



# NEWSLETTER

McGill Association of University Teachers

Association des Professeur(e)s et Bibliothécaires de McGill

[www.maut.mcgill.ca/](http://www.maut.mcgill.ca/)

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## An Update on Academic Salaries: 2004-2005

**Bernard Robaire MAUT Past President**

**Chair of MAUT Committee on Salary Policy**

Last year (2003-2004), MAUT and the Administration had set as a common goal to attain the mean salary of academics at the G10 universities. This goal had been set in 1998, when a detailed study revealed that we were last or next to last in all categories. Although the final data from other institutions will not be available until early next year, all indications are that this goal was attained.

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## President's Message

**Frank Mucciardi**

A hearty 'welcome back' to each member of MAUT. I hope the summer months recharged your batteries – there is nothing like renewable solar energy. I spent a good part of my summer working on a solar energy project – hence my attachment to this topic.

MAUT was and continues to be kept busy (very). There are several important issues that we are dealing with in addition to all the 'routine' matters. MAUT has played an active role in the drafting of new regulations for 1) tenure, 2) harassment, and 3) research centers.

Countless hours have been devoted by a number of your distinguished colleagues to ensure that the will of the MAUT membership is reflected in the final proposals. Each of the 3 dossiers is still open. However, the tenure component is virtually complete (last time I checked we were at draft 27!).

*Continued on page 2*

**November 16th:**

**Fall General Membership Meeting  
At the McGill Faculty Club**

# President's Message

**Frank Mucciardi**

*Continued from page 1*

As you will see from some of the content of this newsletter, we also have other concerns that we are tackling. The VP External has had to grapple with the possible disintegration of FQPPU – a provincial association of which MAUT is a member. The Fall meeting of MAUT on Nov. 16 will deal with this issue. I encourage the members to attend. We need a quorum. There are several important issues to vote on.

You may have noticed, of late, an increase in our recruitment effort. The Membership Committee has embarked on an ambitious drive to sign up new members. I am happy to report that their efforts are paying off. Meanwhile, other MAUT executives and volunteers are planning and organizing a series of forums for our membership. Some of the forums that are being planned are: 1) teaching and learning, 2) retirement, 3) tenure and mentoring, and 4) the Glen Yards - MUHC hospital complex.

In closing, I would like to solicit your concerns and interests. If you have a question, a concern or simply a 'good' idea – jot it down and send me an e-mail. This is one way the executive of MAUT can find out what the members want us to focus on. For example, we have had members ask us to focus on staff benefits, benefits post retirement, parking, food services, athletic facilities and fees, etc.. We value your views and take each member's request seriously. What do you want us to look at?

Don't forget the MAUT Fall Meeting on Tuesday November 16, 2004 at 12 noon at the Faculty Club. An excellent buffet lunch will be provided to all MAUT members in attendance. Here is, at the very least, an opportunity for you to have a free lunch. ❖

**From the Office of McGill Vice-Principal (Administration and Finance):  
Professional development allowance for tenure-track and tenured academic staff**

Did you know that a component of the 2004-05 Salary Policy for eligible academic staff is the recently established Professional Development Allowance of up to \$500? Tenure-track and tenured academics may now be reimbursed for specific University-related expenses...

For more information see: <http://www.mcgill.ca/vpadmin/bulletin/dyksept/>

**From the Office of MAUT:  
Did you know that it was MAUT that pushed for this new allowance?**

# **An Update on Academic Salaries: 2004-2005**

**Bernard Robaire**

**MAUT Past President**

**Chair of MAUT Committee on Salary Policy**

*Continued from page 1*

To actually try to make sure this goal was reached, each of you received last June first a \$1,000 increase to your salary base. We will let you know the exact outcome of our ranking next year.

For 2004-2005, several new objectives were set. The first was to develop, jointly with the administration, a long-term (five year) policy that would provide direction for setting our compensation level. I am pleased to report that an agreement has been reached and that a salary policy statement should be issued in the very near future.

A second objective was to correct an anomalous situation: the lack of support by the University for professional development. Among the ten leading research universities in Canada (G10), McGill was the only one in which no such support was available. This has been corrected by the creation of a fund to which all full time academics have access. Up to \$500 can be claimed annually (non-cumulative) for membership in learned/scientific societies, registration at annual meetings, or purchase of books or journals. The time window for making the claim is June 1, 2004 to May 31, 2005. You may get the forms and more information at: <http://www.mcgill.ca/vpadmin/forms>. Please note that this is an experimental programme. For us to maintain it, we will have to use it effectively!

Third, and perhaps of most direct concern to many of us, is the actual increase in salary for which we will be eligible for the 2004-2005 period; this increase will be added to our salaries in December 2004. As usual, there are several components to the salary increase. First, there is an across the board increase of 1.25%. Second there is a merit increase based on performance during the period from June 1, 2003 to May 31, 2004. This amount is based on an evaluation made by your immediate superior (Chair) in consultation with you. Although most Chairs are conscientious about discussing performance and merit with their staff, some are still not doing this. If yours is not, it is your right to insist on such a discussion. These evaluations should have been completed over the summer. Over the next few weeks you will receive a letter indicating the size of your merit increase. The range is from \$0 to \$3,400, normally in slices of \$850.

Fourth, a fairly sizable envelope has been set aside this year for what had been referred to in the past as the "anomaly" envelope and is now called the "dedicated" envelope. The amount allocated to this envelope is \$990,000 - the largest it has ever been. This envelope is meant to cover requests by Deans to correct any salary anomaly (whether it is based on gender or any other reason) as well as funds needed for retention of staff. You

will NOT have access to this envelope unless your Chair/Dean makes a request on your behalf. If you feel your salary should be corrected, it is usually up to YOU to initiate the process! The faculty-based salary tables that MAUT and the administration circulated this summer should give you a framework for determining whether, based on seniority, faculty and performance, your salary is in the expected range. If you have lost these tables or have problems interpreting them, do not hesitate to contact MAUT.

Over the past few years, we have made significant progress in having our salaries reflect the level of performance that the academic community of McGill attains. However, we are still well behind those of our sister Canadian Universities with a similar record of performance to us. Your MAUT representatives will continue to work toward achieving a fair compensation package, reflecting your contributions. ❖

## **Upcoming Events: MAUT Awareness Week**

**REMEMBER TO WEAR YOUR MAUT BUTTON!**

**October 18th:** Beginning of MAUT Awareness Week - Remember to wear your MAUT Button.

**October 28<sup>th</sup> 5pm:** Joint MAUT - McGill Faculty Club Reception for recently hired academics.

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

## **MAUT TENURE AND MENTORING WORKSHOP FOR NON-TENURED ACADEMIC STAFF**

**Tuesday, May 4, 2004**

**McGill University – Faculty Club**

**Chair: Kohur GowriSankaran - Past-President MAUT**

### **Panelists**

**Carman Miller:** History (Perspective as Past Dean of Faculty of Arts)

**Julia Krane:** Social Work (Personal Tenure Experience)

**Anthony Paré:** Education (Chair's Perspective on Tenure Process)

**Janet Donald:** Centre for University Teaching and Learning

**Barbara Hales:** Medicine (Perspective of Medical Faculty)

**Kaleem Siddiqi:** School of Computer Science (Personal Tenure Experience)

**Susan Gaskin:** Civil Engineering & Applied Mechanics (Personal Tenure Experience)

**Mark Sutton:** Physics (Departmental Mentoring)

## **Perspective as Past Dean of Faculty of Arts**

### **Carman Miller - History**

Hiring and granting tenure are very important at a university because they are essential to the future of the institution and the quality of the community. If a wrong choice is made, the effects are felt in teaching at various levels, in research and in administration. The process should not be adversarial. It is an important process for the entire community which has a stake in making certain that it would only tenure the best people. The community also has a stake in making sure it is a civil, fair and transparent process. One overriding principle: the onus of proof is on the candidates to prove that they meet the criteria established by the university. Therefore all candidates must find out about the criteria and process. If candidates need advice and counsel, the burden is on them to seek help from the beginning and throughout the period. Candidates must find out what the established departmental and faculty guidelines are with respect to the university's regulations.

The three criteria for tenure are: scholarship, research and service to the community and all are separate compartments of equal weight for counting purposes. A candidate must have a "superior" rating in two categories and a "reasonable" in one to be granted tenure.

The onus to be fair is on the university and the department that is administering the rules. It is in

the university's interest to retain good people. It is not in the university's interest to lose good people on a technicality, to impose unreasonable working conditions, or provide conflicting counsel. Therefore Chairs and Deans have an obligation to inform and assist candidates who are presenting their cases and provide them with the guidelines to the university's regulations from Day 1.

They should also use the contract renewal assessment after three years to indicate clearly what is expected of candidates to qualify for tenure. This process enables Chairs and Deans to point out deficiencies and suggest remedies. Candidates should have their dossiers and CV's in order, with the proper citations, details and information. Clear evidence must be provided if a candidate wishes to establish a "superior" rating. Candidates should take great care in choosing referees who are reputable and senior scholars in their field as their testimony will have greater value. ❖

## **Personal Tenure Experience**

### **Julia Krane - Social Work**

The following documents and forms should be consulted: the guidelines for the external evaluator's report, a form-list of information for external evaluators, the University Tenure Committee Report, and the Departmental Tenure Committee Report.

The preparation for tenure begins at Day 1 in the University. New hires should collect evidence to demonstrate their superiority and set up three on-going tenure files. The teaching file should hold student evaluations, letters from students, and course outlines clearly indicated by term and year. Candidates should record all changes and improvements to courses and their rationale, take student feedback seriously, engage their students in on-going evaluation dialogues, and keep records of teaching tools, techniques, and their involvement in developing new courses.

Teaching at the undergraduate and graduate levels and reviewing materials for courses keeps candidates on top of current information which would prove useful in grant applications. Candidates must remain focused on their goals as they collect evidence to demonstrate their excellence. One of the most stressful times is in organizing and analyzing materials for presentation.

Candidates should list all masters and doctoral theses, awards of excellence, their own students' publications, participation in independent study projects, and supervision of *stagiaires*. This presentation must be very organized and clear as the tenure committees do not need to search for evidence of their excellence as teachers. Candidates must pay particular attention to their teaching statements and subsequent analysis of the

documents in their tenure dossiers. These documents should indicate the candidates' contribution to structure, content and delivery. If course changes were made, the candidates must indicate the rationale for these changes and the results.

Candidates' CVs should be a work in progress - an official record of what had been done. They should record all grant submissions, publications, and conference papers organized according to themes. They should keep records of the kinds of journals their work was published in, who the audiences were and the list of conferences attended. Their statement must provide evidence of local, national and international exposure and they should keep programs and brochures from each conference.

The statement on the candidates' research and publications would provide the lens through which the candidates want the evaluators to view their work. Candidates have the power to construct their teaching and scholarship excellence and they must promote themselves. They can organize publications by themes and provide a logical and eloquent sense of where and why they published and where they received funding. They should leave modesty at the door. ❖

## **Chair's Perspective on Tenure Process**

### **Anthony Paré - Education**

The number of people who fail to get tenure is small in comparison to the vast majority who get it. The paranoia around the tenure process can become out of proportion and anxiety could lead to the candidates being taken advantage of if they are asked to sit on committees they don't want to. Candidates should have a passionate curiosity about their particular area and let passion guide them with their research in their particular field. Candidates should engage in the research conversations in their area, publish and join the debate. Achieving tenure is a positive process and should not be driven forward by the threat of failing. There are potential adversarial relationships that could develop around the tenure process and candidates should know how many publications and what sort are required.

Polonius' advice to his son, Laertes, was: To thine own self be true. Candidates should take care and not to sacrifice themselves for the institution. They should keep all pertinent documents and indicated that course evaluations could be compiled and plotted on a chart. There is a tendency for candidates to present a huge amount of documents without being aware of their faculty's requirements. They should get everything spelled out by the Chair, perhaps in a letter outlining expectations. Candidates need and should request feedback on performance, which can be gleaned from the merit increase and annual reports. They should get feedback from the Dean, the Departmental Chair

and formal and informal feedback from colleagues. Candidates should get a mentor who will help them and not to remain with someone who won't.

Candidates should get examples of successful dossiers as they differ per faculty. Candidates should publish "easier" articles in good journals and publish internationally. They should turn conference presentations into papers and articles that could be published and not to get caught on too much committee work, especially as more attention will be paid to teaching and research.

In reference to the external examiners who will be ranked by the University Tenure Committee (UTC), it is important for the candidates to specify what it is about the evaluator's background that makes that person qualified to judge them, so that the UTC can request external evaluators in the proper order. Candidates have the right to know who the evaluators are, who are on the Departmental Tenure Committee (DTC) and the UTC, and noted that candidates can ask to have specific evaluators removed if there is a conflict of interest. Candidates may propose, in addition to external evaluators, people who are outside of the university but have professional qualifications and could provide input on the candidates' eligibility for tenure. Such external experts can be consulted by the DTC, and their remarks can be included in the DTC report. ❖

## **Centre for University Teaching and Learning**

### **Janet Donald**

Candidates should be actively involved in the tenure process and aware of their duties. University's responsibilities include creating and updating policies and providing clarity and criteria. These documents are currently on line and easily accessed. The university is also responsible for selecting members of the tenure committees in each faculty. Once faculty members have achieved tenure, they are often invited to sit on their Faculty's University tenure committee.

The University provides workshops to help academic staff prepare for tenure. There are week-long course design workshops held in the spring and at other times of the year. They include interaction with other professors and provide opportunities for practice teaching. There is a workshop on policies and guidelines for graduate supervision given by the Dean of Graduate Studies, Martha Crago. Teaching Portfolio Workshops are offered twice a year which describe how to set up a portfolio. Candidates should also seek help from their Departments or Faculties which may have different or specific expectations for teaching, research and service.

Candidates must pay attention to what the University requirements are and also keep in mind issues that their Faculty and / or Departments consider important.

Candidates can ask their department head to provide a mentor, or be guided by a mentoring team that will provide support and feedback. But the onus is on the individual candidate who must be diligent in looking at and interpreting the university's policies, in seeking out people to help, being aware of expectations, and meeting those expectations. The Portfolio Workshop presents a framework for documenting teaching effectiveness. Candidates' teaching statements or philosophies are very important and they must be precise about their reasons for applying for tenure and their supporting arguments. ❖

## **Perspective of Medical Faculty**

### **Barbara Hales - Medicine**

Faculty of Medicine has a format for CV's and stressed that if the candidates' information is well organized, orderly and followed specified guidelines, it would greatly help the tenure committee. One problem in the Faculty of Medicine is that the GFTU's are in the traditional tenure track line. As there are also GFTH's and people in a special category, it is important for candidates to make sure their appointment is a GFTU. Some special considerations in the Faculty of Medicine format includes requesting for evidence of teaching experience and candidates should document their teaching effectiveness. This can be done by offering to teach courses if none are available in the candidates' own settings. If candidates are basic science people in clinical departments, they must seek opportunities to go out and teach perhaps by



seeking cross-appointments where they would teach undergraduate courses and have evaluations to document their teaching effectiveness and excellence. Candidates should seek help early on.

Concerning service to the university community, the candidates must prove they have contributed beyond the university to national or provincial panels.

Concerning research in Faculty of Medicine, candidates applying for promotion with tenure should have a CIHR grant. If the candidates are in basic science where the teaching load is heavy, it is possible to get tenure without having salary support. For others in clinical and basic science departments without CHIR and FRSQ support or the equivalent of actual soft money salary, their chances will not be as good. Candidates must be able to compete on a provincial or national level for these kinds of salary support and acknowledged that it is difficult to get these grants. Candidates must present their own personal identity in their tenure application, as it is not enough to collaborate or contribute to networks.

The websites for the Faculty of Medicine and University Tenure Guidelines are:

[www.medicine.mcgill.ca/academic](http://www.medicine.mcgill.ca/academic) and  
[www.mcgill.ca/secretariat/tenure](http://www.mcgill.ca/secretariat/tenure) ❖

## **Personal Tenure Experience**

### **Kaleem Siddiqi - Computer Science**

Candidates are encouraged to browse dossiers belonging to tenured colleagues and to attend the CUTL teaching portfolio workshop, but to keep in mind that they should develop their own style. Candidates should enumerate their substantive contributions and cautioned that they would need two “superiors” and no “unsatisfactory” ratings. The candidates’ goal should be to demonstrate “superiority” in all three categories. A case could be made that contributions that are “average” with respect to tenured colleagues are already “superior”. However, the key issue is that candidates must provide evidence for the DTC and UTC who will compare their dossiers with their peers at other academic institutions with reputations at the same level as that of McGill.

In any tenure process, the Principal has the final say. The external reviewers’ credibility and eligibility must first be established before they can evaluate the candidates’ work.

In discussing research, K. Siddiqi’s dossier was organized according to the following sections: research focus, short and long term objectives, refereed publications, and evidence of research excellence and grants. Candidates should explain clearly the significance of their research as often members of the UTC are not experts in the candidates’ fields. When documenting collaborative

research, the candidates' own expertise and contributions must be highlighted. Concerning the refereed publications, candidates should provide an explanation of the peer review process (for journal or conference articles) as well as statistics on acceptance rates and rankings relative to the best venues.

Candidates' teaching portfolio should include a description of the courses taught, the projects and students supervised, evidence of their effectiveness and list of teaching development activities.

Candidates should be precise and should back up their claims. As UTC Committee members are aware of expected ratings for large undergraduate, smaller upper level undergraduate, and smaller graduate courses, Siddiqi developed a chart which is a simple and effective way to present course evaluations.

Concerning service to the university community, Siddiqi's dossier included Ph.D. and thesis examinations, national and international collaborations, service on editorial boards, conference committees and journal and conference paper reviews. Candidates should clearly explain to the members of the UTC the context and the norms in their departments for service on committees and include their contributions that go beyond the

realms of normal teaching and research commitments. ❖

### **Personal Tenure Experience**

**Susan Gaskin - Civil Engineering & Applied Mechanics**

Candidates for tenure usually need to be "superior" in three categories and particularly in research. A "reasonable" rating in research could tend to a negative decision on tenure. Candidates must be perceived as superior in their own departments, as they will submit the initial report. Perceptions count when having candidates' works reviewed. The university tenure committee would not usually upgrade reports from departments and thus a "superior" rating in these reports is necessary.

Candidates should get advice and find help when they encounter problems in performing aspects of their jobs. They should find out what is considered appropriate in their own departments and if they encounter difficulties to speak to the Chair first in order to rectify the situation. If the situation is not then rectified, candidates should continue to present their case higher up the administrative ladder until the situation is rectified. Candidates have been given a job and should have the necessary tools and support to do the job properly.

Candidates who ask for advice should "triple" check the answers. Some people may give advice that they would not necessarily follow themselves. ❖

## **Departmental Mentoring**

### **Mark Sutton - Physics**

In the context of the Physics Department with its 32 members, 10 are recently hired. The department expects to hire 5 more professors next year. Because of this great staff turnover the new hires are encouraged to take advantage of the collegial mentoring atmosphere which informs them about departmental history, the “unwritten” rules and how McGill works. The congenial atmosphere in the department encourages members to take pride in collaborative research. The formal and informal aspects of mentoring in the department and new hires are encouraged to take advantage of the expertise of their colleagues.

Candidates should take advantage of their colleagues’ expertise, get their advice, but not to

restrict themselves to one person’s input. The successful mentoring committee has been in existence only one year but previously there was more informal than formal mentoring.

The mentoring committee approached the new members and made themselves available for questions and advice. The committee made sure that the new members were informed about the history of the department and what was expected by their colleagues. From the point of view of the department, a great deal of effort goes into hiring each new member and the expectation is that the decision was correct. The department wants members to get tenure and will help candidates achieve a “superior” rating in all categories. Tenure should not be an adversarial process and the idea was to keep “superior” people. ❖

# MAUT OPEN FORUM ON RETIREMENT ISSUES

## Choices: Planning for Retirement

**Monday, March 29, 2004**

**McGill University – Faculty Club**

**Chair: Estelle Hopmeyer, Secretary-Treasurer MAUT**

**Overview: John D’Agata – Director of Pension Management at McGill**

**Perspectives: Real Life Experiences from Soon-to-be-Retired and Retired MAUT members**

**Panelists: Dr. Michael Whitehead**

**Dr. Margaret Gillett**

**Dr. Tomas Pavlasek**

**Dr. Virginia Douglas**

**Dr. Norman White**

J. D’Agata began his presentation by listing his objectives: to stress the importance of planning for retirement, to increase awareness of the retirement options available, and how to use this information to make the necessary decisions. He stressed the need for academics to review their personal investment strategy and to know where to get more information. He encouraged the audience to consider what type of lifestyle they wanted in retirement and how they could prepare for it. He mentioned several major considerations when

making decisions and these included the retirees’ spiritual, social, intellectual and physical needs.

J. D’Agata indicated that most experts agree that retirees need 60% to 70% of their pre-retirement income to maintain a similar standard of living in retirement. In order to learn how much income one could expect to receive from the McGill University Pension Plan, the audience was encouraged to reference their annual pension statement which includes a retirement income projection. He discussed the sources where retirees would obtain their income in retirement: the governments, (OAS

and QPP), their personal savings and RSPs, and their employer-sponsored pension plan.

He presented a proposed list of needs / expenses under the following categories: those that would be eliminated, would decrease, would remain stable, or would increase in retirement. These would depend on the lifestyle choices.

He encouraged the audience to visit the Régie des rentes du Québec website: [www.rrq.gouv.qc.ca](http://www.rrq.gouv.qc.ca) and become familiar with the software that could be used to complete some basic financial projections. He then presented a table that compared life expectancy age 65 based on the 1971 Group Annuity Mortality tables to the 1994 tables projected to 2001. The 1994 table projected to 2001 indicated that, at age 65, males were projected to live an additional 18.7 years and females another 21.6 years.

The next Power-point slide and subsequent discussion dealt with the university's hybrid pension plan with its defined benefits (years of service and 5 years average highest salary) and defined contributions (personal and university) components. The value for each component is reported in the annual statement sent to each McGill employee.

Another discussion concerned the dates that academics can retire. The normal retirement date is the last day of the month upon reaching 65 years of age. Other retirement dates could be at age 55 or earlier and J. D'Agata noted that although members may delay their retirement, there must be a settlement of pension accounts no later than the end of the year in which the member reaches 69 years of age. There is no mandatory retirement age in Québec.

J. D'Agata mentioned several options at retirement. One was to receive a pension from the McGill University Pension Plan; another to transfer the money out and buy an annuity with an external insurance company; another to transfer the money out to a LIRA or a LIF; and a deferred settlement to the age of 69. He described investment planning in a five step process and suggested that those who wish to obtain additional details consult the Investor Education Fund information website: [www.investored.ca](http://www.investored.ca). The 5 steps included developing an investor profile, investment goals, deciding on asset allocation, investment decisions and monitoring.

He gave sources of additional information that are readily available: the McGill employee pension plan brochure (available through the website), the annual report and financial statements. He also invited the audience to drop in at the McGill Pension Office

and make an appointment with a pension officer, visit the Web site, contact the Office by phone at (514) 398-6252 or dial toll free at 1-800-880-6601.

The address of the Pension Office is: 688 Sherbrooke St. West, Suite 1420. J. D'Agata also suggested that the audience contact the offices of the Régie des rentes du Québec and the website for a CompuPension tool: [www.rrq.gouv.qc.ca](http://www.rrq.gouv.qc.ca) and contact an independent investment advisor or financial planner.

J. D'Agata recommended that prior to retirement the audience review their investment portfolios, know their pension plan rules and options, re-evaluate their lifestyle and needs, estimate their expenses in retirement and seek independent investment advice. He emphasized again that early planning is essential.

E. Hopmeyer thanked J. D'Agata and introduced Michael Whitehead who retired from McGill to become a "Student of the Arts". M. Whitehead talked about feeling valued and appreciated throughout his academic and medical career by colleagues. Upon retirement, he had to learn to nourish and sustain his self-esteem but he noted how much he enjoyed the freedom of recent years. He retired at age 65 and gradually over three years, he and his wife Louise moved to the Eastern Townships where he studies piano, has performed in a concert, paints, has had several vernissages,

meditates, exercises and enjoys a full social and cultural life.

M. Whitehead explained his happiness as a result of good fortune, good health, good attitude and a great partner. His positive attitude is a result of having a spiritual component to his life, a sense of gratitude, a concern for the welfare of others, a good sense of humor and giving it his best shot. He mentioned that after his first wife's death, he was devastated but has since learned to find joy. He wished the audience well and expressed the hope that they would also experience as much joy as he has in retirement.

E. Hopmeyer thanked M. Whitehead and introduced Margaret Gillett. Professor Gillett started at McGill in the early 60's and retired in 1993, a couple of years before she was 65. She stated that she valued her time at McGill and had no intention of retiring early. Then she noticed that many academics were taking advantage of inducements to retire. She commented that retirement was a scary business with three major aspects for her – financial, health and identity. An investment counselor recommended transferring her money out of McGill and taking out an insurance policy that would provide her with an annuity that would be more than her current highest salary and would be guaranteed. The catch was, though she retired in 1993, the first payment would

only begin in 2001 – that seemed a very long way off. However, her decision to accept the annuity turned out to be a good one and she is satisfied with the arrangement.

The second aspect to consider was health. As her health has become a concern, she recommended that academics take health issues seriously and stay active in body and spirit. As to the matter of identity, she confessed she had identified very strongly with McGill, in her work, her students, her research and publications and being made Professor Emerita strengthened this link. She stressed the value of remaining active in retirement and complimented MAUT on reducing its fees to Retired Members. Professor Gillett has continued to support women’s causes, do research and write papers but takes these activities less seriously since she has retired. She mentioned the McGill Institute for Learning in Retirement (MILR) and the variety of courses it offers each term, including life writing. The MILR Office is located at 688 Sherbrooke St. West, Suite 229. She commented that retirement can be a difficult personal and emotional phase and wished the audience well with their strategies to cope with this major transition.

E. Hopmeyer thanked M. Gillett and introduced Tomas Pavlasek who commented on his preference for the overhead projector instead of a Power point presentation. He stated that he is always ready for a

consulting job and his advice to the audience was to retire often and frequently. Dr. Pavlasek had distributed his biographical sketch and remarked that he supervises doctoral students.

In 1988, at the age of 65, he was encouraged by colleagues to stay on until age 68 because calculations proved that an academic who worked to age 68 with twenty years and more at McGill could expect a monthly pension higher than his or her final salary. At that time, after an academic reached 65, the Administration would reduce salaries to the minimum in rank. His personal response was to reduce his work week to 36 hours and take on consulting contracts. The Administration rectified the salary scale shortly after, but as T. Pavlasek noted, there were no retroactive payments.

He commented that when he started in 1947, there were no health, benefits, or pension plans at McGill; however, some academics received an “ex gratia” pension from the Board of Governors. He noted the difference with the present pension and benefit plans and improvements in health and life insurance.

Professor Pavlasek shared his plans when he would eventually retire. These included the MILR. He urged McGill to examine its policies concerning retiring people whom he referred to as a valuable

asset for the university. He said that retirement should not mean just going away. He used the example of professors in Japan where retired academics are formally paired with young professors and stressed the benefits for both parties. He said that retired academics at McGill are still active and suggested a similar arrangement that would bring older academics together with younger. He said that McGill needed a “meaningful” Retirees’ Club. T. Pavlasek thanked the audience and wished them well. E. Hopmeyer thanked T. Pavlasek and said that MAUT would take his and other suggestions seriously.

E. Hopmeyer introduced Virginia Douglas. She commented on the different interesting and emerging patterns in the lives of retirees. She mentioned that her life had not changed radically in retirement. Professor Douglas was still doing research that she loves and keeps getting opportunities to continue. She mentioned that she enjoys being paired with young academics with common interests. This evolves into a natural collaboration that in one instance involved writing up grant applications into the wee hours. Professor Douglas mentioned that she has been lucky with having good health thus far, and choosing the right kind of colleagues. She stressed the importance of establishing good bonds with colleagues over the years and continuing to work with new academics who share genuine common interests. She stated that it is up to academics to plan for their old age.

Concerning the financial aspect, Professor Douglas joined McGill in 1958 and earned a marginal salary. The advantages at retirement were her years spent at McGill and the contributions to the Pension Plan. She is married to John Lewis, a McGill Professor, who had similarly contributed to the McGill pension Plan. Professor Douglas stated she has no complaints concerning the McGill medical and dental coverage, and pension and benefits. When it was time to make a decision, she stressed she was very conservative. As she didn’t want to worry about managing her own funds, she was happy to have someone else look after the financial aspects. The McGill Pension Fund has come through for these two academics. Professor Douglas feels that the McGill Pension Fund has been well managed thus far, and expressed her appreciation for the work of the successive Pension Fund Committees that have overseen it over the past years.

Concerning the work aspect, Professors Douglas and Lewis share common experiences of “getting papers out”. V. Douglas doesn’t supervise doctoral students as she mentioned possible health concerns could cut her supervision short. She has a research grant that enables her to hire undergrads as Research Assistants and the research provides a tremendous source of joy and interest. V. Douglas commented on the positive aspects of interaction with undergrads, including even helping some with applications to graduate school.



In conclusion, Professor Douglas commented on the pleasure she has working with people, doing the work that she likes, and an easy “commute” to office and home. She hoped that everyone will be as lucky in their retirement years.

E. Hopmeyer thanked V. Douglas and introduced Norman White, a soon-to-be retired professor in Psychology.

N. White began his career at McGill in 1970. He had previously never wanted to retire as his main interests were research and students. He had figured he would hang on as long as possible until forced to retire by illness. He said that 5 years ago his wife, a professor at Concordia, died and he inherited a pension from Concordia which he placed in a Locked in Retirement Fund. Three years later, realizing he could put two pension plans together, he negotiated a technical retirement – an agreement which would enable him to keep his office, lab and graduate students. As long as he kept getting research grants, he would be able to keep the same arrangements. He began a gradual retirement approach and will be officially retired next January

2005. He will keep his lab, office and graduate students, but there will be no teaching or administrative work. He will also have officially retired from the Executive of MAUT.

N. White stated that he investigated various investment groups’ proposals. In the process, he learned how pension funds worked, how to calculate value(s) over the years and how much money can be taken out and still guarantee a chosen lifestyle.

N. White has remained in touch with a retirement planner, and still has a conservative management plan. He said there are still decisions to make about goals and he is still looking at the options regarding the McGill portion of the pension. He is looking forward to a “life that should approximate what it is like to be on sabbatical”. He expects to travel more, work on his research and read more when he will have the time. He is expecting to enjoy a healthy retirement. N. White thanked the audience. ❖

## Issues of interest to the MAUT Vice-President, Internal

Nick Acheson

As Vice-President Internal of MAUT for the 2004-2005 academic year, I will be involved in a number of issues of interest to our members. These include:

**1. Benefits.** I am a member of the University Staff Benefits Advisory Committee, where problems with or adjustments to benefits can be brought up.

MAUT has been actively looking for a solution to the problem that arises when staff members reach the age of 65. At that age, they lose their drug insurance benefits from our supplemental health insurance, and must either sign up for a very expensive private plan through McGill, or pay for the provincial drug insurance plan, while continuing to pay the same premiums as other McGill employees for reduced benefits in the supplemental health plan. In either case, the additional cost is substantial, and where staff over 65 have dependents or family members, each dependent must also be covered by the provincial drug plan! We hope that some solution to these problems can be reached this year, but there is no assurance of this.

You may be aware that benefits from our supplemental health insurance plan only extend to the first 60 days of any trip abroad that is not official University business, and this includes trips by family members. In particular, dependent

children who are studying outside of the province of Quebec must return to this province at least once every 60 days to retain coverage, which is not always convenient. Retired members who spend more than 60 days abroad also lose coverage. Staff and family members are however covered when on sabbatical leave. It has been brought to our attention that Concordia University has a 180-day limit. We will be looking into the practices in other universities and asking McGill whether these benefits cannot be extended.

A number of MAUT members have asked whether prescription eyeglasses could be covered under the supplemental health insurance plan. Premiums would have to be increased to cover the additional costs. We will bring this matter to the table to ask whether it is feasible.

We don't like to think about terrorist attacks or war, but McGill does have an insurance policy that covers emergency medical expenses related to war or terrorism only. However, you must sign up for this coverage before leaving on your trip. Please see the Human Resources web site at [http://www.mcgill.ca/hr/forms/travel\\_info/](http://www.mcgill.ca/hr/forms/travel_info/) for the form that you must submit.

We have brought to the attention of the administration that provisions for adoption leave for academic members at McGill are not as

generous as those for parental leave (on the birth of a child). We expect that this will soon be regularized.

**2. Sabbatic leave.** I am a member of the University Standing Committee on Sabbatic Leaves, which meets to review the previous year's experience in awarding sabbatic leaves. If any MAUT member has had problems in this area, I would be happy to hear about them.

**3. Parking, et al.** I wrote a brief summary of our discussions about on-campus parking by McGill academic staff in a previous MAUT Newsletter. We plan to continue discussions with the administration on some of these issues. We would like to extend these discussions to deal with the role of Ancillary Services in many aspects of campus life that affect academic staff as well as students and non-academics, including food service. If you have any suggestions or complaints, please contact me.

**4. Salary.** I am one of seven MAUT members who sit on the University Academic Salary Policy Sub-Committee. Although I would happily entertain

input from members on this subject, Bernard Robaire is presently MAUT's point person for salary discussions.

**5. Retirement.** The question of the status of retired academic staff has been under discussion between MAUT and the administration for several years. Ralph Harris is the person who has been most involved with this dossier. We may be close to agreement on a document that better defines the status of retired professors and their access to McGill facilities. Once this is done, I would like to ensure that professors who are approaching retirement are well-informed both on procedures they should follow and what their privileges will be. Among other things, it has recently come to my attention that we should stop payments to the Long Term Disability plan 6 months before our retirement date, and that this does not necessarily happen automatically. If McGill can make the University a more welcoming place for retired academic staff, both retirees and the University may benefit. ❖

# **The FQPPU – Fédération québécoise des professeures et professeurs d’université**

**Jacques Derome**

**Vice-President External**

MAUT has been an active member of the FQPPU ever since its creation in 1991. A provincial federation such as the FQPPU serves not only as a mechanism to provide and exchange information on faculty/librarian working conditions, but also as a common voice, for example, to lobby the provincial government. Because provincial governments have such a major influence on the working conditions of university faculty members and librarians, faculty associations and unions in several other provinces besides Québec have felt the need for a provincial association or federation similar to the FQPPU, in addition to the CAUT (Canadian Association for University Teachers) at the federal level.

At the moment the FQPPU is going through a period of turmoil, a few members being very unhappy with the way the Federation is operating. It is not possible to discuss here in detail the root-causes of the discontent. Suffice it to say that two major issues are that some (large) faculty unions feel that their voices are not being listened to, and that the Federation has not been sufficiently proactive, for example, in its interactions with the provincial government in recent years. The FQPPU Council has voted to hold a Congress on November 25-26 to plan a substantial restructuring of the Federation, such changes to be enacted at a subsequent Congress in May or June 2005.

At writing time it is unclear whether the above restructuring will be substantial enough, and soon enough, to solve the problems. Already, at Université Laval, the Faculty Union General Assembly will be voting shortly on a recommendation of its Executive to withdraw from the Federation as of June 2005. The discontent is similarly very high on the part of the Faculty Union Executive at Université de Montréal and a similar vote may be forthcoming. The MAUT Executive and Council feel strongly that the Québec universities need an effective and broadly representative Federation. We favour transforming the FQPPU into a more effective Federation. On the other hand, should the above two faculty unions decide to withdraw from the Federation, the latter would be significantly weakened and we would have to reconsider our own membership. MAUT will keep a close watch on this evolving situation and will keep our members informed of any developments. ❖

## **MAUT annual scholarship award**

We are very pleased to announce that Ms. Nguyen-Huy is this year's recipient of the MAUT annual scholarship award. The tragedy at École Polytechnique in December 1989 touched us all. In 1990, the MAUT Council felt that the profound implications of the 14 murders warranted a very tangible and lasting memorial. To that end, the MAUT Council had voted unanimously to establish an MAUT Scholarship, to be granted every year, to a female student in Engineering at McGill. This action, typical of MAUT, demonstrates once again that our concerns are the quality of the academic life as a whole. Congratulations Ms. Nguyen-Huy. ❖



Ms. Nguyen-Huy

## Executive and Council members 2004 -2005

We are here to serve you. Please contact us with your questions and comments.

### MAUT Executive

| Position            | Name (Dept)   | Phone | Fax  | Email  |
|---------------------|---|-------|------|--|
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## MAUT Council

The MAUT-APBM Council consists of the seven elected executive officers, plus the following elected Council members.

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