



MAUT Newsletter: McGill Association of University Teachers

Spring 2016

## MAUT Spring General Meeting

**MAUT Lunch & General Membership Meeting  
SPRING – 2016  
Reception to Follow**



April 21, 2016  
McGill Faculty Club Ballroom  
3450 McTavish Street

Lunch: 11:30 am – [RSVP required](#)

Meeting: 12:00 noon to 1:30 pm

RSVP: [maut@mcgill.ca](mailto:maut@mcgill.ca)

The agenda and the minutes will be posted on the website.

## Professional Development Fund Use It or Lose It



MAUT members please keep in mind that reimbursement claims from the [Professional Development Fund \(PDF\)](#) are due April 15.

The PDF gives you up to \$500 per year to be used to reimburse you for expenses relating to professional development. Eligible expenses include membership in scholarly societies, registration for scholarly meetings (e.g., conferences) and associated travel/lodging costs, subscriptions to scholarly journals and purchases of scholarly books, and computer hardware or software.

Keep in mind that the PDF can be accumulated over three years (maximum), so if you did not use the 2013/14, or 2014/15 or 2015/16 PDF allowances you

## CAUT Update

On Wednesday, February 3, CAUT Communications Officer Angela Regnier came to McGill to offer a workshop on Communications and Media Relations for interested members of MAUT. The workshop was fully booked. The participants came away with a number of new ideas on how better to communicate MAUT's message to our members and potential members as well as to the wider community. The CAUT regularly organizes a range of workshops, some of which can be requested to be given at McGill, on issues such as: equity, grievances, communications and much more. Members who are interested in attending workshops on particular topics should contact VP-External Axel van den Berg at [axel.vandenberg@mcgill.ca](mailto:axel.vandenberg@mcgill.ca).



This year's conference of the Harry Crowe Foundation was held in Toronto, February 26-27. The conference theme was "Academic Freedom in the Managed University." For more information visit <http://www.crowefoundation.ca/>. Brendan Gillon and John Galaty represented MAUT at the conference.

## FQPPU Update

The FQPPU held its 86th Conseil Fédéral on February 11-12, 2016. Our legal officer, Joseph Varga and VP-External Axel van den Berg attended the meeting. Topics discussed included the campaign to protest against the provincial government's cutbacks on higher education, a proposal for a minimum research fund for all university professors, and ways of improving orientation and information about university life and organization for new faculty, among others.



The English version of the FQPPU's Winter Newsletter is available at <http://fqppu.org/wp-content/uploads/2016/01/Newsletter-January-2016.pdf> and contains articles on the Quebec government's austerity policies, a survey on working conditions and priorities among members of FQPPU-affiliated unions and associations, the Quebec Bill on University Pension Plans and more.

As part of the 84th annual meeting of l'Association francophone pour le savoir (ACFAS) to be held at the UQAM this year, the FQPPU is organizing a two-day symposium on current trends towards managerialism and economic utilitarianism in the governance of universities, entitled "De l'administration à la gouvernance des universités: progrès ou recul?" to be held on May 9 and 10, 2016. For more information, visit the FQPPU's website at <http://fqppu.org/appel-a-communication->

have \$1500 that you can spend before April 15. Note that you will lose the 2013/14 allowance if you do not use it now.

Please check the details at

<https://www.mcgill.ca/financialservices/researchers/pdf>.

Be careful about the timing of conferences keeping in mind that your reimbursement claim due April 15 cannot include meetings that are scheduled to occur after April 30 2016. Also be aware that original receipts are required.

**Ken Hastings**  
**MAUT VP Finance**

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### Tenure and Mentoring Workshop

The MAUT is offering its [15th annual workshop on Reappointment/Tenure and Mentoring](#) in the morning of April 21. For those who have not received tenure yet, this is an opportunity to better understand the process and the demands of the tenure exercise and to get tips on how to prepare for it in a timely manner. More importantly, it is an opportunity to learn first-hand from disciplinary colleagues about criteria applied to the evaluation of tenure dossiers and to get answers to specific questions in an interactive, friendly and open context. For those who serve on Departmental and University Tenure Committees, this is an opportunity to find out how other units support their untenured faculty. The workshop is open to members and individuals who intend to join MAUT. Please contact [maut@mcgill.ca](mailto:maut@mcgill.ca) to register for the workshop.

**Alenoush Saroyan**  
**MAUT VP Internal**

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### Need Child Care and/or Elder Care?

**Did you know that there are dedicated resource people available to you at McGill who can help with issues related to child and elder care?**

For academics, the designated person is Michelle Cubano-Guzmán. Her title is Faculty Relocation Advisor but she also provides general advice on family support (child care and elder care). She also works closely with newly hired professors and their families during their relocation and transition process in Montreal. She can assist with decisions regarding housing and choosing neighbourhoods, schooling options and language regulations, healthcare, daycare, McGill benefits, partner's employment transition, and more. You can reach Michelle by [email](#) or by phone (514) 398-1339.

For students and admin/support staff, the designated person is Tanya Lalonde. She has been appointed recently as the new Family Resources Coordinator at McGill. The McGill Family Resources project is a new initiative created with help from the [SEDE](#), the [Senate Subcommittee on Women](#) and the [Sustainability Projects Fund \(SPF\)](#) to provide resources and support to student and staff parents on campus. Tanya is available to meet with students and staff individually. She is also in charge of organizing an orientation in the fall and will be offering workshops during the year. An upcoming event is the [Family Care Forum](#), to be held on March 29 at the SSMU Ballroom. If you know of students or staff who need support to sort out their family commitments, please ask them to contact Tanya by [email](#) or by phone (514) 398-5645.

[colloque-449-de-ladministration-a-la-gouvernance-des-universites-progres-ou-recul-lundi-9-et-mardi-10-mai-2016/](#). Our own Marc Richard will give a presentation at the symposium entitled, intriguingly, "Gouvernance vs. administration: une distinction valide? Oui, mais."

The FQPPU has produced a series of 2-3 minute videos profiling young professors in the full range of academic disciplines as a way of making the world of the university more accessible to the general public. The FQPPU is still looking for one or more McGill professors who would be willing to be the subject of such a short video profile, in French or in English. To see what these Portraits de profs so far look like, visit <http://fqppu.org/valorisation/>. If you would like to participate in this initiative and/or can think of a colleague who might wish to, please contact VP-External Axel van den Berg at [axel.vandenberg@mcgill.ca](mailto:axel.vandenberg@mcgill.ca).

The FQPPU has just published a booklet entitled "Le Financement de la recherche universitaire au Québec : évolution et enjeux." The booklet summarizes the findings of the voluminous report on research funding in Quebec produced by the FQPPU's Committee on University Financing, focusing on the relative decline of the proportion of funding coming from the Quebec government and the trend towards concentration of funding at the expense of smaller universities and projects. Copies of the booklet, with an English abstract, are available from the MAUT office.

The FQPPU is in the process of forming a working committee on the effects of digital technologies on teaching and research. It will consider such issues as long-distance education, MOOCs, intellectual property, diffusion of research results among others. A call for nominations of possible members of the committee will soon be made. If you are interested in the work of this committee and/or in joining it, please contact Axel van den Berg at [axel.vandenberg@mcgill.ca](mailto:axel.vandenberg@mcgill.ca).

Adelle Blackett of the Faculty of Law will serve as a member of the FQPPU's Guy-Rocher Award Committee. The Committee will soon issue a call for nominations for the award, which is given to a person having shown exceptional merit in promoting and defending Quebec's universities.



**Axel van den Berg**  
**MAUT VP External**

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### CAUT Senior Grievance Officers Workshop



### **The Canada Wide Science Fair Is Coming to McGill!**

From [May 15 to May 20](#), McGill will be hosting over 400 of the most talented high school science students in Canada. These are individuals who have been successful at their provincial and regional science fairs and have won the right to compete for almost \$1 million of scholarships and awards in the event at McGill. The projects and the level of these students is amazing – it is often difficult to remember that these students do not have university degrees yet. We will be hosting them at McGill and the competition will take place in the Tomlinson Field House. Besides presenting their projects, they will be introduced to McGill and Montreal. Presentations are being planned by some of the leading researchers in the University.

However, an event of this sort does not just happen. Science Fairs are labour intensive – several judges are needed for each project to evaluate it and, possibly, recommend it for an award. We estimate that we will need in excess of 340 judges covering the fields of Health Science, the Environment, Agriculture, Basic Science and Engineering. This is where you come in! Because of the level of the projects and the prizes available, judges need to have either a Ph.D., or a Master's and several years of experience. We need the professors and postdoctoral fellows at McGill to join in. The work is fun and it means a commitment of about a day (Monday, May 16) plus an evening of training the night before judging (Sunday, May 15). The reward may be a student who wants to come study with you or the fun of talking to really involved people.

I am asking for your help. Please consider volunteering and sign up by emailing : [chief.judge@youthscience.ca](mailto:chief.judge@youthscience.ca) for more information.

This event has not been held in Montreal in 50 years – it is time McGill and Montreal showed what we can do here!

Thank you for joining in.

**David A. Lowther**  
Co-Chief Judge, Canada Wide Science Fair 2016  
MAUT President

### **Financial Matters and Benefits for MAUT Members**

CAUT's annual senior grievance workshop was held at the Westin Hotel (Ottawa) over December 11-12, 2015. Attended by representatives from 48 faculty associations across the country, the theme of the workshop focused on 'Defending a Diverse Membership.'

As explained by Robin Vose (CAUT's President) in his opening remarks to workshop participants, the demographic profile of Canadian academic staff has been slowly transforming over the past decade so that it is more representative of the diversity of the Canadian population. However, the inclusion of formerly excluded groups (e.g. women, ethnic minorities, Aboriginals) poses multiple challenges for faculty associations, particularly in relation to collective bargaining provisions, systemic discrimination, harassment and broader issues of equity in the workplace. These and other issues, such as the inexorable growth of contract academic staff (CAS) in recent years (in which women and minority groups tend to be overrepresented), were covered in a series of nine workshops that included dealing with cases of systematic discrimination, representing CAS, creating respectful workplace policies, and broader developments in case law in relation to arbitration awards.

Having recently attended an Academic Leadership Forum (ALF) for senior administrators on 'Equity, Diversity and Inclusiveness' hosted by the Provost and Associate Provost (Policies and Procedures) on January 25, it was encouraging to see that many of the issues discussed in the CAUT workshop are also being discussed here at McGill.

**Professor Steven Jordan**

### **A Little Winter Magic for MAUT Members and Their Families...**



On Sunday, January 17, MAUT held a brunch at the McGill University Faculty Club for members and their families and guests. 132 people attended including 43 members, 47 guests and 42 children. The MAUT Membership committee, all of whom were there, noted that this brunch and the fall apple picking event at the MacDonald Campus really show the "family" side of MAUT membership. It was wonderful to see all the children there- of different ages- enjoying the magician who came to perform for them. While the magic was happening in the Heritage Room, the Ballroom was a relaxed setting for interesting conversations wrapped around a rich and delicious winter brunch. Very civilized! Once again, we want to thank Nicholas Zrihen and the staff at the [Faculty Club](#) for hosting us and putting out such a delicious spread. I ate both breakfast and



In order to provide MAUT members with a better understanding of the sometimes complex aspects of our pension and benefit plans, we have decided to initiate a series of articles about relevant financial matters and benefits issues.

#### **Impact of Turning 65 on Your University Pension Plan**

The focus will be on those MAUT members who are in Part A of the McGill University Pension Plan (MUPP); Plan A is a hybrid plan that applies to all members enrolled prior to 2009. This involves a crystallization calculation that happens automatically when the member turns 65, which will be elaborated below. Those who joined the plan after 2009 are in Part B of the plan. This is not a hybrid plan as in Part A; rather Part B is a defined contribution plan and does not involve any crystallization at 65.

[Continue reading](#)

**Ken Hastings, MAUT VP Finance**  
**Alenoush Saroyan, MAUT VP Internal**  
**Al Shrier, MAUT VP Communications**

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#### **Disappointing Quebec Budget News**

The 2016/17 budget of the government of Quebec, announced March 17, was very disappointing to university academic staff (see the [FQPPU reaction](#)). It seems we will continue to face financial challenges for the foreseeable future.

**Ken Hastings, MAUT VP Finance**

lunch there! Just imagine what kind of party we would have if all MAUT members attended!

**Terry Hébert**  
**MAUT President-Elect**

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#### **All About Birds at the Redpath Museum Sunday, March 20**

MAUT invites members to treat their kids to a free activity at the Redpath Museum where they will learn all about Quebec Birds and Bird Songs, just in time for the return of Spring!

[More information](#)



Pine grosbeak feeding on saskatoon berries on Mont Royal, (c) Chuck Kling 2008

**MAUT Membership Committee**

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#### **MAUT Scholarship for 2015/16**

The 2015/2016 recipients of the MAUT Scholarship are Pascale Julien, B.Sc. (Architecture) 3rd year student, and Emilie Reynaud, B.Eng. (Mechanical Engineering) 4th year student.

On April 19, 1990, the University Scholarship Sub-Committee approved the MAUT Scholarship valued at \$1,000 in memory of the 14 women murdered at the École Polytechnique in December 1989. The scholarship is intended to encourage women to enter the Faculty of Engineering.

Have an event to promote on the MAUT e-Newsletter? Send all details, including date, time, location, event title and contact information at least 10 days prior to the event to: [maut@mcgill.ca](mailto:maut@mcgill.ca). Check the [MAUT website](#) for the latest news, events, kudos and other happenings of interest.