



NEWSLETTER

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

www.mcgill.ca/maut

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This newsletter is being distributed electronically to all McGill academic and librarian staff. It is also posted on the [MAUT website](http://www.mcgill.ca/maut). Hard copies can be obtained by contacting the MAUT office: maut@mcgill.ca, 514-398-3942. If you are not a member of MAUT, consider joining!

[Click here for membership information and form.](#)

MAUT HAS A NEW WEBSITE!

Caroline Riches, VP Communications

We are pleased to announce that the move from the old MAUT website to the new is now complete – and the new MAUT website is live. Check it out at www.mcgill.ca/maut! The MAUT logo and website banner have also been redesigned, so we are all dressed up and ready to go. We encourage you to bookmark the site as we will be updating and using the website regularly to communicate with MAUT members and the wider university community. For example, soon to come is a tab under ‘news and reports’ to list motions discussed at Council.

Your suggestions and comments on the website, what would be of interest to you as a member in terms of website content etc., are most welcome.

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A WORD FROM THE MAUT PRESIDENT

Al Shrier, MAUT President

Challenging times are upon us as we face an assault by the government on the financing of the universities. The severity of the government imposed budget cuts to McGill are such that all avenues are being considered. The Executive of MAUT has had meetings with the Provost and Principal to consider the broad impact of these cuts and strategies to move forward. We are considering the effect this will have upon our academic lives as well as on our compensation, including salaries, pensions and benefits. This issue affects the entire

university community and our recent press release demonstrates our united voice on this very serious state of affairs. (Feb. 21, 2013:

<http://www.mcgill.ca/channels/news/mcgill-groups-unite-denounce-cuts-universities-225123>)

Of course the second front is the downturn in the financial markets and low interest rates that are creating a crisis for pension plans, including our own. Many of us have already faced an increased pension contribution as of January 2013 and we are scheduled to face another pension increase beginning in 2014, as a result of Amendment 24 of the Pension Plan. During this past year the members of MAUT, including past-President John Galaty and I, have worked closely with the Provost to completely alter the process for policy change related to compensation. Previously, the Committee on Academic Staff Compensation (CASC) deliberated the subject of faculty salary only, while other committees addressed pensions and benefits. Going forward all proposals related to salary, pension or benefits will be considered by CASC first before being taken to other committees or presented as proposals to the Board of Governors, and as such we expect to avoid issues such as Amendment 24. That being said, we are considering many different scenarios to balance our pension deficit, on one hand, and to settle our salary policy on the other. In all cases we are developing strategies that will reach into the future. John Galaty's Mid-Year Report in this newsletter provides more detail with respect to pension and related issues.

The issue of University financing along with the *Sommet* on post-secondary education are ongoing areas of involvement for MAUT. Most recently, Ken Hastings, MAUT President-elect attended the pre-*Sommet* at Rimouski as part of a delegation from FQPPU (*Fédération québécoise des professeures et professeurs d'université*) and both he and I attended the Montréal Métropole Universitaire, sponsored by the Montreal Chamber of Commerce earlier this month. We are interacting with others within McGill and with colleagues and associations across the Province. MAUT is also involved at the National level with CAUT where we participate on Council and in various forums. We are working together with CAUT on a variety of fronts in defense of colleagues and on the matter of research funding by the government. During this past year, with support from CAUT, the McGill librarians have successfully worked through a large number of issue concerning collegiality and academic freedom.

MAUT has been involved in a wide variety of activities across the university about which I will touch on but a few. On the matter of Academic Freedom, MAUT was involved in the Provost's Forum last fall and has formed an Academic Freedom Committee Chaired by VP External Brendon Gillon who reports on this in detail below. MAUT is leading the charge in forming a Citizen's Committee in pursuit of a dialogue with other groups across the campus. We have also been involved working with the Provost's office on the Academic Leaders Forum. We continue to serve the faculty by providing advisors to deal with cases related to tenure, grievance, misconduct and firings and we propose members to five related Senate committees. MAUT members are working with the administration to consider other changes to governance and we have been consulted several times this year to consider changes to our academic regulations. The bottom line is that MAUT is out there working hard to support our members and, in fact, all faculty at McGill.

As Ken Hastings will elaborate further in the Newsletter, this year we turned to conducting surveys of our members on issues of general importance and thank you all for your participation. Somewhat below the radar, we have also been developing a new MAUT

website that our VP Communications Caroline Riches will mention further below. It is our plan to use the website more effectively in providing important information to our members.

While we are in a difficult situation, it will pass. In the meantime, we must develop strategies to carry us through this crisis with a longer-term plan that will bring us to a stronger position with improved compensation and a more supportive environment. MAUT is comprised of you the faculty members and I encourage you all to get involved to work towards keeping McGill a first rate international institution and a great place work.

Best, Al

PENSION, BENEFITS, ACADEMIC COMPENSATION AND OTHER KEY ISSUES

John Galaty, MAUT Past-President

In January, 2012, MAUT sent a “Mid-Year Report 2011-12”, which presented to members MAUT’s involvement in the events of the year:

https://www.mcgill.ca/maut/sites/mcgill.ca.maut/files/galaty_mid-year_report_25jan2012.pdf

This Newsletter report will address what has been accomplished since regarding ongoing and new issues of broad faculty concern. Many MAUT activities are carried out without fanfare or attention, through conveying faculty viewpoints to the Principal and Provost, pursuing faculty interests through the Committee on Academic Staff Compensation (CASC) and the Staff Benefits Advisory Committee (SBAC), and working through MAUT and university committees on staff grievances, equity, day-care, tenure appeals, grievances and discipline, and academic freedom. The tumultuous 2011-12 year, with the MUNACA strike and the wider student protest over tuition hikes, has led to continuing debates in the wider Quebec society over higher education, including questions regarding the mission of the university, appropriate compensation for administrators, and methods of financing the universities.

Academic Compensation

One outcome of MAUT’s protests over the imposition of Amendment 24, in July, 2011, without consultation with the authorized representatives of the employee groups, was the establishment of CASC as the major table where all financial matters concerning academics would be discussed, whether salaries, pensions or benefits. Pensions and Benefits will also be examined by committees that represent diverse university constituencies, namely the Pension Advisory Committee (PAC) and the Staff Benefits Advisory Committee (SBAC), but in addition the Committee on Academic Staff Compensation (CASC) will consider all issues concerning academic compensation.

Pensions

MAUT has been following up on the ramifications of Amendment 24, announced in July, 2011, for the stabilization of and payment for faculty pensions. Given the drop in returns on asset holdings stemming from the 2008 stock-market crash, the McGill University Pension Plan has experienced serious shortfalls in revenues, leading to a deficit in two areas: coverage of the cost of Annuities which the university previously contracted with

previously retiring pension plan members (Annuities are no longer offered by the university); and coverage of the costs of the 'defined benefit minimum' (DBM) payments, which are calculated (or 'crystallized') for each member at the age of 65, whether or not that member retires. While the university benefits from historically low interest payments on its deficit, the low level of returns on its pension assets has driven up the costs to the university of covering its pension obligations. Amendment 24 was intended to strengthen the university's financial situation vis-à-vis the pension plan through effecting several changes, on which MAUT has taken varying positions.

(a) MAUT accepted the increase in member contribution rates, on the principle that higher contributions would represent a type of forced savings, with all added contributions being paid directly into members' own accounts. As we all have noticed, these higher contributions have resulted in decreased take-home pay, and will lower the level of DBM payments made to some.

(b) MAUT protested the cessation of matching university pension plan contributions after the age of 65 (and up to the age of 69) for those who continue full-time employment, on the principle that the 10% pension plan contributions by the university represent a benefit tied to service. However, a legal finding based on a case MAUT supported against reduced university contributions held that the university was not obliged to continue matching contributions for members beyond the age of 'normal retirement' (i.e. 65). As a result of MAUT's strong defense of the financial interests of members over 65, the MAUT and administration groups within CASC came to an agreement that the university should provide contributions of 5% for all pension plan members who continued employment from 65 to 69. It took most of the year to finalize agreement on the precise modalities of these payments, but these were recently announced; retroactive to January 1, 2012, members working full time from ages 65 to 69 will receive 5% payments into 'notional' accounts that can be accessed upon retirement or death. However, these payments will be reduced by the amount of the DBM calculated at the age of 65, ending what the university called "double-dipping", that is, receipt both of pension plan contributions and a special payment based on the shortfall between accumulated pension assets and calculations of a 'minimum' pension due (based on the best 5 years of salary). So many who receive relatively high DBM payments will in the end not benefit from the 5% notional contributions. It should be noted that this program will benefit not just academics but all pension plan members, across the different employee groups.

(c) Amendment 24 also stipulated that, as of January 2014, there would be an equal sharing of the pension plan deficit between members and the university, rather than the university covering the entire deficit regarding payments for annuities and DBMs as has been the case in the past. MAUT has consistently refused to agree to this item in Amendment 24, on the principle that, rather than involving direct member contributions (Item 1) or decreased university contributions (Item 2), it requires direct deductions from members' pension accounts for half of the total annual deficit, resulting in the inequity of some members paying the costs of other members' pensions. Furthermore, the annuity program was an obligation entered into by the university in the past, which no current pension plan member will benefit from. We feel that the university must fulfill its own financial obligations. A working group composed of MAUT and administration representatives is being struck at CASC to examine this and other potential pension plan adjustments. We have a highly competent MAUT team working at CASC who are creatively working on strengthening the financial base of the pension plan in a fair and equitable way.

Academic Salaries

In March 2012, MAUT released a 10-year prospective on changes in Canadian university salaries, which indicated McGill slipping from about 6th to 12th over the decade, and raised the question of salary shortfalls in meetings with the Provost and the Principal and in CASC. Observing that, while other employee groups have maintained salary equivalence to their comparator groups, this has not been true of academics, the Principal announced in the January meeting of Senate that the university is committed to raising the salary status of McGill in relation to the G-15 group of research-intensive universities. Draft terms of a 3-year salary policy were examined at CASC in the Fall Term, 2012, which over time would invest in academic salaries enough to significantly raise the absolute and relative level of salaries for all academic ranks, within the Canadian context. How the terms of academic salary policy will be affected by the unexpected and quite brutal cuts to the base budgets of Quebec universities has yet to be determined, but will be the subject of further discussions in CASC in the coming months.

Benefits

One element in the MUNACA labor action in the Fall of 2011 was dismay over unilateral changes in the benefits regime enjoyed by all McGill employees, including academics. The agreement struck by McGill and MUNACA, which ended the protracted strike in the Fall of 2011, involved various stipulations regarding the operation of the advisory committee (SBAC). It is not yet clear precisely how SBAC will function, and what profile of support by representatives will be needed to effect future changes to the benefits plan, but in discussing this issue MAUT is committed to ensuring that all proposed changes are subjects of authentic consultation, both at CASC and SBAC, before any decisions are made.

Responding to the Budget Cuts

Since the Quebec government announced roll-backs to the tuition increases agreed to by the previous Liberal government, and unilateral cuts to the university base budgets retroactive to 2012-13 and for 2013-14, members of the MAUT Executive have been involved in discussions with the administration about how to manage the enforced cuts and diminished revenues. We urged and supported the wider consultations across the university community that the Provost and Principal have engaged in. As far as possible, we have urged that the administration avoid across-the-board cuts, but protect some critical sectors of university expenditures, that maintain our core commitments, while cutting where possible. Given that no one can predict the political future, we have recommended that as far as possible cuts be made that are reversible over a 2-3 year prospectus.

While many programs could potentially be cut back without being eliminated, it may be difficult to achieve the depth of budget reductions that the PQ government requires without affecting salary levels and positions. We have advised slowing down or halting the hiring of new professors on a short-time basis, being careful not to create a demographic hole in the age profile of faculty members such as followed the cuts of the 1990s. We have conveyed our expectations that any reduction in non-academic staff will affect the James Building and units of the upper Administration equally with the faculties and departments. We have also urged that TA-ships be protected, since this area of expenditure is critical for maintaining the quality of teaching for undergraduates, financial support for graduate students, and equitable terms of service for academics. We realize that upcoming deliberations will

involve very difficult choices, requiring consideration of the financial health of the institution and protection of academic terms of service and compensation.

Summit on Higher Education

Several pre-summits were held in order to 'prepare' for the *Summit on Higher Education* that was held on February 24th and 25th. MAUT delegates have been involved in preparations for these pre-summits held by the FQPPU and establishment of FQPPU's policies on key issues under debate. Several Executive Committee members have participated in the pre-Summit meetings, and have presented perspectives on the issues of the day. In response to the unilateral budget cuts, and with the intention of unifying groups too often divided in the policies on higher education they advocate, MAUT initiated the development of a joint McGill statement decrying the cuts in higher education, also signed by MUNASA, MUNACA, SSMU, PGSS, and the Principal. We are exploring the possibility of extending the joint sponsorship of this statement to other universities. On the arrangements for the Summit, we are dismayed at how little space was provided at the Summit for contributions by the faculty members of the Quebec universities and how little time was allocated for discussion of serious issues relating to the future of the university system. While indexation of future tuition seems is a reasonable step, it will make little impact on university under-funding, nor will rectify the budgetary lurches that have characterized this government's approach to university funding. The prospect of creating an independent *Conseil* to help develop Quebec policies on higher education may prove positive, but such a body should not aim to micromanage universities pursuing quite different missions, with different financial needs. It is certainly desirable for MAUT to work closely with FQPPU as that organization faces added responsibilities as the voice of faculty members across the province at a time of financial stress and contentious issues facing the universities.

MAUT at Senate

MAUT has no statutory role in Senate, but several members of the Executive Committee occupy Senate seats and places on key Senate committees, including the Steering Committee and Nominating Committee. MAUT also convenes Pre-Senate meetings in the Faculty Club which academic, non-academic and student Senators attend (over lunch) to coordinate positions on Senate business and review upcoming issues. Ongoing issues include:

Regulations on Discipline and Dismissal

These regulations are in need of review, especially because procedures for dismissal do not at present provide for examination of evidence against a faculty member facing dismissal by a committee of peers, or for an adequate appeal mechanism. An MAUT working group is examining these procedures, in light of practices followed at other Canadian institutions, and will be working with the Associate Provost to bring revised regulations to Senate for consideration in the Fall Term.

Collegiality and Faculty Councils

A question has been posed in Senate regarding the review of procedures followed by McGill's academic faculties regarding Faculty Councils. Most important is the principle that all faculty members have access to participation in university governance through Faculty Councils as an element of academic freedom. A working group will report back to Senate in September.

Academic Freedom

Following up from the Provost's Conference on Academic Freedom and the MAUT convened Open Forum on Academic Freedom, the MAUT Academic Freedom Committee has been meeting to formulate principles that should inform any statement on Academic Freedom at McGill, and to formulate a draft statement that would be examined by the MAUT Council. It would then be presented to Senate for its consideration, and as a result of Senate deliberation would be incorporated into the Academic Regulations. The initiative MAUT has taken to consider the desirability of having a McGill statement on Academic Freedom rose out of uncertainties expressed during the MUNACA strike regarding rights of academic freedom and a controversy that occurred between AUCC and CAUT over their respective views on academic freedom. MAUT Council unanimously affirmed its support for the CAUT formulation, but many felt that there should be greater elaboration in a McGill statement regarding protection from outside interventions in academic affairs, whether by governments, donors, or professional accreditation bodies, appropriate to a research-intensive institution. Brendan Gillon goes into this issue in more depth in the article on Academic Freedom below.

ACADEMIC FREEDOM

Brendan Gillon, VP External, MAUT

Interest in the question of academic freedom was prompted by discussion of academic freedom at the 2011 Fall meeting of the Council of CAUT (Canadian Association of University Teachers) and by the controversy surrounding the statement of academic freedom issued by the AUCC (Association of Universities and Colleges of Canada) earlier that year. At the December 2011 meeting of MAUT Council, it decided to strike a committee on academic freedom to look into whether or not McGill University had a statement of academic freedom, and if it did not, as it does not, to assess whether or not it should have such a statement and to make recommendations on what such a statement should look like. The committee comprises: Jane Aitkens (Libraries), Dan Ceres (Faculty of Religious Studies), John Galaty (Department of Anthropology), Brendan Gillon (Department of Linguistics) and Ian Henderson (Faculty of Religious Studies). It has met several times over the past fifteen months, studying during that time various reports on academic freedom. These include reports done for the 1968 Tripartite Commission, a McGill University body, a report done for the FQPPU (*Fédération québécoise de professeures et professeurs d'université*), as well as various documents belonging to CAUT. In addition, the committee read a variety of statements on academic freedom, not only CAUT's statement, but also the statements by the AAUP (American Association of University Professors) as well as those of various universities in Canada, the United States and in Europe. The committee also looked at various bodies set up within universities to address questions of the breach of academic freedom. Most recently, several members of the committee travelled to Toronto to attend a three day conference on academic freedom, sponsored by the Harry Crowe Foundation.

The committee has drawn several conclusions. First, it has agreed that, as well crafted and as thorough as many statements of academic freedom are, including the statement by CAUT, it is an important exercise, if McGill University is to have a statement on academic freedom, for the scholars at McGill to write its own statement. The reasons are several. The question of academic freedom is a complex one about which most of us have given little or

no thought. Yet, academic freedom is essential to academic life; indeed, many have claimed to democracy. As university teachers and researchers we know that apparently relatively simple questions turn out, on examination, to be complex. Surely, if we are going to adopt a statement on academic freedom, we should have thought about it long, hard and carefully. While we should certainly take advantage of the reflection of others, we must formulate our own statement, not only because merely copying the work of others is unscholarly, but also, and more importantly, because we must ensure that any statement adopted by McGill University on academic freedom take into account any of the university's specificities. Finally, the very process of adopting a statement of academic freedom should exemplify the ideals of academic freedom, ensuring that there is wide consultation taking account of the widest diversity of views.

As part of the preparation for making a recommendation on what a statement of academic freedom for McGill University should look like, MAUT's academic freedom committee held an open meeting from 12h00 to 14h00 on Friday, February 8th, to which all members of the academic community were invited, as well as representatives of MUNACA, MUNASA, SEIU, SSMU and PGSS. The committee solicited the views of all members of the academic community on what aspects of university life should be explicitly protected under academic freedom, and on what aspects threaten to abridge academic freedom in an unwarranted way.

The topics raised included forces within the McGill community (administrative pressures, departmental dynamics, and others) which compromise academic freedom with respect to one's teaching, research and service. The topics raised included areas within the university community that are protected by academic freedom, especially those that concern our core academic responsibilities, in teaching, research, and service; interactions with bodies outside the university community that should be protected by academic freedom, including: interactions with funding agencies whose boards are increasingly constituted of non-academics; interactions with donors who seek to make donations with 'strings attached', weakening the scope of academic oversight of the academy; interactions with professional accreditation bodies, which may impinge on academic control over curriculum and professional training; interactions via partnerships with the private sector, which may curtail free choice of topics and strategies in teaching and research. The open forum was broadcast live on the internet (<http://bcooltv.mcgill.ca/Viewer/?EventID=201301257837>) and remains available for viewing. In addition, members of the McGill academic community were invited to submit their thoughts to the committee by email (acadff.maut@mcgill.ca) until February 28th.

The committee is now formulating its report and plans to submit it to MAUT Council and to its Spring General meeting.

LIBRARIANS' SECTION REPORT

Sharon Rankin, MAUT-LS Chair

Librarian membership

The Librarians' section has a total of 52 active members and 14 retired members. Our membership represents 76% of the academic librarians currently on staff in the McGill Library.

Professional Issues Committee

This fall we ran a successful electronic election using LimeSurvey and now have a newly-elected Professional Issues Committee composed of 8 tenure-track and tenured librarians. The Professional Issues Committee (PIC) advises the MAUT-LS Executive on matters relating to any areas of professional concern to McGill librarians and also contributes to the professional development of McGill librarians.

Librarian Issues

Over the past nine months there has been substantial and continuing progress to resolve outstanding librarian issues. The MAUT Librarians' Section executive and the Dean of Libraries, Dr. Colleen Cook have met informally on a monthly basis to work on proposals to resolve the remaining issues. In preparation for the CAUT Council meeting on November 23rd to 25th, 2012, the MAUT Librarians' Section Executive completed a review of the status of the 28 issues that were identified in its discussion document of May 2010, entitled "Problems faced by McGill librarians regarding collegiality and academic freedom."

Of the 28 issues identified, 23 are considered resolved, 4 issues are underway to resolution and 1 issue is flagged as a future concern requiring no action at present. We recommended to the CAUT Executive that CAUT Council withdraw its motion of censure against McGill University and this motion was passed. We based this recommendation on the assumption and expectation that the issues currently underway to resolution will be completed in the coming months and that the improved climate of collegiality and communication will continue into the near and distant future. The work of the *CAUT Ad Hoc Investigatory Committee into the situation of Academic Librarians at McGill University* and its members, Mr. Kent Weaver (University of Toronto) and Dr. Toni Samek (University of Alberta) was very helpful to us and we are very grateful for this assistance.

Meetings

The MAUT-LS Fall general meeting was held on Friday, November 30, 2012.

THE YEAR IN SURVEYS

Ken Hastings, MAUT President-Elect & Caroline Riches, VP Communications

This article summarizes our recent experience with surveys of the MAUT membership, what we have learned as a result of these surveys, and what issues are relevant to the future use of such surveys.

Recent Experience

MAUT carried out three electronic surveys of its membership since April 2012.

- 1) to solicit input to provide to the Advisory Committee for Search for the Next McGill Principal
- 2) to solicit opinions regarding the Quebec Tuition Fee Conflict and Bill 78
- 3) to solicit opinions and comments regarding the Nov 30 2012 revised draft Protocol Regarding Demonstrations, Protests and Occupations on McGill University Campuses.

Survey on Search for Next Principal (May 7 - 9, 2012)

This survey consisted of three questions, each asking for free-style written comments and was sent via the MAUT listserv to 1245 recipients There were 140 respondents who left a

combined total of 180 comments. The survey output was reported in several ways. First, all comments were provided, as is, without comment or interpretation, to the Advisory Committee. Second, we prepared a summary of the results by identifying all comment themes that occurred more than 5 times, and listing them in descending order of frequency of occurrence. For each of the three questions there were 3 - 7 such multiply-mentioned themes, the most frequent being mentioned by 43 - 57 respondents. This summary list was circulated by email to MAUT members and to the Advisory Committee (Aug 2, 2012). Here we list the 3 questions and provide for each the most frequently-mentioned comment theme.

Q1 What are the opportunities, challenges and priorities facing the University and the Principal over the next 5-10 years which are relevant to the nomination of the next Principal?

Most frequent response theme (57 respondents)

Improve university governance and collegiality

Address corporatization and growing divide between administration and faculty

Reverse proliferation of senior administrators

Rebuild a sense of a collegial academic community with real consultation from faculty, students.

Q2 What will be the key roles and responsibilities of the Principal in leading McGill through the next 5-10 years?

Most frequent response theme (43 respondents)

Building an inclusive collegial academic community on campus

Q3 What are the required and desirable characteristics, qualifications and experience of candidates for the position of Principal?

Most frequent response theme (54 respondents)

A respected scholar with strong academic credentials who actively supports excellence in research and teaching

We do not know to what extent this input influenced the process, but we believe this was the largest single collection of input comments from the McGill community to the Advisory Committee. The Committee's final choice of Suzanne Fortier (current President of NSERC and McGill's new Principal-Designate) certainly appears to satisfy the wish expressed in Q3. It remains to be seen how Dr Fortier will function in terms of the issues raised in Q1 and Q2.

Survey on Quebec Tuition Fee Conflict and Bill 78 (May 30 - June 4, 2012)

This survey consisted of four multiple-choice questions. There were 537 respondents. Several respondents expressed the desire to make open comments, which were then invited by a general email to all MAUT members. Twenty comments were received. The responses to the survey were circulated to the MAUT membership on July 26 2012. They are summarized here:

Q1 What is your opinion regarding the Quebec government's raising of university tuition fees?

In Favour 76.5% (406), **Opposed 17.1%** (91), **Unable to Judge 6.4%** (34), **skipped** (6)

Q2 What is your opinion regarding the students' boycott of classes in response to the government's raising of university tuition fees?

In Favour 19.5% (104), **Opposed 73.6%** (393), **Unable to Judge 6.9%** (37), **skipped** (3)

Q3 Bill 78 (Section 13) forbids protestors' interfering with students who wish to attend classes. What is your opinion of Section 13 of Bill 78?

In Favour 81.3% (435), Opposed 14.6% (78), Unable to Judge 4.2% (22), skipped (2)

Q4 Bill 78 (Section 16) requires organizers of demonstrations of 50 or more people to give notice to the police 8 hours before the demonstration, giving its route or venue and timing, and to revise the route or venue if police feel the plan poses a risk to public security. What is your opinion of section 16 of Bill 78?

In Favour 54.9% (294), Opposed 38.1% (204), Unable to Judge 7.1% (38), skipped (1)

This information was very useful background in assessing what statements MAUT might make or endorse or dissociate itself from. In addition, in response to a written comment associated with the survey, MAUT Council began steps to organize an information session explaining the implications of Bill 78 for McGill professors. However, the session was cancelled as a result of the election of the *Parti Québécois* government in September 2012, who very quickly rescinded Bill 78, and the tuition fee increases the previous Liberal government had enacted.

Survey on the Nov 30 2012 revised draft Protocol (Dec 12 - 19, 2012)

This survey was initiated following the release of the Nov 30 revised draft protocol by VP DiGrappa and Provost Masi with their request for feedback. The survey consisted of three multiple choice questions, with the opportunity for free-style written comments. There were 86 respondents, and a total of 81 written comments.

Q1. Do you think McGill needs a Protocol Regarding Demonstrations, Protests and Occupations on McGill University Campuses?

Yes 64.0% (55), No 25.6% (22), Undecided 10.5% (9), comment (30), skipped (0)

Q2. Would you endorse the Draft Protocol of November 30, 2012 in its entirety?

Yes 36.9% (31), **No 48.8%** (41), Undecided 14.3% (12), comment (15), skipped (2)

Q3. Would you amend the Draft Protocol of November 30, 2012 and how?

Yes 33.7% (28), **No 41.0%** (34), Undecided 25.3% (21), comment (36), skipped (3)

Among the 81 written comments, five points were raised by two or more respondents and these were reported in the following summary statement sent to protocol.comment@mcgill.ca on Jan 7, 2013.

Based on a survey of its members conducted in December, MAUT supports the idea of a Protocol but does not endorse the Nov 30 revision in its entirety. The Nov 30 revision would be improved by: 1) increasing clarity on the criteria that would define a non-peaceful assembly, including more specific identification of "restricted areas", and removing the number of demonstrators as a factor in this determination, 2) stipulating a predetermined list of individuals, which must include academics, empowered to call for dispersal of a demonstration, or for calling in the police, 3) limiting the requirement of demonstrators to identify themselves and to follow unspecified directions of security to those demonstrations that have gone beyond the limits of the protocol, (rather than blanket application to all demonstrations including those operating within the acceptable limits of the protocol). 4) stipulation that the university receive prior notification of a planned demonstration, and 5) explicit recognition that protests/demonstrations are an important and useful aspect of civic and campus life and might entail some disruption of normal activities.

This message was followed up on Jan 10 with survey statistics and a complete set of anonymized comments received. These messages, including the anonymized comments were circulated to MAUT members on Jan 17, 2013.

We do not know what impact the input from the MAUT survey had on the deliberations. However on Jan 16 the administration announced that, as a result of the consultation process, it was clear that further discussion on this issue was warranted, and that, rather than bringing the Protocol to Senate and the Board at their next meetings for ratification, as originally planned, there would be a new round of consultation to develop a Statement of Values and Principles Concerning Freedom of Expression and Freedom of Peaceful Assembly.

What did we learn from these surveys?

We learned that MAUT members will respond to surveys and will freely express their opinions. We learned that MAUT members felt that the main characteristic to be sought in a new Principal is that he/she be a respected scholar, committed to teaching and research, and that issues relating to inclusive collegial academic governance were the major challenges faced.

We learned that MAUT members were in support of increased tuition levels, opposed to the student boycott/strike, in favor of those aspects of Bill 78 legislation that 1) blocked interfering with students who wished to attend classes, and 2) required demonstrators to notify police.

We learned that MAUT members approve of the idea of a protocol governing protests and demonstrations, but that they would not endorse the Nov 30 revised Protocol in its entirety.

Some of these results were unexpected to us and perhaps also to some of you who have read this. This shows the great value of the surveys as a set of facts that can reveal misunderstandings that we may have regarding the thinking of our fellow MAUT members. We have received constructive feedback on the design of our surveys and survey questions. Consideration has also been given to what committees should have input into future surveys and a general practice of designing surveys in conjunction with Executive and Council has been adopted for future surveys. Additional issues to be considered with regard to surveys are statistical analyses and the response rate considered to be adequate to convey meaningful information. These and other points can be addressed in future Newsletter articles.

We believe that the leadership of an organization should make every effort to be in touch with its membership, so we think surveys are a most useful tool, though we do recognize some of their many weaknesses. We would appreciate your feedback on any aspect of the use of surveys to determine MAUT membership opinions.

MORE ON MAUT SERVICES – HELPING MEMBERS

MAUT's Professional and Legal Officer, Joseph Varga, is a lawyer with a background in industrial relations and economics and is available to answer your questions and provide you with advice concerning McGill employment issues ranging from salary to dismissal. He has almost 20 years of experience in helping members with their concerns. On average, in a given year, we receive hundreds of calls, faxes, and e-mails for information and advice from

our members and others. On average, there are approximately 45 watching briefs (dossiers) opened at the request of individual members, which require follow-ups and more involved assistance. These dossiers deal with such things as harassment, grievances, appeals, sabbaticals, salaries, leaves, retirement, reappointments, promotions, tenure, research integrity, intellectual property, disciplinary actions, university governance, etc.

In addition, the Professional and Legal Officer helps to determine an Advisor for the member facing more involved cases, for example - grievances and appeals. If you have concerns about your career progress, or a work-related problem that you need help with, you can receive advice at any time from the Association's Professional and Legal Officer. All consultations with him are part of the benefits of being a MAUT Member, and are entirely confidential. Please do not hesitate to contact Joseph Varga, at (514) 398-3089 or by e-mail at jvarga.maut@mcgill.ca

UPCOMING EVENTS

March 19, 2013 - Thomson House

12:00 noon - 2:00 pm

CITIZENS' COUNCIL MEETING

April 10, 2013 - Faculty Club

12:00 noon - 2:00 pm

REGULAR MONTHLY COUNCIL MEETING

ALL MAUT members are welcome to attend Council meetings. **RSVP required:** maut@mcgill.ca

April 12, 2013 - Faculty Club

12:00 noon - 2:00 pm

ADDITIONAL COUNCIL MEETING

ALL MAUT members are welcome to attend Council meetings. **RSVP required:** maut@mcgill.ca

April 19, 2013 - McGill Faculty Club

9:00 AM - 11:45 AM

TENURE, RENEWAL & MENTORING WORKSHOP *for* ACADEMIC & LIBRARIAN STAFF

11:45 am

LUNCH RSVP required: maut@mcgill.ca

12:00 noon - 2:00 PM:

MAUT SPRING GENERAL MEETING RSVP required: maut@mcgill.ca

ALL MAUT members are strongly encouraged to attend. **RSVP required:** maut@mcgill.ca

May 8, 2013 - Faculty Club

12:00 noon - 2:00 pm

JOINT COUNCIL MEETING

October 4, 2013 - Location TBA

12:00 noon - 2:00 PM

COMMUNITY ENGAGEMENT DAY

MAUT EXECUTIVE AND COUNCIL 2012-2013

EXECUTIVE	NAME	TEL	FAX	E-MAIL
President	Alvin Shrier (Physiology)	2272	7541	alvin.shrier@mcgill.ca
President-Elect	Kenneth Hastings ((MNI)	1852	1509	ken.hastings @mcgill.ca
Past President	John Galaty (Anthropology)	1336	7476	john.galaty@mcgill.ca
VP Internal	David Harpp (Chemistry)	6685	3797	david.harpp@mcgill.ca
VP External	Brendan Gillon (Linguistics)	4868	7088	brendan.gillon@mcgill.ca
VP Communications	Caroline Riches (DISE)	5793	4529	caroline.riches@mcgill.ca
VP Finance	Christopher Ragan (Economics)	09232	4938	christopher.ragan@mcgill.ca
COUNCIL	NAME	TEL	FAX	E-MAIL
	Peter Caines (EI & Computer Engineering)	7129		peterc@cim.mcgill.ca
Retired Professors	Kohur GowriSankaran (Math&Stats-Emeritus)	3841	3899	gowri@math.mcgill.ca
	Leon Glass (Physiology)	4338	7452	glass@cnd.mcgill.ca
	Kyoko Hashimoto (Music)	00264		kyoko.hashimoto@mcgill.ca
	Nicole Ives (Social Work)	7065	4760	nicole.ives@mcgill.ca
	David Lowther (EI & Computer Engineering)	7124	4470	david.lowther@mcgill.ca
	Gregory Mikkelson (Philosophy/Environment)	094660	1643	gregory.mikkelson@mcgill.ca
	Audrey Moores (Chemistry)	4654	3797	audrey.moores@mcgill.ca
	Robert Myles (McGill Writing Centre)	3320	5449	robert.myles@mcgill.ca
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	Petra Rohrbach (Parasitology)	7726	7857	petra.rohrbach@mcgill.ca
	Kaleem Siddiqi (Computer Science)	3371	3883	siddiqi@cim.mcgill.ca
	Maria Zannis-Hadjopoulos (Goodman Cancer Centre)	3536	6769	maria.zannis@mcgill.ca
Chair, MAUT Librarians' Section	Sharon Rankin (Collection Services)	4706		sharon.rankin@mcgill.ca

OFFICE STAFF	NAME	TEL	FAX	E-MAIL
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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 / *Association des Professeur(e)s et Bibliothécaires de McGill* informed of concerns and activities.

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