculty coping with sudden increases in workload, such as allowing flexibility in meeting deadlines and timelines.
- Each faculty is different, and it is impossible to issue general guidelines at the moment. Deans need to find out which departments / individuals need help, and work from there.

QUESTIONS AND COMMENTS:

Many of the questions revolved around MAUT's steadfast neutrality in this strike. Several members felt that MAUT should have taken on a greater role in advising professors on their legal options for grading papers and exams etc. Concern was also expressed about the plight of part-time instructors, and the strike's emotional and personal toll as well as the workload issues.

E. Zorychta confirmed that MAUT has been making every effort to provide information as it becomes available and has insisted that the

administration do everything possible to end the strike and to support overburdened faculty in the interim. The Quebec Labour Relations Board's judgement will provide benchmarks and a basis for other decisions. The Executive will also get advice from the Professional and Legal Officer and from outside lawyers if necessary.

She reiterated that it is inappropriate for MAUT to express support for one side over the other. Both PGSS and SSMU have been made aware that not taking a position does not imply support for the Administration. Individuals who support one side or the other should make their opinions known to the Administration.

MAUT will support suggestions to alleviate pressures, such as recommending postponement of comprehensive examinations for graduate students who are also instructors.

Update

On April 24 the Quebec Labour Board issued a decision as to persons legally permitted to correct assignments and exams and submit grades for the winter term, plus carry out the tasks required to deliver summer courses, during a strike by Teaching Assistants.

- Course supervisors
- Employees other than TAs or Course Supervisors, who would also in the normal course of their employment participate in grading, marking and invigilating, may continue to participate to the extent of their normal obligations.
- Non-employees (e.g. retired faculty)

REPORT OF THE VP-INTERNAL Ian Henderson

Demutualization: In 2003, the Sun Life life insurance plan was demutualized; some money was returned to members in the form of a premium holiday, and a portion was retained by the university in order to pay outstanding claims, etc. Those claims are now paid, a balance remains, and the administration has asked for suggestions about disbursing this balance.

The Staff Benefits Advisory Committee (SBAC) presented a prioritized list of recommendations:

1. Start-up funding for a "Laval protocol": a program to help staff re-integrate into the workforce after a health-related leave.

- The administration indicated that this program would be implemented with or without demutualization funding.
- 2. Fuller and more reliable funding for the Social Equity and Diversity Education Office
 - Support for SEDE was also implied.
- 3. Support for the Quarter-Century Club
 - This appears to be administration's funding preference. SBAC will try to confirm that suggestions 1 and 2 will be implemented before Demutualization money is spent on its third priority.

QUESTIONS AND COMMENTS:

B. Robaire: None of these suggestions make sense. Why not just continue the premium holiday and return the money to the employees who contributed it?

I. Henderson: There was fierce debate about whether the money belonged to the employees or to the university. SBAC agreed years ago that the largest portion would be returned directly to members and the remaining money would be used internally for some purpose that would benefit all employees at McGill, and we cannot change that agreement now.

B. Haskell: The supplemental health plan covers travel outside the country for only 90 days. The Quebec Medicare plan allows 180 days; could SBAC please urge McGill to extend its coverage to 180 days also?

I. Henderson: This issue seems to be permanently on the SBAC agenda and will continue to be discussed.

REPORT FROM THE CHAIR OF THE LIBRARIANS' SECTION

See report on page 5.

REPORT OF THE VP-EXTERNAL Brendan Gillon

The Fédération québécoise des professeures et professeurs d'université is

- preparing to conduct a survey of working conditions
- organizing a colloquium on governance, "À qui «appartient» l'université?" May 8, 2008, during the ACFAS Congress
- organizing a colloquium in November on the direction of universities.

A. Moores' report on a conference on Women in Academia is presented on page 2.

REPORT OF THE PAST PRESIDENT Malcolm Baines

The report from the Task Force on Non-Tenure Track Academic Personnel was submitted to the Provost on April 17 for presentation to Senate. Over the past year, the Task Force has been gathering data on remuneration and proposing changes to the classification and status of non-tenure-track staff, which would be made without prejudice to current conditions.

The Task Force wants to create a clear career path for Non-Tenure Track staff, allowing progress and promotion. Merit awards and salary increments are anticipated as part of this.

Currently there exists a wide diversity across the university in terms of appointments, promotions, working conditions etc. There should be consistency, and no more definitions at the department level. MAUT and the Administration will work out the broad strokes of these proposals, and the details can be ironed out later.

QUESTIONS AND COMMENTS:

C. Cumming Spiers: A vote of appreciation is due to Malcolm for working on this file for the past 18 years.

[update: a study on GFT-H staff will be conducted over the summer, and consensus on titles must still be reached, but the report was approved by Senate on May 21, 2008.]

REPORT FROM THE REPRESENTATIVE OF RETIRED MEMBERS

See expanded report on page 5.

REPORT FROM THE SECRETARY-TREASURER Estelle Hoppmeyer

The Auditor's report was delivered in the fall, so this is just an update.

The Finance Committee met recently to decide what to do with a maturing GIC. MAUT's investments are satisfactory, though not quite as good as last year. We have dipped into our reserves this year (for legal opinions, Harris awards, etc.) but are spending carefully and thoughtfully on our members' behalf.

FACULTY CLUB

Edith Zorychta

Very briefly, the Faculty Club is running well under good management.

QUESTIONS AND COMMENTS:

In response to comments by A. De Mestral that younger faculty appear to be infrequent users and that service or selections might need attention, E. Zorychta replied that new faculty have rarely been regular users of the Faculty Club, devoting their time to getting tenure and raising young children; she also noted that the menu had been extensively

revised this year with more health-conscious and cosmopolitan selections. She acknowledged the comment by M. Frankman that some faculty utilize Thomson House, and this is basically a positive situation, as both Thomson House and the Faculty Club are thriving and each contributes significantly to the quality of academic life on campus.

OTHER BUSINESS

A. Paré: MAUT needs to create an e-mail discussion forum for members. All communication at present is one-way only.

[update: See Maut EntreNous, page 10.]

MAUT EntreNous

Deanna Cowan

deanna.cowan@mcgill.ca

In recognition of the need for an open discussion forum for members, a second MAUT e-mail listserv, “MAUT EntreNous,” has been created. This will be an unmoderated discussion list, managed by the VP Communications. For this initial attempt I’ve set up a “Google Group” account, which appears to accommodate this list’s needs and restrictions. I am very grateful to the three volunteers who helped me test the messaging and identify some unexpected issues.

The basics are:

- Access to this listserv is available to MAUT members only, but all categories are eligible and welcome—Full, Associate, or Retired.
- Subscribing to *MAUT EntreNous* is completely voluntary. Only members who wish to join the new listserv will receive its messages.
 - N.B. The *MAUTForum* listserv will continue to distribute official messages to all members, as before.

- Any valid and verifiable personal e-mail address can be used, it doesn’t have to be a mcgill.ca address. Members who choose to subscribe with a Google Mail (gmail) address will be able to access a web version of the list, in addition to / instead of regular e-mail.
- The group’s information and the listserv archives will not be listed in Google’s directories—with luck, this will greatly reduce the likelihood of spam.
- The default setting is that all messages and all replies are sent to all of the list subscribers.

All we need now are subscribers! If you’d like to participate, just send an e-mail to the list owner, vpcomm.maut@gmail.com. You’ll receive confirmation and further information, usually within 48 hours.

MAUT EXECUTIVE AND COUNCIL April - November 2008

EXECUTIVE	NAME	PHONE	FAX	E-MAIL
President	Edith Zorychta (Pathology)	09018	7446	edith.zorychta@mcgill.ca
President-Elect	Richard Janda (Law)	5097	8197	richard.janda@mcgill.ca
Past President	Malcolm Baines (Microbiology & Immunology)	4443	7052	malcolm.baines@mcgill.ca
V P Internal	Beverlea Tallant (Occupational Therapy)	4522	8193	beverlea.tallant@mcgill.ca
V P External	Brendan Gillon (Linguistics)	4868	7088	brendan.gillon@mcgill.ca
V P Communications	Deanna Cowan (Library)	09669	3890	deanna.cowan@mcgill.ca
Secretary - Treasurer	Estelle Hopmeyer (Social Work)	7067	4760	estelle.hopmeyer@mcgill.ca

COUNCIL	NAME	PHONE	FAX	E-MAIL
	Ian Butler (Chemistry)	6910	3797	ian.butler@mcgill.ca
	Julie Cumming (Music)	398-4535 x00290	8061	jcumming@music.mcgill.ca
Retired Professors	John Dealy (Chemical Engineering - Emeritus)	4264	6678	john.dealy@mcgill.ca
	Hamid Etemad (Management)	4018	3876	hamid.etemad@mcgill.ca
	Terence Hébert (Pharmacology & Therapeutics)	1398	6690	terence.hebert@mcgill.ca
Chair, Librarians' Section	Jim Henderson (Library)	09115	3890	jim.henderson@mcgill.ca
	Audrey Moores (Chemistry)	4654	3797	audrey.moores@mcgill.ca
	Meyer Nahon (Mechanical Engineering)	2383	7365	meyer.nahon@mcgill.ca
	Gary Pেকেles (Pediatrics)	(514) 412-4349	(514) 412-4249	gary.pekeles@muhc.mcgill.ca
	Ian Strachan (Natural Resource Sciences)	7935	7990	ian.strachan@mcgill.ca
	Gloria Tannenbaum (Pediatrics / Neurology & Neurosurgery)	(514) 412-4400 x 22753	(514) 412-4331	gloria.tannenbaum@mcgill.ca
	Maria Zannis-Hadjopoulos (McGill Cancer Centre)	3536	6769	maria.zannis@mcgill.ca

OFFICE STAFF	NAME	PHONE	FAX	E-MAIL
Administrative Officer	Honore Kerwin-Borrelli	3942	6937	maut@mcgill.ca
Professional & Legal Officer	Joseph Varga	3089	6937	jvarga.maut@mcgill.ca

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.

Postal Address: McGill Association of University Teachers
3459 Peel Street, Room 202
McGill University
Montreal, Quebec, H3A 1W7

Telephone: (514) 398-3942

Fax: (514) 398-6937

Editor: Deanna Cowan (Library)

Administrative Officer: Honore Kerwin-Borrelli

Is your mailing label correct?

Mailing labels are supplied by Human Resources. If your information needs updating, you can make the changes on Minerva (see <http://www.mcgill.ca/minerva-faculty-staff/>) or contact HR at 398-6765.