



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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Editor's remarks

We start 2003 with a big welcome for our new Principal, Dr. Heather Munroe-Blum; MAUT's meetings with her during her 'incubation' over the past six months indicate that we can look forward to a vigorous and rewarding dialogue as we pursue collegial governance of McGill. We also start 2003 with a warm farewell for Dr. Bernard Shapiro; he steps down with McGill undergoing academic renewal, the hiring of roughly 100 new staff per year. This state of affairs means that it has never been more pressing to persuade our colleagues to become MAUT members. If you look at your last pay stub, you will see what it has cost you to be a member of MAUT in 2002 before tax considerations. Encourage your new colleagues to join. You should be able to convince them it's worth it.

— Ralph Harris ■

McGill Annuity Dividend Plan

RALPH HARRIS, VP COMMUNICATIONS

After the brief report in a previous Newsletter about "pension adjustments", John d'Agata, Director of Pension Administration, McGill University, contacted me and asked that some background information be given about the McGill University Pension Plan [1] and that the correct term, Annuity Dividend, be described, rather than my incorrectly labeled, pension adjustment. The report that follows derives from a full afternoon meeting I had with John and a number of edits of its content. I wish to thank John for his great willingness to explain all of it to me and his desire to make sure McGill staff and pensioners are as well informed as possible. If you are thinking about what to do with your McGill pension funds, I can strongly recommend talking to John and his staff as one of the options in getting yourself fully informed about the major decision that you need to take upon retirement.

During our working careers we contribute [2] to the McGill University Pension Plan through payroll deduction. At the same time, McGill also contributes to the Pension Plan on our behalf. At the time of retirement, the value of our accounts or the settlement amount will vary according to the number of years we have been a member in the plan and our age, our earnings and the performance of the investment pools selected by the member while we were contributing.

The pension plan holds assets in three funds (see figure 1), the Accumulation Fund, the Supplemental Fund and the Pensioner Fund. As the names suggest, the first of these funds hold the assets that are being contributed by the individual and McGill on their behalf before

retirement and the latter holds the funds that are being drawn upon after retirement by the internal settlements (see below). The Supplemental Fund holds contributions from McGill to ensure there are sufficient funds to make the guaranteed pension payments for internal settlements.

The internal settlement at McGill provides a unique pension industry feature called the “Annuity Dividend” that was established when it became evident that the Pensioner Fund could succeed in generating sufficient earnings such that there are more than enough assets in the Pensioner Fund to cover

The Pensioner Fund’s ability to generate surplus earnings and issue an annuity dividend will be dependent on a combination of factors including rising interest rates as compared to the rates when the annuities were bought, a mortality rate which is equal to or higher than that projected by the actuary and an increase in the value of the underlying investments.

For more information, please refer to the Pension Plan booklet, which may be obtained from the Pension Administration office.

¹ Hereinafter referred to as the “Pension Plan”

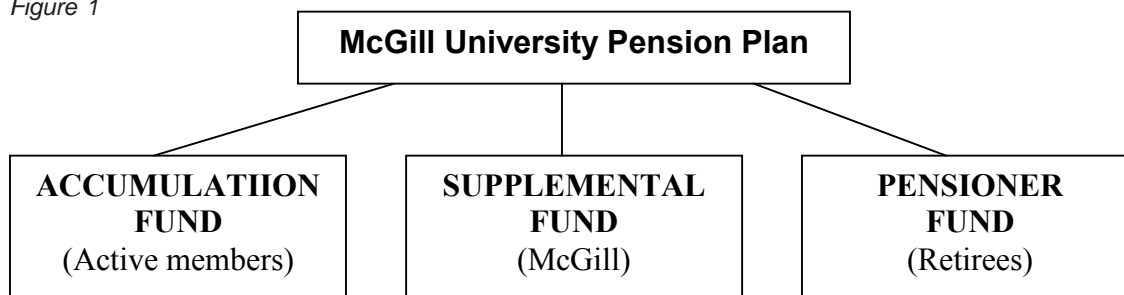
² The monthly contribution

amounts are invested amongst four different investment pools in accordance with the instructions provided by the member. The actual amount contributed by the University is a function of your age and basic earnings. Members do not have any discretion as to what percentage of basic earnings can be contributed.

³ When you buy an annuity, you irreversibly exchange a lump sum of money for a lifetime income. It is important to note that there are numerous types of annuities that one can obtain offering varying payment streams and periods of guarantee. Annuities include Life Annuities and Joint Life and Last Survivor Annuities with or without guarantee as to the minimum number of years of payment.

⁴ The amount of a person’s pension is based on information provided by the plan actuary with respect to the anticipated life expectancy of the pensioner, the amount invested, the type of annuity purchased, the prevailing interest rates and the current age of the member and the spouse, if applicable, at the time of settlement. ■

Figure 1



Upon retirement, we are faced with several options with respect to managing our holdings in the Pension Plan. The main options are as follows:

- i) Purchase an annuity [3, 4] through the Pension Plan based on the value of our holdings at retirement and a myriad of other factors such as life expectancy, anticipated market performance, survival clauses, guaranteed duration, etc. This option is referred to as an “internal settlement”.
- ii) Transfer our holdings to an external service provider, referred to as an “external settlement” and thereafter choose any of a number of options, such as Life Income Funds, Locked-In Retirement Accounts and annuities.
- iii) A combination of internal and external settlements.
- iv) Defer settlement to a point not later than the end of the calendar year in which you reach the age of 69 years.

For those choosing to purchase an annuity through the Pension Plan, i.e., internal settlement, the money that is used to purchase the internal annuity is placed in the “Pensioner Fund” and is invested on behalf of pensioners in order to pay the pensions, i.e., finance the anticipated payment stream or in other words, fund the annuity.

the costs of the annuities already established in it. Such an event was a reflection that there were high yields in the money market and that inflation was high; thus the Annuity Dividend was designed to help protect against the loss of purchasing power caused by long periods of inflation above 3.75 %, the inflation rate assumed at the inception of the Annuity Dividend.

In other words, when a surplus is created in the Pensioner Fund, the excess earnings are re-distributed to pensioners in the form of incremental Annuity Dividends. The ability to distribute an Annuity Dividend is calculated annually by the plan actuary.

The ability of the Pensioner Fund to generate surplus earning varies according to the prevailing market conditions, the mortality experience, i.e., whether pensioners are on average drawing their pensions from the Pensioner Fund for the number of years projected at the time the pension was determined at retirement, and what is the overall value of the investments held within the Pensioner Fund

Professor Antal Deutsch’s memorandum issued in October 2001, (*reproduced below with permission - Editor*) provides details of the actual experience of the Pensioner Fund. The memorandum also describes the changes brought to the program in January 2000.

TO: Members of the McGill Pension Plan FROM: Antal Deutsch

*Chair, Pension Administration
Committee*

Dear Colleague,

Let me add to the official communications (sent to McGill pensioners only, about the annuity dividend situation for 2001) a personal note on the background of the annuity dividend plan. This arrangement (*the annuity dividend - ed.*) was commenced in the mid-seventies when inflation and mortgage interest rates were both high by current standards. Annuities issued before 1975 made no provision for inflation. Your starting pension in nominal dollars remained with you for the rest of your life, regardless of what was happening to its purchasing power. Given the inflation rates of the early 70's, the real value of pensions deteriorated with astonishing speed. The intent of the Pension Administration Committee at that time was to provide some form of increase, as funds became available, to pensioners to offset, as far as possible, the damage done to their standard of living by inflation. There were no additional university funds provided for that purpose.

1) Starting in 1975, all annuities were issued carrying an interest rate of 6.75 % p.a. That number was arrived at by assuming that in the long run, all invested funds are likely to earn 3% plus inflation. The remaining 3.75 % p.a. was assumed to be the maximum amount of annual inflation pensioners could possibly absorb, consistent with the funds expected to be available for relief. (A letter sent out to pensioners a year ago states, in error, that the absorption figure is 3%. It is 3.75 % !)

2) Interest rates then earned by the plan to cover the 6.75 % annuity rate were substantially ahead of that figure, thus each year a surplus was earned. This surplus, plus or minus the annuity cost change arising from mortality changes among the pensioner population, formed the funding of the annuity dividend scheme. No declaration of future dividends could ever be guaranteed.

3) Our dividend experience, compared to changes in the cost of living, is laid out in Table 1.

4) Interest rates in the marketplace came down gradually over the last quarter century, while the 6.75 % annuity rate remained in place until January 1, 2000. Fund earnings remained throughout above 6.75 %, but with an ever-decreasing margin between the fund earnings and our obligations. Mortality in the general population has been decreasing, and this decrease was included in the financial provisions of the McGill plan. The surprise was that McGill pensioners enjoyed an ex-

*Table 1 Annuity Dividends and the
Consumer Price Index 1976-2001*

Year	Dividend	CPI
1976	3.00%	7.47%
1977	3.25%	8.00%
1978	4.00%	8.97%
1979	3.36%	9.12%
1980	3.00%	10.16%
1981	3.35%	12.35%
1982	5.67%	10.86%
1983	6.63%	5.73%
1984	6.27%	4.41%
1985	5.47%	3.90%
1986	5.06%	4.17%
1987	3.74%	4.40%
1988	3.65%	4.02%
1989	2.83%	4.97%
1990	4.37%	4.82%
1991	3.85%	5.61%
1992	1.90%	1.51%
1993	1.64%	1.80%
1994	1.19%	0.23%
1995	1.44%	2.14%
1996	1.32%	1.57%
1997	0.50%	1.62%
1998	0.00%	0.94%
1999	0.00%	1.80%
2000	0.00%	2.68%
2001	0.00%	?

traordinarily beneficial experience in terms of long lives. (Is it the water at the Faculty Club?) Since the ever narrowing margin was supposed to provide both for the cost of mortality changes and the dividends, we found that the extraordinary McGill longevity absorbed all of the money available after 1997, and our actuary told us that we could not declare new dividends since then. In terms of the original intentions of the program, the recent experience remained in line with the objective to try to limit the inflationary losses of pensioners to no more than 3.75 % / yr.

5) As a result of low interest rates, on January 1, 2000, we were forced to abandon the 6.75 % annuity rate with respect to pensions starting after that date. The new rate is one recommended by the actuaries on the basis of a formula. The values of the interest rates we used in writing annuities appear in Table 2. The pensioners whose annuities were established on the basis of the floating rate have been separated out for annuity dividend purposes, and will be compensated for their lower starting rates as funds become available. So far, neither group has been able to enjoy dividends since 1999. The annual inflation rate that their pensions were subjected to continues to remain below 3.75 %.

*Table 2 Interest rate values used in
writing annuities*

2000		2001	
Month	Rate	Month	Rate
January	6.75%	January	6.25%
February	6.75%	February	6.25%
March	6.75%	March	6.25%
April	6.50%	April	6.25%
May	6.50%	May	6.25%
June	6.75%	June	6.50%
July	6.50%	July	6.75%
August	6.50%	August	6.50%
September	6.50%	September	6.50%
October	6.50%		
November	6.50%		
December	6.50%		

6) It is our hope that should inflation rates pick up again, interest rates will rise once more to enable us to pay dividends to pensioners to offset as large a portion of the inflationary damage as possible. None of this somewhat technical explanation takes the place of cash in the bank. I wrote this letter to explain that the objective of the original plan is still with us, and continues to be met. Should circumstances warrant and funds be available, dividends should be declared again. ■

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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What is the Process by which Academic Salary increases are determined each year?

First in a series of articles in the McGill Reporter, highlighting MAUT's role in McGill Academics' relationship with McGill Administration ...

McGill Professors and Librarians have a vital interest in the salary increase exercise that takes place each year. We want to be certain that our salaries are competitive and appropriate to our position as a major research University in Canada. The MAUT over the past five years, has steadfastly held the position that our salaries for each academic rank should be at least at the mean or above the mean of the top ten Canadian research intensive (G10) universities. We also want to make sure that individual salaries reflect differential individual performance. The President, the President-elect and the Vice-President (Internal) of the MAUT are members of the Academic Salary Policy Subcommittee (ASPS). Further, MAUT nominates four more members to the ASPS, including a librarian. The MAUT conducts research and analysis regarding salary policies at the G-10 universities and holds regular caucus meetings with the MAUT representatives on the ASPS.

MAUT representatives of the ASPS propose an amount that they believe should be made available for salary increases to make progress towards the objective. The Administration proposes a preliminary budget for salary increases and the ASPS discusses the constraints and objectives to arrive at the actual recommended increases and how it should be split between merit, across the board increase and anomalies including gender anomalies. In arriving at the merit component, ASPS considers the average amount available per academic staff member and the merit steps.

Each faculty is provided an amount for merit increase based on its proportion of the 'masse salariale' for academic salaries. The Dean of each faculty is responsible for making recommendations regarding individual merit increases. It is customary in many faculties for the Deans to ask the Chairs to assess academic staff for merit. However, all such process has to take into account the research productivity, contribution to teaching and effectiveness of teaching and "other contributions". The process should be transparent and there should be effective communication of both the process and the decision. Further, staff members are given a short window of time to appeal the recommendations of the Chair to their respective Dean.

The merit increase exercise seems to be working reasonably well. The ultimate test of how the sys-

tem works should be evaluated by its ability to provide individual staff members with fair and competitive compensation. MAUT continues to monitor the effectiveness of the system in meeting this ultimate test.

— K. (Gowri) GowriSankaran
President, MAUT

Please send comments to
MAUTCNCL@lists.mcgill.ca
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On The Commercialization Of University Research

Second in a series of articles in the McGill Reporter, highlighting MAUT's role in McGill Academics' relationship with McGill Administration. Here is the final text of the article on commercialization submitted to the Reporter. A previous version was published by mistake ...

An emphasis on the commercialization of university research follows from the normal transformation of our Canadian economy from one having initially an industrial base, dependent on natural resources, to one where the 'natural resource' is knowledge, which for the large part, resides in universities. The growing ties between universities and business are seen by many as threats to this mission whereas there are others who see that the two stakeholders can be happily satisfied, albeit at a cost of far greater diligence with respect to the management of research. Recently, a Federal Parliamentary commission studied the report, *Public Investment in University Research: Reaping the Benefits*, better known by the name of its senior author Pierre Fortier, Senior Advisor to the Chairman, Innovitech Inc. The report states that universities should not expect more than 1 to 2 % increase in revenue from the commercialization process and makes many recommendations, notably:

"In order for researchers to qualify for federal research funding and universities to qualify for commercialization support, universities ... must recognize the importance of research-based innovation as a mainstream activity by identifying "innovation" as their fourth mission, in addition to teaching, research and community service...

"...universities should make the commitment to use their educational resources [and to provide incentives] to develop the people with the necessary entrepreneurial, business, and technical skills required to increase the number of successful

innovations created from the results of university research."

A very recent agreement (see "Universities Promise More Tech Transfer", *Science*, Vol.298, pp.1699-1701, November 29, 2002) between the Government of Canada and The Association of Universities and Colleges of Canada (AUCC is an association of university administrators) leaves little doubt that federally funded university research will be strongly aimed at innovation and commercialization.

Notable among the elements of the agreement is that "...universities are committed to doubling research output and tripling commercialization performance, subject to the necessary government investments and complementary contributions from other sectors."

The idea that the knowledge we create should help Canada is laudable. After all, for our economic independence, Canadian business should transform scientific papers into marketable products. However it is incumbent on us to monitor this process closely because there are two obvious dangers.1) An over-emphasis on commercialization risks giving the private sector too much control on the university, which can have catastrophic effects on academic freedom and 2) the history of science has very strongly demonstrated that valuable new ideas emerge unexpectedly from non-directed research. De-emphasizing broad base fundamental research may risk, in the long run, sapping our national creativity, which is not in the long-term interest of the corporate sector itself. Alternatively, creative, diligent, insightful, academically driven collaborations with industry that would focus on education and respect academic freedom along with the commensurate levels of funding may prove beneficial.

— Daniel Guillon, MAUT VP External
— Ralph Harris, MAUT VP Communications

For more information on the agreement between AUCC and the Federal Government, please see "Universities Promise More Tech Transfer", by Wayne Kondro, Science, Vol.298, pp.1699-1701, November 29, 2002 (available to McGill community at <http://www.sciencemag.org/cgi/content/full/298/5599/1699a> — Ed.)

Note MAUT wishes to monitor the experience of individuals who contact the new Employee Assistance Program. Please send a description (good or bad, anonymously by mail or fax if you wish) of how your call was handled to: maut@po-box.mcgill.ca, or to MAUT, 3495 Peel, Room 202, Fax: 6937. ■

*Fall General Meeting
November 27, 2002*

President's Report

K. GOWRI SANKARAN

I am very pleased to present this report at the Semi-annual General Meeting of our Association. The very first observation that I have to bring to your attention is to acknowledge the very dedicated work that the members of the Executive Committee and those on the Council have done on your behalf in the last several months since I took office as President at the beginning of April of this year. Everyone of them is very actively engaged in research and has a solid reputation for research output and teaching. These are very dedicated academic people and in fact, three on the Executive Committee hold James McGill Chairs. I really appreciate their hard work, dedication, and contribution to the cause of MAUT and to the benefit the McGill academic community at large. I also acknowledge with pleasure the tremendous support provided by the staff of MAUT, the Administrative Officer Honore Kerwin-Borrelli and the Professional and Legal Officer, Me. Joseph Varga.

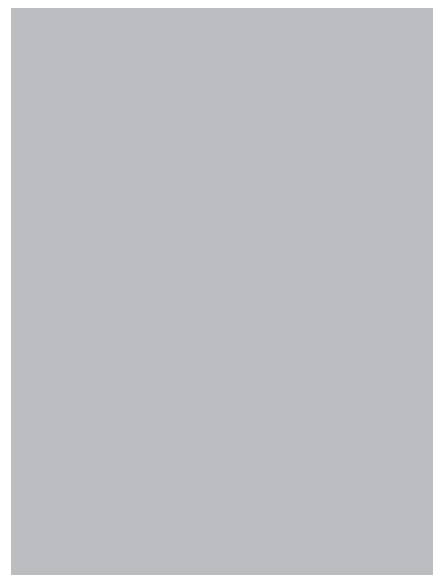
There have been a number of issues on which your Council and the Executive Committee have worked during these past months. Among them the involvement in getting a fair increase in the salaries paid to the academic staff has to be considered the most important. Over the course of past months, several matters of considerable importance to the academic community of McGill at large have arisen. Most of them pertain to the portfolio of the Internal Vice President. In this regard we have been addressing the P-card and related issues, Employment Assistance Program revisions, and other aspects relating to matters concerning Staff Benefits.

Regular monthly meetings of the Executive Committee and the Council are held to consider what may be called routine business matters, which to name a few, include

suggesting names of academics to sit on various committees of the University administration, involvement in the issues concerning non-tenure track academics, and discussion of the air quality in various McGill buildings, including McIntyre.

In order to make it more efficient and to enable participation by the membership at large, I have decided to request the members of the Executive Committee or the Council who have been most closely involved in the major tasks that MAUT has been dealing with to present an overview of these issues and the progress that has been made to date. I hope you will find it interesting and will have an opportunity to participate, give your input and express your views.

I would like to conclude this report with the following note. As we are all well aware there is going to be a major change in the top administration with Dr. Heather Munroe-Blum taking the reins of the University as Principal at the beginning of the new year. Your Executive Committee has met with the Principal-designate twice in the last few months. The purpose was both to establish cordial and friendly relations with the new Principal and as well to bring to her attention the concerns of the McGill academic community. These meetings were very productive and we hope to continue such dialogue with Dr. Munroe-Blum after she takes the position as Principal. ■



Fall General Meeting

Past President's Report

R. PRICHARD

Academic Salaries

Academic salary policy is discussed in the Academic Salary Policy Sub-Committee (ASPSC) involving representatives of the administration and MAUT. This is a priority activity of MAUT and involves six MAUT representatives. Following a survey of academic salaries in 1998, the administration and MAUT agreed the following year that McGill academic salaries were at or near the bottom of the G10 (Alberta, Laval, McGill, McMaster, Montreal, Queens, Toronto, UBC, Waterloo and Western—the 10 most research intensive Canadian universities) and should, over 5 years, be raised to the mean of the G10. The 1998 data suggested that our salaries were more than 9% below this average. The MAUT Academic Salary Policy committee has maintained pressure on the administration to address the under funding of academic salaries and continues to argue for higher increases in salaries than those being awarded in other Canadian universities in order to reach this target.

How have we been doing? Below are shown the mean increases for the G10 universities and McGill salaries over the past 4 years, together with the excess of the McGill increases compared with the G10 means, with the amount of catch-up achieved in each year. This year the salary policy at McGill was for 1% across the board increase, 2.6% merit (an average of \$1,950, allocated in steps of \$0, 675, 1350, 2025 or 2700), \$450,000 was provided to deal with general anomalies and \$200,000 specifically for gender anomalies. This made a total amount available for salary increases, including these anomalies of 4.25%. The salary increases for other universities in the G10 is not fully known. However, preliminary data on a subset of these universities suggested that it may be an average of about 3%.

Mean increases for G10 universities & McGill salaries 1999-2002

YEAR	Mean of G10 %	McGill Mean %	Catch-up %
1999	3.3	5.1	1.8
2000	3.8	5.0	1.2
2001	4.5	6.0	1.5
2002	Approx. 3.0*	4.25	Approx. 1.25*

*preliminary data

We have made progress, but the catch-up this year has been disappointingly small. We still have some distance to go and if the Administration's undertaking to catch up over 5 years is to be achieved the increase in the coming year will need to be about 4.55% plus the extent of the average increase for other G10 universities. We face a moving target as the other Canadian universities continue to enjoy increases each year. The other G10 universities are expected to enjoy an increase in the coming year, based on known collective agreements, of approximately 2.9%. Therefore, we will be looking at an increase of the order of 7.45%, in the coming year, to reach the goal of parity with the G10 average.

The most recent data indicates the McGill salaries are competitive at the Assistant Professor level, but that we fall behind at the Associate Professor and Full Professor levels. A number of factors distort the simple comparison of academic salaries by rank between McGill and other Canadian universities. For example, the proportion of the professoriate who are Full Professors at the University of Toronto is more than one third higher than at McGill; the difference is even greater between McGill and some of the other G10 universities. This has a large distorting effect on McGill salaries because some McGill Associate Professors would likely be Full Professors at other Canadian universities and would enjoy higher salaries than at McGill. Amongst other factors, the lack of a salary increase, with promotion from Associate to Full Professor (Librarian), may result in some academic staff not going to the trouble to apply for promotion as soon as they are likely to be successful. MAUT believes that McGill should recognize that the

attainment of the rank of Full Professor (Librarian) is a major accomplishment and should be reflected in the salary of academic members.

The recent increase in the rate of academic staff hires at relatively high salaries may create, in future years, a two-tiered salary system, with academic staff who have been at McGill for many years and who commenced their appointments at a time when starting salaries were low, being disadvantaged relative to more recent hires. However, this may be masked when mean salaries are compared between McGill and other G10 universities. In fact, starting salary is a major factor in salary relativity.

MAUT will continue to address the need for a fair salary policy for academic staff which is competitive with other research intensive Canadian universities. ■

Fall General Meeting

Report of VP Internal

N. WHITE

1. Personal Responsibility for P-Cards

Individual professors are personally responsible for all charges made by anyone (including graduate students, technicians, etc.) with a card linked to accounts they administer. All charges on cards are posted immediately on Banner and can be verified by the individuals responsible for them. The accountants who set this system up assumed that it would be easy and natural for everyone to sign on to Banner every day to check the charges and take immediate action if any problems were detected.

During a meeting with MAUT representa-

tives, the Vice Principal (Finance) and members of his office were rather surprised when told that this was perceived as an intolerable imposition and addition to the workload of individual professors. A compromise solution to the problem would be to have an automatic e-mail message describing each charge sent to the person responsible for the account to which the card is linked. This would make it easier and less time consuming to check charges. It is likely that this procedure will be implemented within a few months.

2. Distribution of Funds from Demutualization of Life Insurance

These funds, a total of about \$3M, were contributed by both the University and each member of the Faculty and Staff. After considerable negotiation, it was agreed that the employees will get 2/3 of this sum. Distribution of this amount to individuals is a complex matter involving fairness (size of refund in relation to amount contributed, identifying people who no longer work for McGill, etc.), keeping the administration costs (which are paid by the fund itself) to a minimum, and tax issues (avoiding tax on the refund).

The plan is to create individual credit accounts for everyone who is still employed at McGill, based on their contributions to the plan. The funds in each account will be used to provide a holiday from payment of premiums for the medical and dental plan to each individual until the money in their account is used up. In this way the refund will not be taxed. The interest earned by the fund should cover the administration costs of this scheme.

A reserve will be held for people who contributed to the fund but who no longer work at McGill. It's unclear if efforts will be made to find them or if it will be up to them to claim any amounts due.

The amount credited to each person will be determined by the amount of premiums they paid for life insurance since 1989 (records from before this date are on paper

and extracting the relevant information from them would be prohibitively expensive). Total payments of \$1000 yield a credit of \$209.50; \$2000 yields \$419.00; \$3000 yields \$628.50. At this time, there is no easy way for any individual to tell how much they have contributed, but HR will inform everyone when the accounts are set up.

3. Long-Term Disability Plan

The current plan is a Trust administered by and for the benefit of McGill employees. The Trustees, who are representatives of the different Faculty and Staff groups and Human Resources, have obtained a legal opinion that this is an illegal arrangement for at least 2 reasons: 1) McGill is not licenced to operate an insurance company and 2) the risk pool is smaller than the legal requirement for this type of insurance. Therefore the LTD plan must be transferred to an insurance company.

No company is interested in dealing only with this aspect of McGill's insurance/benefits program. This is why, when 8 companies were asked to propose plans only Alliance Industrielle (who administer our life insurance) and Maritime Insurance (who administer our health plan) chose to do so. The two plans are very similar to each other and to our current plan. Human Resources prefers Alliance Industrielle because of certain chronic administrative difficulties they have experienced with Maritime Insurance.

Both plans provide essentially the same benefits that we have been providing for ourselves through the "illegal" Trust: following a 6 month waiting period they provide approximately 85% of an employee's after tax salary.

The premiums on the current Trust are paid entirely by the employees. This is because of tax rules. Benefits received from a plan paid for entirely by employees are not taxed. Benefits received from a plan to which the employer contributes even a small amount are taxed. Therefore, it would cost the University much more to provide taxable benefits than it costs individuals to pro-

vide themselves with non-taxable benefits. There is little or no chance that the BPG and the BOG would agree to take on such a large financial obligation for the University.

Neither of the companies that submitted offers are willing to allow McGill or its employees to participate directly in the process of adjudication (i.e., deciding who does and does not receive benefits. This is essentially a medical decision and they have doctors who do this for them. However, Human Resources can and does scrutinize their decisions closely, including employing their own doctors to review decisions.

Some members of the SBAC (Staff Benefits Advisory Committee) do not like the idea of a plan in which employees pay 100% of the premiums but have no role in the adjudication process. This issue remains to be discussed further. It may be possible to devise a scheme in which the oversight exercised by Human Resources is shared with Faculty and Staff representatives in some way, possibly through the SBAC.

4. Medical and Dental Insurance Plans

Drug Card

Everyone insured will receive a personalized card to be presented at their pharmacy whenever a prescription is filled. The individual pays the pharmacy for the prescription. The pharmacist submits the bill directly to the insurance company who send a refund cheque to the insured in the usual way. This eliminates the need to submit paper forms requesting reimbursements of drug costs.

This is called a "Deferred" Drug Card. With a non-Deferred Drug Card the insured person pays only for the uninsured portion of the cost of the prescription (the plan does not always pay for 100% of all drugs). The insurance company pays the pharmacy directly for the insured portion of the cost. This creates certain administrative difficulties which increase the cost of the plan by about 15%. This is why we will have a Deferred Drug Card.

Experience at other companies and institutions that have introduced drug cards suggests that the costs of the plan increase by 5–8% due to fact that under the present system about this proportion of legitimate claims are never submitted due to inadvertence. With a drug card all claims are automatically submitted, increasing the cost of the plan.

Costs of Health Plan

Large increases in premiums over the past 3 years have paid off the deficit. Premiums and costs are now balanced, except for the increase expected due to the Drug Card. This will require a small net increase in the current rates.

	Single	Family
Current	\$54	\$106
Proposed	\$57	\$112

These are monthly rates and the University pays half of them. The net increases per pay-cheque would be \$0.75 for the Single rate and \$1.50 for the Family rate.

Costs of Dental Plan

The Dental plan had a surplus last year. As a result the proposal is to decrease the premium slightly and to increase the payment schedule slightly. Payment for minor procedures (e.g. routine fillings) would increase from 80 to 100% of scheduled cost. Payment for "endo-perio" procedures (e.g. root canal, crowns, gum surgery) would increase from 70% to 80% of scheduled cost.

The premiums proposed are:

	Single	Family
Current	\$36	\$78
Proposed	\$34	\$75

Net decreases per pay-cheque would be \$0.50 for the Single rate and \$0.75 for the Family rate.

The net increase in cost for both plans would be \$0.25 for Single and \$0.75 for Family.

5. Out-of-Country Health Insurance

Some members have asked about extending the time for which they are covered by the health plan when they are out of the country. At present the insurance applies for a maximum of 60 days when one is out of the country. (This is mainly an issue for retirees.)

The question of extending the time to 120 days has been raised in the Staff Benefits Advisory Committee. Not all insurers will provide this kind of insurance, and it would obviously increase the cost of the plan. The matter is now being examined in the context of the overall plan and will be discussed by the SBAC in due course. There is no chance that any change in this benefit would take place before the start of the next benefit year.

6. Access to Athletic Facilities and Parking

The situation with respect to the use of McGill's athletics facilities by faculty and staff is an unfortunate one from our point of view. The facilities were built and are administered with students only in mind. Even though most other universities allow their faculty and staff free access to their athletic facilities, this is unlikely to happen at McGill any time soon.

At McGill the Athletics Department is a division of Student Services (see McGill Telephone Directory). Student fees pay about 70% of the operating costs of the facility and special student assessments were used to pay for construction of the newer facilities. Students have strong representation on the Board that governs the use of the athletic facilities.

In addition to students, Faculty and Staff, Alumni and members of the local community can become members at a cost of \$460 per year (slightly more than some private gyms in the area). Approximately 1300 such memberships were purchased in the past year, but only about 30 of those were Faculty Members.

At present the facility is very overcrowded during the peak use hours (4:00 - 9:00PM).

The board will not agree to any plan that might increase access during these hours. However, the facility tends to be underused earlier in the day. This is why the Athletics Department offers the Faculty and Staff fitness courses at lunchtime.

It may be possible to negotiate a new membership category that would allow faculty and staff access between say, 8:00AM and 1:00PM, at a reduced rate. It's unclear how many people would take advantage of this.

Assuming this can be negotiated, who should pay for it? It may be possible to get the Administration to agree to transfer an amount to the Athletics Department each year which would provide all Faculty and Staff unlimited access during the morning hours. The question is, where would these funds come from? It seems clear that such an item would fall under the heading of "employee compensation" in the University budget and put additional pressure on salaries and other benefits. This situation is another indication of how Faculty compensation at McGill lags behind other universities.

The high cost of parking at McGill is a related issue raised by some members. In this respect McGill is not so different from other universities, most of which charge the going rate for parking in their areas. The Administration could be approached to change the policy that treats parking as a profit-making enterprise, reducing the rates. Or, a subsidy for Faculty members could be proposed. The effect on the University's budget of both of these alternatives is subject to the same considerations as the proposal to fund universal access to the athletic facilities. In both cases it seems more reasonable to increase salaries as much as possible and to allow individual choice in how those salaries are spent. ■

Fall General Meeting

Report of VP External

D. GUITTON

Commercialization of the results of university research

The commercialization of the results of university research is a subject of considerable current interest in university, government and industrial circles. This undoubtedly results from the transformation of our society from one having initially an industrial base dependent on natural resources, to finally the current trend where the 'natural resource' for future industry is *knowledge*. For the large part knowledge, at least in terms of its future evolution, resides in universities. Hence the marked interest of government and industry in exploiting this knowledge base for enhancing economic development in a highly competitive environment.

In Ottawa there has been studied in parliamentary commission, for the purpose of formulation as a law, the co-called Fortier report. This is the "Report of the expert panel on the commercialization of university research" by Pierre Fortier, Senior Advisor to the Chairman, Innovitech Inc. The report is entitled: *Public investment in University Research: Reaping the Benefits*. The report made many recommendations, which I discussed in a previous MAUT report. Notable recommendations were:

"In order for researchers to qualify for federal research funding and universities to qualify for commercialization support, universities ... must recognize the importance of research-based innovation as a mainstream activity by identifying "innovation" as their fourth mission, in addition to teaching, research and community service; alternatively, they might explicitly identify innovation as an element of the three missions, as appropriate."

"Universities must provide incentives to encourage their faculty, staff and students

engaged in research to create IP These incentives must also include appropriate recognition of innovative researchers in tenure and promotion processes.”

“... universities should make the commitment to use their educational resources to develop the people with the necessary entrepreneurial, business, and technical skills required to increase the number of successful innovations created from the results of university research.”

The backlash to the Fortier report seemed to have triggered renewed consultation and roundtables, but the very recent *agreement* (Nov 2002) *between the Government of Canada and The Association of Universities and Colleges of Canada* (AUCC, not an association of university professors) leaves little doubt that federally funded university research will be strongly aimed at innovation and commercialization.

Elements of the framework for the agreement are:

- Aim is that Canada should be among the 5 most research intensive nations in the world.
- Universities committed to *doubling research output and tripling commercialization performance*, subject to the necessary government investments and complementary contributions from other sectors.
- Government and AUCC are working together to implement strategies.
- The parties do recognize other benefits of publicly funded university research that do not result in new commercial products, such as the development of highly qualified personnel.
- The AUCC agrees to produce a periodic report that demonstrates the collective progress made by universities in meeting these objectives.

Comment by D.G. Paradoxically, the Fortier report itself states that universities should not expect more than 1–2% increase in revenue from the commercialization process. Experts evaluate a similar impact in the US. This report met great opposition from the Canadian Association of University Professors (CAUT) and other provincial associa-

tions such as the Fédération québécoise des Professeures et Professeurs d'université (FQPPU). CAUT stated that the views underlying the report “... are harmful to universities, harmful to researchers, and not even in the long term interest of the corporate sector.” John Polyani (U of T Nobel Laureate) said: “It’s hard enough to make discoveries in the first place. I don’t know how to produce tailor-made discoveries for a particular industrial sector.”

Settlement of the Olivieri and Healey cases

I have discussed in previous reports the scandal at the Hospital for Sick Children in Toronto regarding a pediatrician-researcher, Dr Nancy Olivieri, who discovered negative side effects of a drug she was testing. A very recent editorial in the Montreal *Gazette* (Nov 24, 2002) summarizes this all very well:

“An ugly six-year battle ended last week when Dr. Nancy Olivieri and four colleagues reached a settlement with the University of Toronto and its affiliated Hospital for Sick Children. The case echoed that of Dr. David Healy and the same university’s Centre for Addictions and Mental Health, which also ended in an out-of-court settlement. The two cases serve to remind us that Canada needs meaningful, well-thought out rules on how much control pharmaceutical companies should have over medical research they help to fund. “The out-of-court settlements mean the justice system gave no definitive answers to some important questions. But a number of concerned organizations are working on the issue, and new policy is beginning to take shape.”

The two cases, in brief:

Dr. Olivieri, a hematologist, was conducting trials of the drug deferiprone when she discovered a potential risk to patients with thalassemia, a rare blood disorder. A one-year confidentiality clause in her contract banned her from making any results public, even to trial participants. When she made moves to do so anyway, the drug’s maker, Apotex Inc., which was funding the trials, aborted them and threatened legal action. The publication of her findings in the *New England Journal of Medicine* in 1998 brought workplace repercussions for Dr.

Olivieri and four fellow researchers.

- Dr. Healy’s job offer from the U of T’s Centre for Addictions and Mental Health was revoked after he gave a speech linking risks of suicide with the antidepressant Prozac. That drug’s maker, Eli Lilly, is a significant financial contributor to the university and the centre.

Statistics Canada reports that in 2000, Canadian universities and teaching hospitals received \$161 million from industry for medical research and development, most of it from drug companies. This exceeded the total contribution from all provincial governments combined and was more than half the amount received from federal sources. With government funding dropping, it is unrealistic to expect an absolute separation of academia and industry. But it is imperative for universities to stand their ground and not sacrifice the public interest and the integrity of their institutions.

“The primary aim of drug companies, which worldwide invest \$40 billion U.S. annually in R&D, is to sell drugs. That can mean that clinical trials that show little or no improvement over existing drugs, or even point to adverse effects, can go unreported; tests can also be designed to produce positive results. This is unacceptable if the public and doctors, not to mention policy-makers, are to have any faith in this research, which directs everything from the treatment we receive at our local doctor’s office to the government’s health-care priorities. Too often, clinical trials become vehicles for drug approval rather than tools for genuine scientific inquiry.

Universities should be left to oversee their contractual relationships through their own research ethics boards, which must be vigilant in vetting contracts. But universities across Canada should agree - perhaps by way of the Association of Universities and Colleges - on basic standards that will not be compromised.”

This case is probably the most important attack by industry on academic freedom yet on record. The events reported in a CAUT-sponsored book* read like a novel and

**The Olivieri Report: the complete text of the report of the independent inquiry commissioned by the Canadian Association of University Teachers*, by Jon Thompson, Patricia Baird, Jocelyn Downey. Toronto : J. Lorimer, 2001.

it's hard to believe that they happened here, but they did. All individuals, including primarily Dr Olivieri, implicated in this extremely aggressive dispute involving very expensive legal battles, have praised the front-line role played by CAUT and its directors in making possible the settlement of this case. There is no doubt that without CAUT's strong, work-intensive and highly visible support, Dr Olivieri would not have won this case. ■

Fall General Meeting

Report of VP Communications

RALPH HARRIS

1. Newsletter

The production rate of the *Newsletter* fell in the period September 1, 2001 to August 31, 2002 to three issues. With contributions from Council members and various MAUT experts, the number of issues will increase this year.

2. Mini-newsletter

A new initiative, a ListServ based "Mini-Newsletter" was launched in September 2002. The intent of this brief summary of items discussed by MAUT Executive and Council is to alert members to matters of concern and provide them with reminders and encouragement to get involved by expressing their concerns or posing their question about these matters. The "Mini-Newsletters" are also distributed to our retired members as hard copy with gratitude expressed about being kept "in the loop".

3. Website

The website is being very professionally managed by Marilyn Fransiszyn and has become easy to navigate and an up-to-date source of information relating to university academic matters at McGill and across the country. It is also working to help recruit new members via the on-line membership application.

4. ListServ

The MAUTFORUM ListServ has seen limited but valuable use to disseminate various short articles or questions throughout the membership. If you have withdrawn from the MAUTFORUM for fear of email deluge, consider rejoining, as the number of e-mails has been no more than 10 in the last 12 months (send a request to mautadm@postbox.mcgill.ca).

The MAUTCNCL list has been very much more active and council appreciates the mail sent to them with your concerns and questions.

Feedback regarding your level of satisfaction with these services is invited.

5. McGill Reporter

MAUT Executive decided to publish a series of articles in the *McGill Reporter* on subjects of general interest to the McGill community. The rationale was that the *Reporter* might reach a wider audience than the *Newsletter* and lead to a higher membership rate. Experience to date has been encouraging.

It has also been decided to place advertisements for MAUT in the *Reporter* in the same issue as the article to further encourage membership applications. ■

Fall General Meeting

Mentoring Committee Activities

A. SAROYAN

The Tenure and Mentoring Committee was created in the fall of 2001 to advance MAUT's mission of providing its members, particularly new academic faculty and librarians, support and guidance, and to foster the creation of mentoring activities in departments and faculties.

The five members of this Committee (K., GowriSankranan, J. Kurien, D. Mather, N. White, and A. Saroyan - Chair) articulated the following 5 objectives for this Committee:

1. To disseminate information about successful mentoring models at McGill
2. To provide annual workshops for chairs and new faculty
3. To solicit departmental help in establishing formal and informal mentoring
4. To alert MAUT members about responsibilities related to the preparation of tenure and renewal dossiers
5. To identify/introduce advisors to MAUT members who can assist in preparation of tenure dossiers.

In order to achieve its objectives, the Mentoring Committee outlined three tasks for 2002-2003.

The first was to identify existing formal and informal mentoring practices currently in place in departments. To this end, it prepared and conducted a survey in the spring of 2002 of all McGill departments. It received 18 responses which reported having some form of mentoring practice in place.

The second task was to organize a workshop for chairs to generate a discussion around various mentoring models and ways that faculty and librarians can best be supported as they prepare for the tenure or renewal process. The Chairs of departments which had reported some form of mentoring were invited to present to and discuss the with participants their mentoring practices. This workshop took place on November 14, 2002 with 17 participants. The outcome is a document that outlines various approaches to mentoring and steps which could be taken by chairs and departmental mentoring committees to assist un-tenured staff at the outset of their academic careers at McGill.

MAUT will distribute this document to all departments before the end of 2002.

The third step is to organize a workshop, this time targeting un-tenured faculty and librarians. The aim is to alert un-tenured staff about their responsibilities and to provide general guidelines for the preparation of renewal and tenure dossiers. This meeting will take place in the spring of 2003 and will be advertised through various listservs and University media. ■

*Gender Equityñ**From Graduate Studies to Professor Emerita***Reports by MAUT-sponsored Graduate Students on CAUT Status of Women's Committee Conference, Montreal***October 24-26, 2002*

REPORT SUBMITTED BY

JOE FLANDERS

PSYCHOLOGY GRADUATE STUDENT

I am a graduate student in the department of psychology at McGill, who was sponsored to attend the Status of Women Conference. As a philosophy student and as an undergraduate, I became familiar with some of the heroes and heroines of the feminist movement through its history. My contact with figures such as de Beauvoir, Irigaray, and Butler has been largely in the abstract, though. Reading their texts gave me access to feminist discourse, but in the comfortable confines of University of Toronto libraries and surrounding coffee shops. I had been lulled into a false empowerment, thinking that feminist interest could be forwarded with rigorous argumentation, insightful reconceptualization, and clever social commentary.

In listening to Ursula Franklin and Mary Eberts' story, I was reminded that the most lasting and meaningful social change happens, not in university libraries, but on the ground, in their administrative offices and courtrooms. These two contemporary heroines of feminism strike me as the crucial link between the abstract discussion of new ideas and the difficult process of actualizing them. They taught me about the concrete, and sometimes ugly, reality of feminism in the real world, a reality that any thinking social agent needs to be aware of. For that I am grateful. Thank you. ■

REPORT SUBMITTED BY

LINDA FURLINI

EDUCATION GRADUATE STUDENT

The lessons learned by the attendees of the CAUT Status of Women Conference included the long history of gender bias in academe, its persistent nature and the commitment needed to eradicate it. I learned from many distinguished women presenters at this conference but, due to space limitations, I am able to write about only a few of them.

Dr. Ursula Franklin, physicist, Professor Emerita and lawyer Mary Eberts spoke about the lengthy court battle waged against the University of Toronto to redress women's salary disparities and the pension inequities that low salaries engendered. The undervaluation of women's work as raised in this class action suit was difficult to prove as systemic practices within the university lacked transparency and consequently information about men's salaries remained undisclosed. Thus women remained in an information vacuum, gender pay and pension benefit disparities thrived, and the university was unjustly enriched. In the late eighties, Dr. Franklin was entitled to a pension of approximately \$20,000. This pension was given to a woman who was senior research scientist, a Companion of the Order of Canada, a member who served on the Science Council of Canada, the National Research Council, and the Natural Sciences and Engineering Research Council, who received 30 honorary degrees, countless awards, and engaged in many other academic activities with distinction. During the long wearisome legal struggle six of the plaintiffs died and seemingly

insurmountable obstacles kept emerging. As I listened to Dr. Franklin recount the story about her endless battle for justice, I noted that she had retained her extraordinary keen sense of humor. Dr. Franklin serves as an inspirational model for women everywhere.

Dr Margaret Gillett, another presenter and Professor Emerita of McGill University worried that recent hiring trends in universities will affect women to a greater extent than men. The decline in the number of tenured professors, the increase in the number of sessionals (of which most are women), and the use of performance indicators disadvantage women. "Universities move in the direction the money is coming from," stated Dr. Gillett. One has only to look at the dismal state of research funding for Women's Studies to understand the true story. Dr. Gillett wondered what would eventually happen to Women's Studies because overall Women's Studies are not valued, and at universities such as McGill, there are no Women's Studies programs for graduate students.

The corporatization of academe favors men to a greater degree than women because women dominated disciplines such as education, the arts, nursing and social work, receive fewer grants or grants of lesser monetary value. Dr. Arpi Hamalian, Professor of Education at Concordia University, stressed to her audience that that "no academic department is impenetrable" to industry. Industry dictates what will be valued, and what will bring industry more money, and therefore who will get the grants. Therefore, women's academic salaries become tied to how much money their research brings to the university. Equally, government agencies are not immune to the influences of industry, thus government granting council policies shift to reflect industry needs, which in turn influence which studies get funded. Furthermore, I observed that some women at the conference were organizing to register a human rights complaint concerning the Canada Research Chairs Program. Industry Canada is the Federal Government Department responsible for the administration of

MAUT-sponsored Graduate Students' Reports on the CAUT Status of Women's Committee Conference ...

this program. Only 15% of these chairs have gone to women.

Dr. Nancy Olivieri, Professor of Pediatrics and Medicine at the University of Toronto, asked when research is not viewed to be profitable, who will fund it? This question brings about its own share of ethical dilemmas. However, even when women are privy to grants, such as Dr. Olivieri was, other serious dilemmas emerge. Dr. Olivieri spoke about her epic confrontation with the generic pharmaceutical industry. Her struggle began when she spoke out against a drug she was testing in order to protect her patients and maintain ethical integrity. In response, the generic drug company for whom she was conducting the clinical trial threatened legal action against her for making her concerns publicly known. According to Dr. Olivieri, the generic drug company "determined who asked and who answered the research questions." The corporatization of academe creates a situation where commercialization directs the research question, and how results are evaluated. Invariably, industry needs become the needs of society, and threaten the public good. Dr. Franklin offered, "Women who ask different questions are desperately needed." Dr. Olivieri is one such woman.

Dr. Olivieri was a woman, and for that reason it may have been easier for the Drug Company to try to discredit her as a researcher. Yet, in seeking support from other women at the University of Toronto Dr. Olivieri stated, "Don't breathe too easily on female colleagues." Her personal experience in seeking support from other women was dismal. Dr. Olivieri states: "Women are scared. They fall into line. They don't know that only by opening their mouths, will it save them." She concluded by saying that it is threatening for women to believe that discrimination exists, and consequently they are afraid, they want to fit in and avoid confrontation. Many women feel they must

obey the rules even though it keeps them back.

Dr. Gillett asked, "When the glass ceiling broke for women in academe, did it leave any glass fragments?" Overall, the number of full professors and women in administrative positions remains inadequate. Although some women do hold administrative positions, this does not ensure change. No one woman can change systemic problems. Where there has been greater female representation, such as in the arts and humanities, greater changes in tenured and administrative positions have occurred. However, in other disciplines, particularly the sciences, according to Dr. Rose Johnstone, Professor Emerita in the Department of Biochemistry at McGill University, women remain poorly represented. Notably, the enrollment of women in engineering and computer science is declining. Factors such as these will help to perpetuate women's poor representation in these disciplines, as well as their isolation and low salaries.

As a Ph.D. candidate, who has decided to change careers in mid-life and to contemplate a future career in academe, I am directly concerned with the gender issues raised at this conference. I sense the dangers of becoming a contract academic without benefits. The low starting salaries awarded to women also cause me considerable unease. The salary that I start with determines how I am promoted, and the pension I will eventually receive. ■

REPORT SUBMITTED BY

JACKIE KIRK

EDUCATION GRADUATE STUDENT

Conference participants were rather gingerly entering the large room which had been cleared of chairs and tables, but which, we were assured, had a carpet cleaning recently. It was the first session in the afternoon, and that all-important lunchtime networking

was perhaps delaying returns to the hotel conference suite. Nonetheless, the room was starting to fill up and it looked like we were going to get started soon. I was hoping so as this was the session I was particularly looking forward to, one entitled More than Gender: Impact of Race, Sexual Identity, Disability and Other Equity Concerns on Women in Academia, and described as a theatre-based workshop. The facilitators were Piet Defraeye (University of Alberta) and Nisha Sajjani (Concordia University).

I was looking forward to an opportunity to explore in a different way issues that had been presented in formal conference presentations, discussed in small and large groups as well as chatted about informally. Inequity, discrimination, oppression and harassment are part of the lived experience of many women on campuses across the country and so it seems important to take time to use more experiential methodologies to draw out and explore these realities. Moreover, it is perhaps through alternative approaches to looking at the issues that new ways of addressing them will be developed – ways that are meaningful, effective and empowering for women. As a feminist educator and researcher, and frequent workshop facilitator I am interested not only in the issues of gender equality in education, but also in different participatory and arts-based methodologies for exploring them with others. I was excited that the CAUT had chosen to include this less conventional session in their conference program.

The session started with some introductory exploration of the multiple identities that participants bring to the conference; standing in a large circle we were asked to step into it when feeling a personal identification with the various possibilities called out - 'those who had a good lunch', 'scholars', 'coloured', 'straight', 'mothers', 'men' (there were no takers apart from Piet!), and so it continued. Some were easier than others, some created more discomfort and uncertainty than others, some of the possibilities left people questioning well what exactly did they mean. "It's your interpreta-

tion that is important", we were reminded. We continued with an activity in which we were given phrases on strips of paper, phrases that we would speak out to people as we walked around the room, an activity in actually bringing voice and listening to expressions of injustice, inequity and discrimination. Working with headlines from newspapers and reports, we generated lists of response words ('obscene', 'unjust', 'patriarchal', 'power', were some of the many listed) and these were used to inspire a series of group tableaux or freeze frame images. We then moved into the main activity, which was creating a dramatized version of a story of inequity against women. This was gradually developed, starting with participants sharing stories in pairs, and then in fours, and then in larger and larger groups. From the one story chosen we were to create 3 tableaux which were then rolled into a short piece to share with other groups. Finally we gathered around one group's dramatization of editorial discrimination against women in order to play around a little with alternative interpretations and endings.

Unfortunately there was little time at the end for the sort of debriefing and discussion I would have liked – either of the issues raised in the stories, or of the methods we had used to address them. I would have liked more opportunity to talk about the potential for using creative, participatory approaches by participants who are involved in the sorts of legal and administrative and bureaucratic struggles that are usually fought through letter, report and article writing, through meetings, phone calls and e-mails. Nevertheless, the session had been a very valuable opportunity for me to experience alternative approaches, and to add some new tools to my own repertoire for addressing with others the complex issues of gender, diversity and difference in education.

During the last session women suggested that they must create new processes of working so women advance not only or primarily for the purpose of tenure or a place to work. Equitable spaces must be established for all women, and this includes women with dis-

abilities, women who are members of visible minorities, women who encounter ageism, and women whose careers are interrupted for various reasons. There is a need to find a way in which we can all work differently and inclusively. ■

REPORT SUBMITTED BY

JENNIFER MCCANN

MEDICINE GRADUATE STUDENT

As a graduate student who is nearing the end of her doctoral training, the only complaint I have about The Canadian Association of University Teachers-Status of Women Conference is that I did not get an opportunity to attend such a meeting sooner in my education. I am presently writing my doctoral dissertation for the Division of Experimental Medicine at McGill University. Thinking of the 5 years my Ph.D. degree had taken, combined with two years of a M.Sc. and a 4-year honours B.Sc., I had viewed the approaching job market as a world where I would be treated as a highly trained scientist, regardless of gender or race. Was I naïve? Maybe. However, I can honestly say that throughout my training, I had been fortunate to work with people who treated me with respect, and on the same level as others, including men. To hear about the trials and tribulations that some women face in the academic world was very disappointing and to some extent, frightening.

On the other hand, the meeting started off with a glimmer of hope—although hearing about Dr. Ursula Franklin's journey from University of Toronto world-renowned scientist to second-class citizen at the same institution made me feel very angry. The fact that she was able to fight the system, and make some progress makes one feel hopeful for the future of women in academia. It is disgusting that she along with many others had to endure this injustice but the resolution of the situation leads one to believe that things may be changing in the academic ranks.

The presentation by Dr. Hanadi Sleiman was very exciting, as I myself am a woman in science who would like to have a family

one day. I appreciated the casual style of her talk and she made one feel that you can have it all (career and family) and still enjoy your career. It was such a pleasure to listen to a person who so obviously enjoys her career but it was also clear that it is easier to "have it all" when one has a supportive partner and a supportive academic department.

The session on the Friday afternoon was of less use to me. The connection between the afternoon's activities and what we were supposed to glean from them was unclear. However, the session did provide me with the opportunity to get to know some of the other meeting attendees that I may not have otherwise had the chance to meet.

In conclusion, I found the meeting to be very informative. I learned about the possible pitfalls that a woman might face when embarking on a career in academia. It taught me to be more aware of my working environment and to not assume that everything is equal and fair. I really enjoyed the camaraderie displayed by many of the attendees. It gives a new member to the academic world a good feeling to know that there are so many people that are willing to fight for equality and justice. I feel fortunate to have been given the opportunity to attend The Canadian Association of University Teachers-Status of Women Conference. ■

REPORT SUBMITTED BY

KIM TRAINOR

ARTS GRADUATE STUDENT

Looking over my notes from the CAUT's Gender Equity conference I find that I was writing lists—the qualities of a good mentor, challenges faced by new women faculty members, synonyms for the anxiety or fear they might have, lists of possible solutions, of potential resources, of proposed actions. I thought I would share one of these lists, a list of the challenges, concerns, obstacles which new faculty members might face when starting their first position at a new institution. This list was compiled by the participants as a group, from their personal experience of being a new faculty member, and as a graduate student, I found it was

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formidable:

Obstacles and Challenges Facing New Women Faculty—a List

- The need to learn the political and symbolic terrain of a new department and how to navigate it successfully;
- how to say “no”;
- the fear that asking for help will be seen as weakness;
- how to get information about salary negotiations;
- how to get this information before you negotiate your salary;
- how to negotiate a salary and benefits package;
- how to make management negotiate with you;
- how to make management take your negotiations seriously;
- how to balance publishing and maternity leave, teaching and research, research and service;
- asking for help if you are disabled without being perceived as weak;
- finding out who you can trust;
- navigating grant structures;
- how to acquire teaching skills;
- access to technology in the classroom;
- how to be an active feminist without criticism or backlash;
- how to make activism on or off campus a legitimate part of your work;
- dealing with sexual or racial harassment, with stereotypes;
- ghettoization;
- the transition from being supervised to being a supervisor;
- being the token woman on departmental committees;
- how to find a mentor;
- balancing social and political interaction within your department;
- spousal hiring issues.

A discussion followed of the many ways of addressing these various concerns, from solutions already in place at some institu-

tions that we can take as models (for example, at the University of Victoria there is a buddy system for new faculty members), and nation-wide actions the CAUT might pursue (contacting graduate students close to entering the job market and providing them with relevant information). The latter is already being addressed by the CAUT, which recently posted a new handbook on their website—“Negotiating a Job Offer” (<http://www.caut.ca/english/member/handbook/>)—which is available as a download in pdf format, and I’ll be distributing this information to graduate students within my department and through the MCRTW [McGill Centre for Research & Teaching on Women]. Ursula Franklin, Professor Emerita at the University of Toronto, in her keynote address at the start of the conference, was inspirational. She affirmed community over competition in the university, pointing out that we invite exploitation if we don’t share information with one another and that we need justice for all or we don’t have justice. ■

REPORT SUBMITTED BY

KIRSTY ROBERTSON

ART HISTORY AND COMMUNICATIONS
GRADUATE STUDENT

I unfortunately had to miss much of the CAUT conference due to a medical emergency (all is fine now), but what I did see I found not just interesting, but inspirational. In particular the opening talk by Ursula Franklin and Mary Eberts had an impact on my own thinking, and it is their talk that I will discuss briefly here. I found this talk inspirational not only because of the obvious courage and moral justification of those involved, but also because it demonstrated to me how easy it is to forget those who have made the path easier for female academics like myself. I find in my own experience in a female dominated department and field, that gender equality is assumed, if not always practised. As such it is easy to forget that this is not the case in many other de-

partments, that this was not the case in Art History ten years ago, and that what progress has been made is not necessarily permanent.

In particular the community created by Eberts and Franklin in order to make their case that the University of Toronto had been unjustly enriched through the systematic pay-discrimination against women, was inspiring, and served as a reminder that although more women are employed by universities today and are paid more equitably, should women not band together these gains will be lost, and what injustices still exist will remain unsolved. Indeed, I found this community spirit present in the conference as a whole, and found it an enriching and welcoming environment.

However, it was Franklin’s story of not just the court case, but of the University of Toronto’s use of her image (as part of their famous alumni campaign) that I found most interesting. It seems to me that the use of her image, at the same time that the university was accused of systematic discrimination against her and others is a metaphor, in many ways, of the traps into which academics, and female academics in particular, can fall. As universities turn increasingly to corporate funding in the face of government cuts they have progressively come to rely on corporate mentality in order to balance their bottom line. Is there not then an analogy to be made between the former hiring of female professors at lower than average income, and the current-day hiring of non-permanent sessional academics who are paid less than their tenure track equivalents and who must be made up of a greater number of female academics than in times past.

Thus, in a world that often seems to be made primarily of competition for the few permanent jobs I found it heartening to listen to Ursula Franklin who had beaten the odds by becoming a full professor, who then created a community of women, and who then took on the largest university in Canada, and, to all intents and purposes, won. She and Mary Eberts are an example to us all—not just female academics, but their male

colleagues and the universities that often perpetuate and nurture discriminatory ways. As such, I found the conference highly useful, and hope that other McGill students will benefit from this opportunity in the future. ■

Recipient of MAUT Scholarship

In September 2002, MAUT received a thank you letter from Agata M. Wojtowicz, a third year student in the Department of Civil Engineering. An official letter from the Faculty of Engineering Scholarships Committee in October followed and named Ms. Wojtowicz as the recipient of the MAUT Scholarship for the 2002/2003 session. The MAUT scholarship was set up in memory of the 14 women murdered at the École Polytechnique in December 1989.

MAUT was thanked by the Committee for its generous support of the award program at McGill that provides an opportunity to recognize high academic achievement.

Call for Nominations

The MAUT's annual election will be held in March 2003. The academic community faces major challenges in the coming years. Their successful resolution demands academic leadership and a willingness on the part of already overburdened colleagues to step forward. I urge you to contribute by nominating suitable persons for positions on the MAUT Executive and Council and/or allow your name to stand.

Nominations are open for the following positions:

President-Elect
V.P. Internal
V.P. External
V.P. Communications
Secretary-Treasurer
Council: to fill five vacancies

Please Note All executive positions are held for one year; elected Council seats are held for two years, and incumbents may be re-elected. Our existing Executive and Council members are listed overpage. Candidates are asked to provide a short biographical sketch to accompany the ballot; the biographical sketch, which should not exceed five lines, must be received at the MAUT Office no later than February 21st, 2002 if it is to accompany the ballot.

PROCEDURE

Any MAUT member in good standing may nominate candidates or stand for election. A nomination must be made on the attached form or by letter, signed by the proposer and seconder, and contain the name, department of the candidate, and signature (confirming agreement to serve if elected). Send the nomination by internal mail to:

Roger Prichard, Chair, Nominating Committee
MAUT Office
3495 Peel Street # 202

Nominations must reach the MAUT Office no later than February 14th, 2003.

EXECUTIVE OFFICERS

The President-Elect becomes President and the President becomes Past President. All other Executive positions are for a 1-year term, and officers can be re-elected.

President	Kohur GowriSankaran (Mathematics & Statistics)
President-Elect	Bernard Robaire (Pharmacology & Therapeutics)
Past President	Roger Prichard (Parasitology)
V.P. Internal	Norman White (Psychology)
V.P. External	Daniel Guitton (Neurology/Neurosurgery)
V.P. Communications	Ralph Harris (Mining/Metals & Materials Engineering)
	Secretary-Treasurer Celeste Johnston (Nursing)

COUNCIL

Two-year term, 5 seats are open.

Elected—Term ends 2003

Estelle Hopmeyer Social Work

Richard Janda Law

Guy Mehuys Natural Resource Sciences

Alenoush Saroyan

Education / Centre for U T & L

Elected—Term ends 2004

Nick Acheson	Microbiology and Immunology
Erika Gisel	Physical & Occupational Therapy
John Kurien	Economics
Anthony Paré	Education
Maria Zannis-Hadjopoulos	
McGill Cancer Centre	
<i>Chair, MAUT Librarians Section,</i>	
<i>Term ends May 31, 2003</i>	
Darlene Canning	Library Computer Services

— Roger Prichard
Chair, Nominating Committee

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

MAUT Executive 2002/2003

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