CASC REPORT

Here is a brief summary of the work this year done by the Committee on Academic Staff Compensation (CASC). In this current academic year, merit and across the board salary increases capped a three-year cycle which saw more than 15% cumulative increases in the academic staff salary mass - a deliberate effort to improve our salary ranking among our U15 peer institutions in Canada, a consistent MAUT message at CASC. Going forward, the plan for the next three years is to preserve those gains with a three-year cumulative increase of 7.5% (minimum, to be increased if there is evidence of erosion of our position during the period.) We have also led a current CASC initiative to form a working group involving MAUT and the administration which would be tasked with developing a long-term strategy for moving us up in the U15. The activities of this working group would represent a forward-looking expansion of the capabilities of CASC which otherwise has a focus on immediate and near-term issues. CASC is also dealing with such issues as the Professional Development Fund, the Academic Laptop Program, improving the situation for international hires with respect to health insurance and permanent residency and salary anomalies for non-ranked contract academic staff- these issues will carry over into our work next year.

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