



MAUT – APBM Newsletter

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McGILL ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION DES PROFESSEUR(E)S ET BIBLIOTHECAIRES DE MCGILL

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Editors' Remarks

Outgoing Editor John Galbraith shuffles off ...

The eagle-eyed academic reader will have noted the shift in the apostrophe in the heading of this section, reflecting the joint production of this issue of the newsletter. Your present Editor shuffles off the scene hereafter, soon to begin a well deserved (my interpretation), extremely inconvenient (the Chair's interpretation), sabbatical.

Our new President, Roger Prichard, begins with a review of current concerns. One such is notable by its absence: the Intellectual Property Policy, after a great deal of work by your MAUT representatives, has been approved by the Board of Governors. No doubt Myron Frankman hopes that his name will now appear much less often in these pages. Salary concerns will not disappear with such abruptness, but Roger underlines further progress beyond that reported by the remuneration triumvirate (Barbara Hales, Gloria Tannenbaum and Edith Zorychta) earlier this year. There are numerous other items on the agenda as well, underscoring the energetic work of our Executive and Council.

Some of these are treated in detail in the contributions of Jodie Hebert, Mike Smith and Daniel Guitton, and relate both to academic (sabbatic leave policy, commercialization, universities' performance contracts) and financial (long-term disability insurance, payment of de-mutualization benefits, retirees' health insurance) matters. Any of these three MAUT stalwarts will welcome your thoughts on the decisions to be taken and policies to be adopted by your Association.

I will leave a discussion of the membership drive to the second section of these Editors' Remarks and our new Vice-President (Communications), Ralph Harris, who will be keeping you informed about the membership drive over the coming year. Before handing over the keyboard, I will thank Ralph for taking on this position, and (once again) Marilyn Fransiszyn, who as you know is responsible for re-designing the format of the Newsletter, and who has kindly agreed to continue her work in design and layout with the new Editor.

Now the torch is passed. This is *actually happening* right here in the MAUT office as I write. Careful, Ralph, those flames are hot! I don't know how he's going to type while holding that thing, but these engineers thrive on challenges.

— John Galbraith ■

While incoming Editor Ralph Harris sticks it behind his ear ...

Thanks John, I'll just stick it behind my ear in good old tradesman fashion for easy access if I need to shed light on some of the murky issues that members of the Council are dealing with these days! See Mike Smith's VP Internal report for instance.

As VP Communications for the next 12 months, I am looking forward to continuing John's pattern of producing newsletters with substantive and read-worthy content, though I fear with somewhat less entertaining editorials. Thanks to John for his enthusiasm and diligence in producing a series of informative and interesting newsletters during his term as VP Communications.

In addition to this newsletter, the updating of the MAUT website (<http://www.mcgill.ca/maut>) also falls under my care and will be up-to-date by the time this newsletter hits the street. Marilyn Fransiszyn has volunteered to do a redesign of the website to give it a little more zip. The launch date is set for September. Thanks to Edith Zorychta who got the website going in the first place.

Another project I will pursue will be to revive the MAUT Listserv by updating the mailing list and moderating, or at least approving for posting, whatever discussion ensues.

Lastly, MAUT has reconstituted the Membership Committee, chaired by K. (Gowri) GowriSankaran, and is planning a membership drive. We currently have about 60% of the staff as members and as you know in negotiation, more weight on our side of the table is always a good thing. Much higher representation would greatly improve MAUT's voice with respect to McGill's Administration. With the new administrative structures and tools such as the performance contract, we will need as loud a voice as possible from now on. Future newsletters will contain updates on the progress of the drive news of incentives for new staff to join and existing members to remain and past members to rejoin.

—Ralph Harris Vice-President (Communications) ■

CURRENT ISSUES

MAUT recently passed its 50th birthday. We will continue to celebrate this event and the achievements of MAUT.

The need to address the low academic salaries has been a major concern of MAUT in recent times. This effort has been led, up to May 2001, by Barbara Hales, a recent President of MAUT, and involves an MAUT team in discussion with the University Administration on the Academic Salary Policy Sub-Committee (ASPSC). MAUT had argued that McGill academic staff were falling behind relative to other leading Canadian universities and that to measure where we stood *vis-à-vis* these universities, we needed a survey. This was accepted by the Administration and a survey of the G10—the 10 research-intensive Canadian universities that are most comparable to McGill—salaries was completed in late 1998. This survey found that there was a deficit in the *masse salariale*, for academic staff at McGill in excess of \$9 million per annum. MAUT argued that McGill salaries should be at least at the mean of those of the G10 and this has been accepted as a goal by the administration. Since then there have been salary increases of 5.9% for 1999 and 5.0% for 2000 to partially address this deficit. These increases have been described in recent issues of the MAUT Newsletter. However, our salaries are still far from the mean of the G10.

MAUT has pushed the Administration to provide for maintenance, to ensure that McGill academic salaries do not further fall behind those of the G10, and for catch-up, so that over a 4 to 5 year period from 1999, we arrive at the mean of the G10, as it existed at that time. At the time of writing, MAUT and the Administration have agreed to an overall increase in academic salaries, including librarians, of almost 6%. From our analysis, this will provide full maintenance and some further catch-up. The increase will be comprised of an across the board increase of \$1,000, effective from June 1, 2001, for all full time academic staff, a

merit increase averaging 2.5%, an across the board increase of 1.6% and an anomaly pool of \$800,000. Of this anomaly pool, \$350,000 will be dedicated to addressing gender-based anomalies. Except for the \$1,000 across the board increase, other increases will take effect from next November.

The 2001 increase has not been easy for the University. MAUT has argued that it is of the highest priority to address the relatively poor salary situation of McGill academic staff. Funding this increase will result in the University being able to hire fewer new academic staff than previously proposed. Expansion of the academic ranks will still occur, but at a reduced rate. Given a choice, MAUT feels that a slowing of the rate of new recruitment in favour of addressing the underfunding of existing academic salaries is preferable.

Under the Chair of Gloria Tannenbaum, MAUT and the Administration have conducted an analysis of gender-based anomalies. This has shown a widespread incidence of lower salaries for female academic staff compared with comparable male colleagues, as has been reported in a recent issue of the Newsletter. A small number of specific gender-based anomalies were addressed in the 2000-2001 anomaly exercise. As recently announced, there will be a specific allocation of \$350,000 to address the widespread gender-based anomaly situation of female academic staff at McGill. We appreciate the positive response of the Administration in addressing these anomalies.

MAUT will continue to press the University to reach the mean of the G10 as soon as possible. To do this it is necessary that the University conduct another survey of our salaries compared with the G10, and the Administration has agreed to conduct this survey in 2001.

Other salary issues that MAUT would like to see addressed are the restoration of an increase in salary with the promotion from Associate to Full Professor, and the introduction of a minimum salary for course lecturers. These issues and the general need to catch up to comparable university salaries will be pursued by MAUT in the coming year.

Recently, MAUT was in disagreement with the University's plans to change the classification for the position of head of the Macdonald Campus library from an 'L' academic librarian classification to an 'M' management classification. The MAUT view, spearheaded by Past President Bruce Shore, has fortunately been accepted and McGill librarians can expect to maintain normal expectations with respect to possibilities for promotion within the 'L' classification.

Other issues in which MAUT is currently active include:

- Access to 100% salary whilst on sabbatic leave;
- The recently announced changes to the Early Retirement Allowance in which Deans have been given a veto over access to this allowance;
- Increased standardization of how Departmental Tenure Committees function;
- A review of how McGill grants Emeritus Professor status compared with other Canadian universities;
- The need for Departments to be given Banner Support Personnel;
- An easing of the Process by which new academics who are already Full Professors can be recruited to McGill as Full Professors;
- The introduction of a new policy on Anonymous Letters;
- De-mutualization of our insurance provider;
- Staff Benefits;
- A possible change to the MAUT Constitution to allow course lecturers involved in a significant amount of teaching at McGill to join MAUT.

Finally, MAUT needs to increase membership so that it truly represents and speaks for

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MAUT-APBM Newsletter

The *MAUT-APBM Newsletter* is published monthly during the academic year, by the McGill Association of University Teachers, to keep all members informed of concerns and activities.

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the vast majority of academic staff at McGill. To this end we are undertaking a recruitment drive and I ask each of you to help introduce MAUT to new academic staff and encourage any academic staff, not members of MAUT, to join or rejoin our association.

The University is entering a period of profound change. These changes are partly brought about by external factors, such as the recruitments to Canadian Research Chairs, the influx of substantial infrastructure as part of Canadian Foundation for Innovation grants, our performance contract with Québec and other external opportunities and pressures. In part they are being brought about by the University's own cycles, such as the ongoing search for a new Principal, and in part by administrative changes such as the recently announced move to a provostial system of administration, the separation of the research function from the training of graduate students, and changes in the decision making process for the granting of Early Retirement Allowances. MAUT has concerns that these changes will result in a stronger University and in particular that the traditional system of collegial governance continue at McGill. Various committees of MAUT undertake very valuable work out of the limelight to improve the academic environment at McGill and improve benefits and conditions for academic staff. In addition, with our Provincial and Federal partners at FQPPU and CAUT, respectively, we continue to lobby both levels of government for support for university education and research.

Your support for MAUT's work is strongly appreciated.

—Roger Prichard, President ■

TO TRUST OR NOT TO TRUST? Update on McGill Employees' Long Term Disability Plan

The Long Term Disability plan at McGill differs in several respects from the other staff benefit plans such as Supplementary Health and Dental. The LTD Plan was set up in, and has been operating since, January 1, 1994 as a completely employee-financed Trust; this was done so that any benefits paid out would not be taxable to the disabled employee. It is governed by a Board of Trustees who have engaged Maritime Life to manage the claims and the reintroduction to work process, while McLean Budden manages the Trust investments.

There are currently six Trustees: two representatives from Human Resources, Robert Savoie and Kathleen Tobin; two representatives of the non-unionized non-academic staff, Trevor Garland and Susan Czarnocki; and two representatives of the academic staff, David Crawford and myself.

This past year we have dealt with two main issues: the plan's financial viability, and its legality. Usage of the plan is increasing, mostly due to an aging population working under increased stress; more people are getting sick or disabled and are staying off work longer, so that the premium has had to be increased to ensure ability to meet our obligations. The contribution rate had remained constant for several years, during which time the plan incurred a substantial unfunded liability, and rates had to be increased in several steps since 1998 to keep it financially sound. As of January 1 of this year, the contribution rate is 1.00% of salary.

The question of the Trust's legality arose when the Trustees were subpoenaed as party to two staff grievances. We consulted a lawyer to determine our legal position, but, to our surprise, the lawyer informed us that as a single-employer Health and Welfare Trust we were on shaky ground under the relevant section of the Insurance Act: operating an insurance

“We were on shaky ground under the relevant section of the Insurance Act: operating an insurance business without a licence”

business without a licence from the Inspector General. The lawyer's recommendation was to close the Trust and provide LTD benefits through an insured plan; the Trust would be maintained as long as there are current members on LTD under the trust to cover current obligations and would remain active until all those staff members are no longer on LTD.

The Trustees met again on April 23 to consider the future of the Plan. There was general agreement that we must change the Plan to ensure we are operating on a sound legal basis, but that we need more information and consultation with non-represented employee groups before any changes are made. The Staff Benefits Advisory Committee was alerted to the problem at its May meeting, and a sub-committee consisting of a single representative from all employee groups was set up to study plan design and make recommendations. Your MAUT representatives on both the LTD Trustees and the Staff Benefits Advisory Committee will keep you informed—watch this space!

—*Johanne Hebert* ■

REPORT OF THE VICE-PRESIDENT (INTERNAL)

I focus in this report on three issues in which I've been directly involved but which are not being covered by somebody else:

- demutualization of the Sun Life life insurance contract;
- sabbatical leave policy;
- retirees and the health insurance plan.

In the first and third cases additional information that we are currently seeking should help to inform our final decision. But I would certainly like to get whatever feedback I can on all three issues from the MAUT membership.

DEMUTUALIZATION

Background

1. When Sun Life demutualized it offered shares to holders of life insurance policies with them. The University took the shares and sold them. The sale generated a bit more than \$3 million dollars. The money is now sitting in an interest-bearing account.
2. The University administration claims that it is entitled to half of the \$3 million. It apparently has a legal opinion in support of this claim. MAUT and the other organizations representing University employees have been arguing that those covered by the plan are entitled to 100% of the \$3 million.
3. In addition to the issue of entitlement to all or some of the \$3 million there is another issue: How to distribute whatever sum is agreed on? In this respect the University has two main considerations: it wants to minimize the likelihood of being sued by an aggrieved contributor to the life insurance plan and it wants to minimize the costs of administering the dispersal.

Possible distribution principles

A. The money can be returned to the plan members. There are several considerations with respect to this.

- The money returned would be taxed.
- The money returned can be approximately adjusted to contributions (both premiums

MAUT Membership Drive

At the last meeting of Council it was decided to reconstitute the Membership Committee, and I agreed to chair the same. The other members are Estelle Hopmeyer, Guy Mehuys and Nick Acheson. We are planning a membership drive. It is particularly important to get new faculty members involved in MAUT, and it is essential to bring to the attention of those who are not members and new faculty alike the benefits of belonging to MAUT as well as the importance of the organization. We need help from all members.

— *K. (Gowri) GowriSankaran* ■

and years of coverage), but the state of university records means that there will be a non-trivial amount of error.

This may involve a fairly substantial investment of administrative effort by the University.

B. The money could be used to constitute a reserve for the health plan so that contribution increases over the next several years would be moderated. The considerations with respect to this are as follows.¹

- The benefits from this are the same whether someone contributed for the first time in 1997 (the demutualization took place on January 1st, 1998) or for, say, the previous 30 years.
- This *may* not be taxable.
- This is administratively simpler.
- We can be confident that there will be significant increases in health care costs in the foreseeable future, and therefore in health insurance premiums.

C. The money could be put into discretionary research accounts, according to contributions.

- This should mean that tax is not paid on the money.
- The returns can be approximately related to contributions, as in A above.
- Faculty members in high research grant areas may have no interest in this.
- The University has expressed the view that this would be administratively costly.

Recommended course of action

1. Acquire information on pay-out amounts using the best information available.
2. Try to get better information on the tax implications of alternative distribution principles. For example, would a cash distribution be taxed at the income or capital gains rates?
3. Attempt to return with a proposed course of action for the Fall MAUT General Meeting.

SABBATICAL LEAVE POLICY

Background

There is a sabbatical leaves committee comprised of two members of the administration and two members of MAUT. The two members of the administration on it currently are Stuart Price (replacing Luc Vinet) and Pierre Bélanger. The two members of the MAUT are me and Annette Hescovics.

Some concerns about the policy, or at least its implementation, had been raised to Bruce Shore. These were, broadly speaking: i) inadequate reasons were given for refusal; ii) there might be some problems in applying the current criteria to professional areas of the university.

The committee met and the administration brought its own concerns. These were: i) whether or not McGill should continue to cover 100% salary; ii) people who received a sabbatical and then, immediately after, either retired or took a job elsewhere; iii) whether or not renewal, one of the purposes of sabbaticals specified in the current policy, was possible when sabbaticants remained at McGill.

In judging our policy it's worth taking the following into account:

- i) few applicants are refused (perhaps 3%);

¹Allocating the money to other plans would cause a number of problems: life insurance is employer-paid; we are told that allocating the money to the long-term disability plan would cause tax problems; and the dental plan does not have as complete coverage among University employees as does the health plan.

- ii) larger numbers may not apply, in the expectation that they will be refused;
- iii) there is substantial variation by Faculty in the extent to which sabbaticants receive less than 100% of salary.

Possible policy modifications

With all this as background the committee has been looking at the leave policy wording. Below are modifications to the *Handbook of Regulations and Policies for Academic and Librarian Staff* ('Grey Book') wording that have been proposed, along with the current wording.

CURRENT

1. The justification for sabbatic leave is the pursuit of scholarship and academic renewal.

PROPOSED

1. Sabbatical leaves are intended to enrich the intellectual life of the University.
2. Through the sabbatical leave policy the University provides members of the academic and librarian staff with an opportunity to enhance their ability to contribute to the research and teaching activities of the University.
3. The release from academic duties permits the sabbaticant to devote time to scholarly inquiry and/or the development of professional skills.

The rationale for these changes is that they i) drop the reference to academic renewal, which some of us think isn't very helpful and ii) make it clear that improving teaching and professional skills is included in the purposes of the leaves.

RETIREES AND THE HEALTH INSURANCE PLAN

Background

1. Both active and retired members of the University are eligible for the University health insurance plan.
2. The largest part of the costs of the plan is drugs.
3. There is currently a single contribution rate for those over 65 and those under 65.
4. But drug expenditures for the over 65s are now covered under the province's RAMQ plan; they are not covered under the McGill plan (unless the over 65s choose to pay an additional premium).²
5. The over 65s were not covered under the McGill plan before the RAMQ coverage was introduced. There was no need to cover them since the Province covered the full cost of medication for over 65s.
6. The RAMQ plan only covers retirees' drug expenses up to 75% of their claims, whereas the McGill plan covers 80% of the cost of medications up to \$1500 per person, and 100% for expenditures over the \$1500 per person maximum.

Possible policy changes

Some current or prospective retirees have raised questions about the fairness of this. The following have been suggested:

- Retirees pay a reduced health plan premium.
- The McGill plan should cover some or all of the costs of medication above RAMQ's 75%.

² The exception to this is drugs listed as covered under the McGill plan but not under the RAMQ plan.

Recommended course of action

1. MAUT Council is in favour of modifying the plan to respond to the concerns of the retirees, probably focussing on the costs of drugs above \$1500 that are not covered by the RAMQ plan.
2. No change should be recommended, however, until the actuarial implications of alternative courses of action are established. Appropriate simulations will be proposed at the next meeting of the Staff Benefits Advisory Committee.
3. In light of the information from those simulations MAUT will strike a subcommittee to review its policy.

—Mike Smith ■

REPORT OF THE VICE-PRESIDENT (EXTERNAL)

The main role of the VP external is to link MAUT to the provincial and federal associations of university professors and librarians. MAUT pays about \$125,000 in dues to the Canadian Association of University Teachers (CAUT – <http://www.caut.ca/>) and the Fédération Québécoise des Professeures et Professeurs d’Université (FQPPU – <http://www.fqppu.qc.ca/>). This represents about 50% of MAUT’s income. It is my belief that our money is well spent in supporting these organizations; they speak loudly on our behalf to governments in a time when core funding of universities is suffering and commercial interests are increasingly influential in the university environment. I have found FQPPU and CAUT to be very well run; members of their executive and permanent committees are hard working, dedicated, very knowledgeable of the issues confronting higher education. Both of these organizations publish newspapers. The *CAUT Bulletin*, in particular, reviews major issues that face us now or may confront us in the future.

During the period Nov 1, 2000-May 31, 2001, I represented MAUT at two Council meetings each of CAUT and FQPPU. These meetings keep one abreast of news and developments on all matters relating to university affairs. Here is a brief summary of key points of discussion.

1) FQPPU

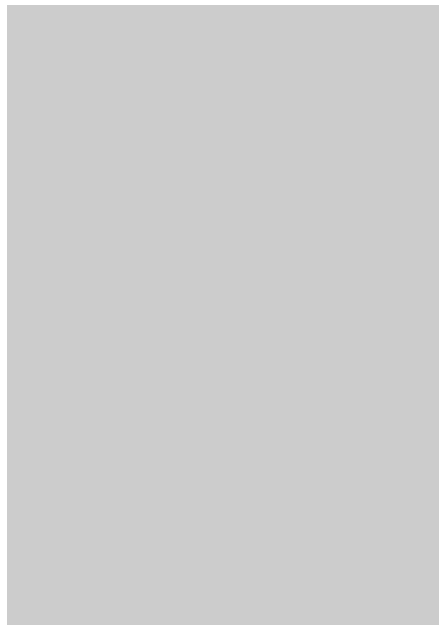
FQPPU meetings are particularly important because Education is a provincial jurisdiction. Furthermore, policies of the Québec government’s Ministère de la Recherche, de la Science et de la Technologie can have an important impact on university affairs. The FQPPU executive, the current president of which is Arpi Hammalian of Concordia, is very present as a lobbying force in Québec. They are well informed and proactive in interacting with the Ministers of Education and of Science and Technology.

At each FQPPU meeting, time is allotted to a major discussion on a theme of particular current interest. In this academic year the following items have been considered:

1.1) Performance Contracts

FQPPU officers expressed concern with these “contracts” requested by the Ministry of Education. There is general concern that the government intends to meddle too closely in university affairs. In particular it is suspected that education minister F. Legault is preoccupied by the need to define and monitor the task of the professor. Some attendees suggested that at the heart of this issue is the view, not uncommon in the general public, that ‘university professors don’t work hard enough’. There is concern that it is via performance contracts that the ministry will become increasingly involved in defining the professor’s task. The ministry requires that Contracts should contain: 1) a plan for a balanced budget; 2) an analysis of efficiency in relation to cost of administration, productivity of personnel, teaching costs; 3) proposed changes to assure quality in teaching and efficiency in the use of resources; 4) a plan for improvement; 5) a plan for the use of funds to be allocated in the next three years.

There was a government study (in which all universities participated) called ‘La Commission des universités sur les programmes’ (CUP) which examined the complementarity and pertinence of the many study programs being offered in Québec with also a view to harmonizing these programs. The Commission published a report quite favorable to the universities: *Pour une vision concertée de la formation universitaire: diversité et complémentarité*. The FQPPU has reacted quite favorably to this report. However, there is the question—unresolved now—of the possible link between performance contracts and the CUP report and the fact that certain programs in some universities are threatened.



At McGill, Performance Contracts have not been met with resistance. The *McGill Reporter* wrote:

“... there are people who worry that the government is invading the autonomy of universities,” notes Shapiro — the contract is almost exclusively a document of McGill’s own design, expressing commitments that McGill would be making in any case. Chief among those commitments: increasing McGill’s market share of Québec students from 9.3% to 9.8%, while maintaining high admissions standards; increasing the proportion of international students at the University from 21.3% to 25% of the student body; hiring 100 new professors within three years; protecting McGill’s quality in foundation disciplines while building up new strengths in other areas (bioinformatics, language acquisition and e-commerce to name a few); increasing the quality and quantity of services offered to students — especially those aimed at the francophone Québec population; hiring more support staff.

“There were two issues dealt with in the agreement that reflected the particular concerns of the minister,” Shapiro says. “One has to do with graduation rates. We have the best degree completion rates in the province, but there are two areas that are lower compared to the rest of the University — music and religious studies. We believe that even in those disciplines, our completion rates are as good or better than anyone else’s, but we want to improve them nonetheless.”

Legault’s other addition to the contract with McGill relates to teaching responsibilities. “We’ve agreed to gradually increase the percentage of courses taught by tenure-track faculty,” Shapiro states. “The inclusion of that commitment reflects the minister’s concern, but this was something we wished to do anyway.”

The problem of part-time academics is a major issue in many Québec universities and we, at McGill, are not exempt from it as mentioned in the next section.

1.2) Chargés de Cours

Chargés de Cours (CdeC) are untenured contract academics that are hired to give courses. They have neither job security nor fringe benefits and are generally low-paid.

“In the US about 43% of faculty are part-time. Of the 57% who are full-time about 28% are on limited term contract. That means only 41% of American faculty are tenured or tenure-track. The majority of those will be retiring in the next decade. It appears that within ten to fifteen years, unless present trends are reversed, only about 21% of American faculty will be tenure-track, a proportion so small that academic freedom will be seriously jeopardized.” (CAUT Doc: “*Stronger Together: one association for all*”).

CdeC teach about 50% of courses in the U du Québec system. In some departments virtually all courses are taught by these part-time staff. There can be great tension between the CdeC unions and the local professor unions. For example at Trois Rivières and Chicoutimi the CdeC have actively tried to block the hiring of new professors because this would reduce their own work. This has resulted in very expensive legal battles at Chicoutimi between the CdeC and Professor’s unions. CdeC went on strike at Trois Rivières. The strike’s resolution led to an agreement severely criticized by the Professor’s union who produced a document arguing that the money presumably “saved” by hiring part-timers was in fact lost because research contracts and resultant local jobs are the product of full-timers.

These problems occur because underfunded universities hire cheap labor. McGill may not be exempt from this problem and we should be vigilant. In the recent evaluation of Canadian universities by *Maclean’s* magazine, it is stated that at McGill only 46.7% of first year classes are taught by tenured faculty. This statistic helps to decrease our overall standing. MAUT has established an ad hoc committee to recommend on the status of part time academics within MAUT.

1.3) Commercialization

I have dealt with this topic in a recent issue of the *MAUT-APBM Newsletter*. FQPPU formed an ad hoc committee - on which Marie-Claude Prémont (Law) and myself sat - to study the impact of commercialization on university research. A report was produced entitled: “La commercialisation de la recherche et de l’expertise universitaires dans les

“The problem of part-time academics is a major issue in many Québec universities and we, at McGill, are not exempt”

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universités Québécoise” (*Les Cahiers de la FQPPU* Oct. 2000). Furthermore, FQPPU’s committee on academic freedom organized a public symposium in March (in which M-C Prémont played a major role) to study, debate and compare the financing and commercialization of research in different university sectors. They will produce a report on this meeting.

1.4) “Savoir Changer le Monde: Politique Québécoise de la Science et de L’innovation”, a report by le Ministère de la Recherche, de la Science et de la Technologie

This report acknowledges the exceptional impact of science in today’s industrialized countries, and the resultant emergence of a knowledge-based society. It asserts that science, technology and innovation are central to economic progress. It acknowledges further that the interactive nature of all forms of knowledge in the social, natural, and medical sciences, coupled with the rapid communication of information makes it mandatory that a country establishes a science policy. The report focuses on three processes: education, research, and Innovation. *The latter is the ability to transform the results of research into practical solutions, a process whose importance is much emphasized.* To actualize the goals described in the report the ministry proposes to implement strategies currently much in vogue in bureaucratic circles, notably the creation of networks and intersectorial partnerships, an openness to the world and critical vigilance. A major goal is to establish an efficient multilevel link between the numerous ministries and organizations concerned with Innovation.

The document presents a good overview of the position of Québec in comparison to the rest of Canada and the world with regards to scientific activities. For example we learn that the R & D expenditures in Québec are 2.09 % of GNP and the goal is to catch up to the G-7 level of 2.47%. Québec produces 1% of the world’s scientific papers, essentially all emanating from the universities, and is in 22nd position. The report also acknowledges that underfunding has resulted in the loss of 1045 professorships in the last 5 years, a loss of 11% in staffing.

The most important part of the report is Chapter 5 devoted to Innovation. Reading this chapter is an interesting foray into the bureaucratic mind. The essence is a consolidation and multiplication of the interfaces between the producers and users of knowledge. The following principle approaches are recommended: enhance the interest and successful education of the young in science; favor scientific careers; create networks of researchers; favor increased links between the producers and users of knowledge; increase the number of research-professors; finance the indirect costs of research; change and enlarge the mandates of FCAR, FRSQ and CQRS.

To ‘valorize’ – i.e. confer value on—the results of university research, an organization called Valorisation Recherche Québec has been formed and financed by Québec with for-profit, but publicly supported, companies devoted to enhancing the commercial impact of university research. Other important parts of Chapter 5 propose: an intellectual property policy; increased support for the Centres de Liaison et de Transfert (CLT) and the Centres Collégiaux de Transfert de Technologie (CCTT); create INTREFAÇE (help CLTs) and INNOVATION.INC (to help industry increase its efforts to innovate).

The FQPPU executive committee has issued a summary and critique of the Ministry’s document (*Lecture critique de la Politique québécoise de la science et de l’innovation. Savoir changer le monde*, FQPPU document; Mars 2001). The FQPPU report laments the document’s vision of the University as little else but the producer of commercializable knowledge. The document’s proposal regarding intellectual property is also severely criticized.

2) CAUT

Events at CAUT meetings are very similar to those at FQPPU except that this association relates to federal issues that impact on higher education. A new important involvement of McGill in CAUT affairs is the recent election of Edith Zorychta to the Chair of CAUT's Status of Women Committee.

The following subjects have been particularly visible in this academic year's CAUT meetings:

2.1) Public awareness campaign

This campaign comprises essentially 4 activities:

- (i) special "lobby days" in which delegates from each university meet with MPs in Ottawa;
- (ii) a postcard campaign;
- (iii) local hearings in which each university is encouraged to organize local events such as meetings with politicians, conferences, etc; and
- (iv) seminars on how to build relations with the media.

2.2) Public policies that relate to commercialization

2.2.1 Canada Research Chairs.

CAUT has voiced serious concerns about this program on the future of education (see *CAUT Bulletin*, Nov 2000). For example, contrary to a general perception, the chairs do not have to be allocated over the 5 years on the announced 45% natural sciences and engineering, 35% health sciences, 20% social sciences basis. The program states that "Within reasonable limits, individual universities may deviate from their allocation if their future priorities are different from their current ones." (see: www.chairs.gc.ca/english/program/guide/program.pdf) For McGill's Strategic Research Plan see: www.chairs.gc.ca/english/research/strategic/index.htm/

2.2.2) World Trade Organization General Agreement on Trade in Services (GATS)

This continues to be an important concern for associations across Canada. The fear is that if education, considered a service, is included in these agreements then this would open wide the door for U.S., etc. educational institutions to invade our jurisdiction for the purpose of making money. Also public funding of universities could be seen as "unfair" subsidies. (See my article in Sept 2000 *MAUT-APBM Newsletter*.) Most important, to get a sense of the possible directions of GATS on education see the U.S. negotiating proposal in: <http://www.wto.org/ddf/ep/E5/E5552e.doc>

2.2.3) Private Universities.

(See *CAUT Bulletin*, Dec. 2000 and March 2001.) It is becoming increasingly clear that private universities will be able, increasingly, to offer degrees in various provinces. Applicants for private university status are expected to be "niche providers". The government of Alberta granted the DeVry Institute of Technology, a for-profit US-based corporation with 21 campuses across North America, the right to grant baccalaureates in 4-year academic programs leading to technology and business degrees. Tuition fees at DeVry will be about \$8,000/year. Private Universities are also accredited in British Columbia, but DeVry is the first for-profit institution. Note that Phoenix University, a U.S. web-based provider, is applying for accreditation in Ontario. These events, coupled to the above-stated concerns re GATS, could reduce funds available to the public sector and threaten the Canadian public education system. The CAUT Council has condemned the Alberta Cabinet's decision to confer degree granting status on DeVry.

2.3) Professor's salaries

Across Canada, faculty salaries have fallen as a share of university budgets for more than 20 years. With rising university revenues, the view is that we are now in a "seller's" market, with administrations forced to offer higher starting salaries while having greater difficulty in hiring new faculty, especially on smaller campuses.

–Daniel Guitton
Vice-President (External) ■

FQPPU

Fédération
québécoise
des professeures
et professeurs
d'université

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