



NEWSLETTER

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

www.maut.mcgill.ca

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President's Message

Mike Smith

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In these introductory comments I want to review what I see as the issues facing the MAUT — issues that it has faced in the past and that I expect it to continue to face in the future.

1. By the mid 1990s faculty salaries slipped to the bottom of the Group of 10. This was unfortunate. People will always complain, but that was a period when the amount of complaint reached a level that threatened the functioning of the University. It is true that those were financially-challenging years for the University. Nonetheless, Montréal and Laval, which are also Group of 10 universities, did not slip as badly as we did. Faculty pay has to remain commensurate with faculty accomplishment, and McGill's faculty is one of the most accomplished in Canada.

Our challenge is, then, to assure that we do not slip down the Group of 10 rankings again. Under the remarkable leadership of Barbara Hales, MAUT prodded the University administration to make a commitment to shift our average salary to the mean of the Group of 10. The administration agreed to this target. The most recent data suggest that we have met it. Since our faculty performance is similar to that of the two other academically best-performing Group of 10 universities, at MAUT's suggestion, the administration, then the Board, made a further commitment to 'position' faculty salaries within the range set by the other two best performers. In future years we need to work with the administration to move average salaries in that direction.

2. McGill annual faculty salary increases have included a number of components: across-the-board flat amounts; across-the-board percentage-increases; a merit-based component that is larger than that of other Canadian universities. To these components, more recent pay rounds have

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included provision for anomaly adjustments, in large amounts.

Initially used to address gender anomalies in salaries, the more recent anomaly pools have been used both for offsetting anomalies that might have emerged for any reasons, and for purposes of retention. The preferred distribution of pay increases across each of the components listed above will always be a matter for discussion within the Association and with the administration. There is no perfect distribution. Clearly, however, a continuing central issue for us will be assuring through discussions with the administration that we generate the best possible structure of pay increases. Which leads conveniently to my next point...

3. My two first points are pay-related because, unless pay-related issues are satisfactorily settled, the sort of discontent that emerged in the mid-1990s will reappear. There are two reasons for the MAUT, through its discussions with the University, to do its best to avoid that happening again. The first is that it makes no sense for high-performing faculty to be paid as if they are poorly performing. The second is that, as a staff association, the MAUT is deeply concerned about the functioning and performance of the University as a whole.

The set of values that guides our actions includes not only the welfare of our members as consumers (salary and benefits) and employees (conditions of employment) but also the performance of the University, as a leading part of Canadian higher education. Without getting dewy-eyed about the matter, there is reason to be proud of (much of) McGill's history. My view is that the Association ought to maximize the likelihood that faculty in, say, twenty years will still have good reason to be proud of the institution. In approaching the structure of the compensation package (across the board increases, merit increases, anomaly increases), then, Association members involved in discussions with the administration seek to ensure amounts and forms of pay increase that reflect broader concerns with fairness *and* that contribute to the maintenance of a culture of high performance within the University. This leads to difficult trade-offs. We will continue to seek inputs from membership on these difficult trade-offs, of which more shortly.

4. Because it is interested in the future of the University as a high-performing institution, the Association regards it as part of its responsibility to discuss and generate opinions on academic matters, broadly conceived, and to then convey those opinions to the administration. The Forum on Teaching organized last year at the (splendid) initiative of Andrew Kirk of the Faculty of Engineering illustrates this well.

The administration's behaviour has sometimes suggested an impatience with the delays that MAUT's participation in debate over academic matters might imply. The administration's initial approach to the finalization of the University's policy on research centres last year did seem to

betray such impatience. Happily, the need for the policy to be properly discussed was finally recognized: MAUT discussions generated recommendations that helped to substantially improve the policy. (As in so many other areas, Bernard Robaire made a particularly distinctive contribution.)

The more general point is that the MAUT is a *collegial* association — concerned with the University as an educational and research enterprise. It is my impression that the implications of collegiality are accepted *in principle* by the administration. On particular issues, the administration may from time to time find collegiality inconvenient *in practice*. One of MAUT's contributions is, through discussions, to encourage the administration to return in its operations to broader collegial principles, when time pressures (or any other pressures) induce members of it to stray from them.

5. Compensation is not confined to pay. Benefits are an important part of university compensation packages. There is a large (potential) range of them: pensions, health insurance, dental insurance, long-term disability insurance, life insurance, child care, tuition reductions for family members, parking, access to exercise and recreational facilities. This is probably not an exhaustive list. There are data available from Group of 10 universities that allow pay comparisons across universities to be made. (Group of 10 data release rules prohibit the distribution of those comparisons to the wider University community.) Data on benefits are not as readily available.

Several years ago, MAUT and the administration agreed that a comparative study of benefits across the Group of 10 would help to inform subsequent discussions. A consulting firm carried out the study. The results *have* usefully informed subsequent discussions, but they are now out of date. A study is currently underway to update them, and should be available in the Fall. However, comparisons of the general level of benefits is only the beginning of what has to be done. We need to develop a list of benefit priorities, and rationales for that list; this is another area where MAUT member input is crucial.

6. The interests of McGill and its faculty are shared with other Canadian universities. In principle, we therefore gain from membership in associations that express those common interests. Both provincial and federal governments have policies that shape the University teaching and research environment. Consequently, it makes sense for the MAUT to be affiliated with the FQPPU, which mainly targets provincial policy-making, and the CAUT, which mainly targets federal policy-making. In fact memberships in those two associations account for a large part of the Association's expenditures.

The FQPPU is currently going through a difficult phase. The issues and details have been laid out in several articles in Newsletters, and by Jacques Derome at the Spring General Meeting. He provides an update on page 10 in this *Newsletter*. The underlying problem is that the performance of the FQPPU has been judged inadequate by the unions at the Université de Montréal and Université Laval — the Quebec universities that can reasonably be described as most similar to McGill.

At first sight, the CAUT is in robust good health, as demonstrated by the fact that it plans to buy a new, larger, headquarters building. Nonetheless, there are reasons for concern about the direction it is taking. Membership growth is concentrated among teachers in community colleges. Representatives from smaller universities, where research is often a smaller part of the professorial task than it is at McGill and other Group of 10 universities, play a major role in the CAUT's committees and Council. This sometimes seems to mean that the CAUT's positions poorly reflect the concerns of faculty at a large, research-oriented university like McGill. All this is to say that we have good reason to continue to carefully monitor the performance of the associations that should be representing our interests,

and to consider what we do in light of what that monitoring reveals.

These, then, are the general issues — each of which involves various trade-offs — that we have been confronting and will be confronting. They set a large part of my agenda for the coming year. Some of you may notice important omissions, such as the ongoing study to determine whether and to what extent gender has an independent effect on faculty pay. *In principle* however, this seems to me less problematic. If the study discovers that women faculty are disadvantaged, we will work with the administration to remove the disadvantage, as we have done in the past, and to develop procedures that reduce the likelihood that disadvantage emerges in the future. Period. There is also a psychological harassment policy to agree on with the administration; that is progressing, and Edith Zorychta will keep you informed on it.

What distinguishes the six issues I outlined above is that all are *persistent* issues. We profit from input from members on all issues. But we particularly need input from them on those that we confront repeatedly, in one form or another. As part of that process I shall be organizing an **MAUT Retreat** on November 4, to discuss MAUT orientations for the next several years. As many members of MAUT Executive and Council as are available will participate, and I shall certainly reach out to the broader MAUT community to recruit participants. To do this I shall approach some of you directly, but, frankly, any MAUT member who wishes to participate is welcome to do so. I shall send out an announcement to this effect in due course.

In the meantime, if you have concerns that you would like to express, feel free to contact me directly. And do have an enjoyable and productive year!

From the representative of retired staff

John Dealy

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I am very pleased to be the first person to serve as member of the MAUT Council representing retired staff. This is the result of the large number of retirees who took advantage of the new

dues structure for retired members. One thing that I intend to do is organize a series of lunches for our group. This will provide an opportunity to keep in touch with other retired colleagues,

and an invited speaker will provide information on a subject of special interest to us.

At this time of year, I want to draw attention to the program of the McGill Institute for Learning in Retirement (MILR). The Institute organizes a number of study groups on a wide variety of subjects, including art, music, history, literature, and current affairs. A list of the groups operating this fall can be obtained from MILR in suite 229, at 688 Sherbrooke Street West. The tele-

phone number is 398-8234, and their website is at www.mcgill.ca/milr/. MILR welcomes proposals from any person interested in serving as coordinator of a new study group.

I look forward to seeing you at one of our events this fall. In the meantime, I would be pleased to hear the ideas of retired members as to ways that MAUT can serve their needs. I can be reached at 398-4264 or at john.dealy@mcgill.ca.

Report from the MAUT Librarians' Section

Sharon Rankin

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As Chair of the Librarians' Section of MAUT for the 2005-2006 academic year, I would like to report on some of the major issues of interest to McGill librarians.

Tenure regulation revisions: The University Senate approved procedural changes to tenure regulations for academic staff in May 2005. The librarians believe that this same improved process should also be adopted in the tenure regulations for librarians. At the upcoming September 14th Senate meeting, a motion will be presented. The document contains proposed wording changes to the existing librarian tenure regulations, to make them parallel to the new academic staff procedure. The Librarians are hoping for the support of Senate to pass this motion.

Revising librarian regulations: The University administration announced its intention to work with librarians to revise the entire set of academic regulations that apply to librarians in March 2002. Progress on this issue has been very slow. In January 2005, a group of librarians drafted a proposed set of new regulations, but these have yet to be considered and discussed with the University Administration. A timeline describing this issue can be found on the MAUT-LS website, www.library.mcgill.ca/mautlib/.

The librarians are expecting to begin to work with the new Trenholme Director of Libraries and the Interim Provost in September 2005 on this very important set of changes. There have been no tenure-track appointments in the Libraries in the past few years. There are currently 16

contract librarians on staff with varying lengths of contracts. The majority of these contract appointments have position responsibilities for core library services. MAUT-LS librarians are very concerned about the staffing issues that this situation has created.

G10 Salary Survey: The Academic Salary Policy Subcommittee (ASPS) created a Task Force, and this committee has completed its work to compare librarian salaries in the G-10 institutions. The results are based on 2003 salary data and the contract librarians (officially called "library professionals") are included in the assistant librarian category.

In general, McGill University librarians rank among the top 3 among the G10 on mean and median salaries. When compared with other universities with comparable rank structures, salaries for assistant librarians are lower, for associate librarians are equal and for full librarian are higher than at other institutions. Further details are contained in the "*Task Force to Perform a Salary Review for McGill Librarians Final Report*" on the section website.

Merit Review Process: The librarians have developed a process of merit review that is based on supervisor's evaluations, a librarian annual report, a committee review of all eligible librarian staff and a collegial process of ranking based on achievements in the three categories of academic duties.

An observer, representing MAUT-LS members also participates as a member of Library Merit

Review Committee. Each year the process has been improved, based on feedback from the participants and the MAUT-LS observer and it is generally felt that the process results in a fair comparative assessment that is used to assign merit by the Director of Libraries. The librarians expect that proposed changes to procedures will be consultative and that the collegial nature of the process will not be compromised

Summary of the spring general meeting: The MAUT-LS holds general meetings twice a year during the spring and the fall. The minutes of the meetings as well as a number of other documents related to librarian issues can be found on the section website.

A few highlights from the meeting notes of the May 20th, 2005 general meeting. MAUT president Michael Smith joined the discussions. The

following resolution was passed: "We encourage our senators to continue their efforts to bring Section 5 of chapter 2 "Regulations relating to the employment of librarian staff" of the *Handbook of Regulations and Policies for Academic and Librarian Staff* in line with recent changes to the regulations regarding tenure and promotion of faculty."

The 2005-2006 MAUT-LS Executive was announced. Sharon Rankin is Chair, Lonnie Weatherby is Chair Elect (acclaimed), Alexander Jerabek is Secretary-Treasurer (winner of the election) and Daniel Boyer is Past Chair.

I would be interested in hearing from the MAUT membership on any of the above issues. I can be reached at (514) 398-3921 or by email at sharon.rankin@mcgill.ca.

MAUT New Member Recruiting - HUGE SUCCESS

Ralph Harris—Chair, 2004-2005 MAUT Membership Recruiting Committee
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MAUT succeeded in attracting 130 new members in the period from June 1, 2004 till May 31, 2005. "This represents a very good state of affairs as it speaks to the sustainability and relevance of MAUT on Campus" said Michael Smith, MAUT President. "With the ongoing academic renewal at McGill, we have to make sure we keep attracting membership because that maintains our voice when discussing all matters relating to academic life at McGill with the Administration".

The best recruiters for 2004-2005 were Humberto Monardes and John Hobbins — sorry, no prizes in the end. Guy Mehuys was also very successful on the MAC campus and Andrew Kirk, Alain Nepveu and Patrick Neilson each brought in new members. Gowri did a great job but does not want to be mentioned. Don't tell him you know.

Next year's Membership Recruiting Committee will be ably led by Patrick Neilson of the Department of English who was a new member to the Membership Committee last year. The Awareness Week(s) Buttons and the FACTOIDS plan to be repeated along with some new initiatives tak-

ing advantage of support offered by CAUT, the Canadian Association of University Teachers.

Looking back to the beginning of the year, I would like to pay tribute to **Nick Acheson**. Nick talked me into taking on the recruiting committee and provided the encouragement to pursue its objectives vigorously. It was a pleasure to have him pushing us and his kind words were certainly the key in our taking our responsibilities seriously. I hope I can help Patrick and his team as much.

Lastly, during my meetings with potential new members, particularly the new hires, I learned that the stresses on young or new staff these days are extraordinary. In my new role of President-Elect, I hope I am able to better understand their needs and help them succeed in their chosen careers.

MAUT RETREAT — NOVEMBER 4
FALL GENERAL MEETING — NOVEMBER 24

CAUT Travel Advisory

Jacques Derome, VP - External

CAUT has received a number of reports from members who have experienced problems when crossing into the USA. As a result it has prepared a "travel advisory", giving information on the rights of Canadian citizens when crossing the border. The advisory is available on CAUT's Web site, at www.caut.ca. Click on "Publications and Research", then on "Advisory: Travel". Among many other things, the advisory points out that when traveling by land we have to enter

into USA territory before reaching the customs and immigration office. We are then under the exclusive jurisdiction of the laws of the USA. When travelling by air, matters are quite different. For example, at airports we first enter a "preclearance area" which, while staffed by American employees, is on Canadian soil. At that point we are governed by federal Canadian legislation. Please refer to the Web site for the details.

Highlights of the Spring General Meeting, April 14, 2005

Complete minutes will be distributed at the Fall General Meeting, scheduled for November 24, 2004.

WELCOME

Frank Mucciardi, MAUT President

MAUT Members and **Cécile Sabourin**, Acting President of the FQPPU, were welcomed to the MAUT Spring General Meeting

ELECTION RESULTS

B. Robaire, Chair, Nominating Committee

Results of the 2005 Election:

- President: Michael Smith (Sociology)
- President-Elect: Ralph Harris (Mining, Metals and Materials Engineering)
- Past President: Frank Mucciardi (Mining, Metals and Materials Engineering)
- V.P. Internal: Edith Zorychta (Pathology)
- V.P. External: Jacques Derome (Atmospheric and Oceanic Sciences)
- V.P. Communications: Deanna Cowan (Health Sciences Library) [*now Life Sciences Library*]
- Secretary-Treasurer: Estelle Hopmeyer (Social Work)

MAUT now has over 50 Retired Members; John Dealy, elected by acclamation, will represent Retired MAUT members on Council.

SALARY POLICY

Bernard Robaire, Chair of the MAUT Committee on Salary Policy

Salary increases received since the November 2004 Meeting included a 1.25% increase across-the-board as well as merit increases up to \$3400, in increments of \$850.

Anomaly Corrections: The Provost had set aside \$990K for anomaly corrections, and though many members had applied for the anomaly money, only \$700K had been spent at the time of the meeting. Recent changes in the Administration and delays in processing anomaly claims were noted.

Professional Development Fund (PDF): in effect since June 1, 2004; members were encouraged to submit their expenses. MAUT has asked for two changes to this fund: to expand eligibility to include full-time lecturers and full-time non-tenure-track librarians, and to add software and hardware purchases [see www.mcgill.ca/vpadmin/forms/ for updates].

McGill's Comparative Position: For the five-year period from 1998 to 2003, the University made a commitment to bring salaries to the mean of the G-10. It has reached this objective, within a few \$100K.

In January 2005, the Board of Governors accepted the two principles of salary policy which will be the guidelines for the next five years: to retain

McGill's position at or above the mean for the top 10 Canadian research intensive universities, and to work toward positioning its academic salaries among the 3 universities with the best record of academic achievement from the G-10 group. The average of the G-10 will be McGill's base — currently, the University is lagging 10% behind the U of Toronto and UBC. McGill should be making up this discrepancy at the rate of 2% per year.

Responses to questions from the floor:

- re PDF: As the amount of \$500 was small, only registrations for conferences were included, not airfare. Ongoing discussions with the Administration could consider such requests.
- Since McGill's salary policy begins on December 1st, in comparison to other universities whose policies begin six months earlier, McGill's survey data is always one-half to one-and-a-half years behind. Data from other G-10 universities is the basis for discussion of what the average increase should be. MAUT uses the last complete set of data available, and has just received the data from December 31, 2003.
- Approximately 400 ranked, non-tenure track academics at McGill are associated with more than one faculty. The report of the Principal's Task Force on Non-Tenure Track Academics has been completed and MAUT has requested information at every opportunity from the Administration and at the ASPSC meetings; however, the report has not yet been made public. MAUT's suggestion was to look at the ranked, non-tenure track academics on a case-by-case basis and develop a binning approach. Another suggestion was to get rid of the misnomer "part-time". MAUT is fighting for these academics to be recognized as full-time and to be eligible for benefits.

TENURE REGULATIONS

Bernard Robaire, Past-President

MAUT has been working on this issue for over a year, and so far there have been 28 drafts; Tenure Regulations will come to Senate within a few weeks.

Departmental Tenure Committees will be structured entities, with a structured committee

makeup, and they will request letters of recommendation. Department Chairs will have heavier responsibilities. Applications for tenure from academics with cross-appointments will go to only one Tenure Committee.

Adjustments to the timeline will be made: for example, external referees will have to be named in the spring. In an earlier draft of the regulations, a candidate could be refused tenure if the Chair or Dean did not meet the deadlines; this condition has been eliminated. B. Robaire noted that the changes will not affect this year's cohort.

Sequential analyses of the file by the DTC and the UTC will continue.

In the fall, MAUT is likely to organize a Forum to go over the details of the new Tenure Regulations.

OTHER ISSUES

Bernard Robaire, Past-President

Adoption Leave: the current McGill Policy allows only 5 days. MAUT had discussed this issue with the Administration and reached a compromise, but the University lawyer has said that the proposed changes could not be made according to Quebec law. MAUT has requested further information from the University lawyer, and will work on developing an alternative compromise.

Daycare: MAUT will be pursuing this issue in the coming year.

LIBRARIANS' ISSUES

Daniel Boyer, Chair, Librarians' Section

A new Trenholme Director of Libraries (Janine Schmidt) took office on February 1st. The MAUT Librarians' Section expressed the need for dialogue and requested regular meetings with the Director to work on policies. The new Director has planned changes to the orientation of the Libraries and to working conditions; the Librarians are working with the MAUT Executive on improving these policies.

Reform of the Regulations Governing the Librarians at McGill: In January 2005, the Librarians sent proposals to the Interim Director of

Libraries (A. Masi) and were still waiting for a reply. There is great concern for the status of Library Professionals, 31% of the Librarians at McGill, who are currently performing ongoing core duties and whose contracts are due to expire soon — this serious situation is unacceptable.

GENDER EQUITY

Michael Smith, President-Elect

One of MAUT's priorities was to establish whether female academics were underpaid with respect to their male colleagues, and if so, to what degree. An earlier analysis determined that some women were underpaid, and that \$1M had been set aside by the Administration to correct anomaly issues. Two questions remain: Has the problem been corrected? and Will the problem re-emerge?

MAUT, through the ASPSC, has been pressing for another study, and the Provost insisted on a study conducted by external consultants. A sub-committee, composed of M. MacKinnon and M. Smith from MAUT, and H. Meadwell and R. Savoie from the Administration, was set up to make contractual arrangements with an external firm and to define the firm's mandate. The study is expected to be underway soon and results are anticipated by the fall.

BENEFITS

Nicholas H. Acheson, V-P Internal

Internal issues addressed over the past year included: the overall status of medical and dental plans, drug insurance for members 65 and over, extending out-of-province emergency insurance beyond 60 days, the life insurance problem, the scarcity of daycare places, adoption leave adjustment, parking rates, sabbatic leaves, extended free hours of Dialup Access Service, and an updated benefits and pension study that will compare McGill to the other G-10 universities. One success worth noting: as of June 1, 2005, unlimited Dialup Access Service (DAS) will be provided free of charge for academics.

Responses to questions from the floor:

- New hires must now choose either term or life insurance. New hires must be properly informed at the outset by the Benefits Office. Over the age of 65, term insurance is very expensive.
- Sabbatical applications cannot be refused because of age.
- MAUT was encouraged to negotiate the conditions governing the rejoining of the McGill Drug Plan if an academic decides to opt out at age 65.
- The Daycare issue affects McGill's ability to recruit and retain new hires. The Administration is urged to move quickly on this issue.
- MAUT was asked to investigate the possibility of preferential parking rates at the new hospital site (Glen Campus), and to see about reinstating a corporate rate (a 30% reduction) from VIA Rail, a right enjoyed by McGill faculty for many years.
- MAUT will bring the issue of Macdonald Parking Stickers receiving favorable parking rates for the downtown campus to the Administration and include discussions on favorable rates for academics who only use parking facilities on evenings and weekends.
- MAUT will continue to be very involved in discussions about the status of the full-time faculty lecturers who were removed from the regulations for eligibility for sabbaticals though they were eligible when they were hired. Last year a special sum was provided for registration in professional organizations, and which was not extended to full-time faculty lecturers. These academics are MAUT members and should be protected.

FQPPU UPDATE

Jacques Derome, V-P External

The FQPPU has been experiencing difficulties, particularly in its dealings with the faculty unions at the U de M and U Laval. The Federation has set up a committee to propose in-depth changes and to address the issues brought forward by the two faculty unions. The main results will be a lighter bureaucracy, and the centering of the Federation's activities on lobbying rather than on providing services to individual associations and unions. Also, the allocation of the number of votes to each

union or association will now be roughly proportional to its membership. Real progress has been noted on the structure and operations of the Federation.

There is an on-going dispute over money between the Federation and the U de M union. The Federation has recently suspended the union and has also taken legal measures against it.

The faculty union at the U Laval has decided to withdraw from the Federation, effective May 31, 2005. This may have been a hasty decision on their part, as the Laval representatives to FQPPU have responded positively to the Federation's reforms, and the faculty union could consider rejoining at a later date.

At the Fall General Meeting in November 2004, MAUT passed 2 motions: the first to amend Article X of the Constitution and withdraw from the FQPPU on May 31, 2005. (Note: This decision was communicated to the Federation prior to December 1, 2004 in order to respect its statutes.) At the same General Meeting, MAUT passed a second motion that allowed the MAUT Council to suspend the application of the first one, if it judged that the evolution of the Federation justified it.

The MAUT Council has kept a close watch, and though it deplores the on-going conflict between the Federation and the U de M union, Council is encouraged by the major reforms in the Federation and the possibility that the union at U Laval may decide to rejoin. The MAUT Council maintains that Quebec Universities need a strong Provincial Association and that appropriate steps have been taken to reshape and make the present Federation more effective.

On March 30th, the MAUT Council voted to suspend the first motion passed at the Fall General Meeting (November 2004) to amend Article X of the Constitution and withdraw from the FQPPU. The Council decided to remain an active member for 2005-2006 as this move would give Council more time to judge the evolution of the new structures in the Federation.

The presence of McGill as an important research-intensive university could influence any future decision taken by the union at U Laval. MAUT will follow this situation very closely. *[See update on Page 10.]*

FINANCIAL REPORT

Estelle Hopmeyer, Secretary-Treasurer

The Executive has taken charge of MAUT finances and the Finance Committee is actively involved. MAUT had a good investment advisor who followed a specific mandate, but the Executive wished to assume more responsibility for its own finances and investments. MAUT will continue to follow a conservative investment policy, investing wisely in order to provide services to members. As recommended by the auditors, MAUT will keep a reserve of one year's expenses.

RECRUITMENT AND MEMBERSHIP

Ralph Harris, Chair, MAUT Recruitment and Membership Committee

From June 1, 2004 until April 14, 2005, there were 122 new MAUT members and the number of Retired Members exceeded 50. The MAUT Retired Members will now be represented on Council by John Dealy.

The Senate Ad hoc Committee on Emeritus Professors and Librarians has approved the creation of a rank for all retirees (full and associate professors and librarians) from the University: all academics who retire will get a lifetime appointment at the rank of "Past Professor". The privileges attached to that rank are summarized on the MAUT website, www.maut.mcgill.ca/.

The Ad hoc Committee has worked to ensure that retirees can continue their relationship with the University, though access to the Minerva FIS and SIS is excluded. There has been no change in the office space status for Emeritus Professors.

Responses to questions from the floor:

- The Dean of the Faculty is the person to ask whether a Post Retirement Appointment is negotiable without penalty for someone who takes Early Retirement

- Non-tenured faculty are not included in the chart of retirement privileges; McGill confers the title of Emeritus Professor on full and tenured professors.

MAUT NEWSLETTERS AND WEBSITE

Jamshid Beheshti, V-P Communications

Two very detailed MAUT Newsletters were produced over the past year, in addition to announcements that were circulated via the ListServ.

OTHER BUSINESS

G. Mikkelsen presented information on a proposal for a socially responsible pension option. 59 out of 61 members of the Association of American Universities (McGill is a member) offer this option. The McGill Sub-committee on the Environment sought funding to research the issue of socially responsible pension options in order to present a proposal to the Pension Administration Committee (PAC), but funding was denied. The MAUT Council also submitted a formal request to the PAC to look into creating a socially-responsible pension option.

The socially responsible pension option available in the U.S. (TIAA-CREF's "social choice") has outperformed several McGill Pension Options, and in general, socially responsible mutual funds do not do any better or worse than other mutual funds. A petition will be circulated to McGill professors, the beneficiaries of the Pension Plan, concerning the possibility of including a socially-responsible pension option.

A. Deutsch commented that the Trustees of the Pension Fund are focused on the interests of the beneficiaries and they must weigh all potential reserves and risks. Creating an additional option involves administrative and programming costs which would need to be paid; the Pension Plan currently pays for itself. At this point, the PAC has no legal mandate to inquire about other pension options.

G. Mikkelsen noted that McGill currently employs State Street, which offers socially responsible mutual funds, and Industrial Alliance, which also has socially responsible pension options. Costs may not be significant.

The Evolution of the FQPPU

Jacques Derome

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The Fédération québécoise des professeures et professeurs d'université (FQPPU) and the academic union at the Université de Montréal have reached an agreement on the payment of past dues and bills. The Federation has recovered \$137,000.

At a Federation Congress held on May 4-6, 2005 the delegates approved the proposed new statutes. Some noteworthy changes from the previous statutes:

- at Council meetings, the number of votes allocated to a given union/association will be roughly proportional to the size of its membership
- the Federation executive is reduced from seven to five
- the Federation's mission as a lobbying body to influence government policies in academic matters is more prominent.

The Federation will provide services to members when these services are of common interest - not to serve individual needs.

The Congress elected the following new Executive Committee:

- President : Cécile Sabourin (U.Q. en Abitibi Témiscamingue)
- Vice-President External : Pierre Lebus (U.Q. à Montréal)
- Vice-President Internal : Colette Ansseau (U. Sherbrooke)
- Treasurer : Sylvain Beaudry (U.Q. à Trois-Rivières)
- Secretary : T.B.D.

The Congress' budget for 2005-06 had to be approved without knowing if the academic

union at the Université de Montréal would be a member of the Federation or not. The approved budget assumes that it will not be a member, reduces expenses considerably compared to previous years, but still has a deficit of \$75,000, which is covered by using the Federation's reserves. (In the weeks following the Congress, the UdeM union decided not to be a member in 2005-06.)

Informative sessions were held during the Congress on the topics of psychological harassment in the university environment and on the renewal of the university faculty—particularly the challenges facing the young faculty members and how the academic unions/association can help. The FQPPU plans to hold a session on the second topic at the next ACFAS meeting, to be

held at McGill next spring. The Federation has a new web site at: www.fqppu.org.

Final comments: The Federation's approved budget, with a deficit of \$75,000, is clearly not sustainable long term. This deficit is closely tied to the withdrawal of the academic unions at Laval and UdeM. It is conceivable that future budgets could be balanced by a further reduction of expenses. Regardless of the budget, from MAUT's perspective, the absence of the Laval and UdeM unions is a very serious problem in that it results in a Federation that is much less representative of us as members of a large, research-intensive university. Our own membership in the Federation will be discussed again at MAUT Council.

MAUT Retirement Forum

On May 10, 2005, Forum moderators Estelle Hopmeyer and Edith Zorychta welcomed 150 members and guests to MAUT's second Retirement Forum, in the Faculty Club.

Diana Dutton (Academic Personnel Office) began with two essential instructions:

- Calculate how much money you'll need (factor in the fact that Canadians are living longer!)
- Calculate where that money will come from: government plans, personal savings, employment-sponsored pension plans.

This was followed by an introduction to the McGill Pension Plan, and how McGill calculates basic vs. minimum pension amounts. Deciding when to retire was the next issue discussed, with a short description of phased retirement — how it works, its pros and cons. To ease the anxiety of people who are considering early retirement, Ms Dutton mentioned the possibility of temporary pensions to bridge the gap between the end of the McGill paychecks and the start of the OAS / QPP.

Nick Acheson then spoke about Choosing Early Retirement and the Process Involved — a first-person account from a colleague who had just gone through the exercise, preparatory to taking early retirement at the end of June.

John D'Agata (Pension Administration Office) on Retirement Options: Skilled guidance through the complex maze of Annuities, Internal and External (Single Life, Joint & Last Survivor Life, Guaranteed Period) and LIFs (Term Deposits, Mutual Funds, Self-Directed Portfolios)—advantages and disadvantages.

Mr. D'Agata echoed Ms Dutton's first points: Estimate your retirement expenses and your retirement income — and added the following wise advice:

- Re-evaluate your lifestyle and needs
- Review your investment portfolio
- Know your pension plan rules and options
- Seek independent investment advice
- Start early!

Kathleen Tobin (Benefits Office) outlined the options and reasons for continuing to participate in McGill's Health, Drug, Dental and Life Insurance Plans, and provided refreshingly honest answers to some very specific questions.

Finally, **Antal Deutch** spoke briefly about the investment alternatives to the McGill Pension Plan, and described the different portfolios available in the McGill Pension Plan and the advantages of each.

A short question period concluded the session.

CAUT New Presidents Workshop

Ralph Harris, President-Elect

ralph.harris@mcgill.ca

In my recruiting efforts around McGill over the last 12 months (130 new members!), one of the common questions asked was: **'What is the value of MAUT's membership in CAUT versus the cost?'** Before the weekend of May 27-29, I was hard pressed to respond, especially to a critical member, because I was unaware of any return from our investment, perhaps like many of you. But now I am able to offer the following response...

The Canadian Association of University Teachers (CAUT) hosted a 2 1/2 day New Presidents' Orientation at the Westin Hotel in Ottawa, May 27-29. As the MAUT President-Elect, yours truly attended. This was the weekend of the Ottawa Marathon and surprisingly there was as much sweat inside as there was on the streets outside.

The main message of the workshop was that the position of President of a faculty association is a political position — in a nutshell, the president's role is to advocate for the good of its members and their employee institution. The workshop also covered a range of issues such as the legal and moral liability that presidents assume and the legal and moral liability that the association carries as the voice of the members. Some of the other issues among many that were covered during the orientation were: the services CAUT provides to its member associations, the relation of the MAUT President with other McGill bodies and 'Dealing with the Media'. Interesting for me, but in retrospect not surprising, was the commonality of issues and challenges facing unionized faculty associations and MAUT.

Thus the organizing and hosting of this workshop is one benefit that you indirectly receive from CAUT via the education and training of new presidents like myself to improve my efficacy for MAUT. This workshop has been run for the last four years. Another benefit that can accrue to you directly, if you take advantage of it, is your participation in one or more of the series of workshops that CAUT would provide locally in response to demand — see the CAUT website for the list: www.caut.ca.

CAUT is also the source of a great deal of data. The recently published *Almanac* (which, I am embarrassed to say, I discarded without reading) is a comprehensive compendium of information that, when an interested party walks you through it, paints an informative portrait of post-secondary education in Canada. The *Almanac* is a useful tool that can be used to benchmark McGill as one of the top three Universities in Canada, and thereby puts meat into our discussions with the Administration. CAUT also publishes books, six of which I came home with at no cost to me, thanks to our fees (see list at end) and now all I have to do is to find the time to read them!

But perhaps the most valuable and least quantifiable benefit from membership in CAUT is the opportunity to network. During the orientation, I had the opportunity to talk with the incoming President of the UBC Faculty Association and the current President of the Queen's Association. The CAUT Council meeting in the Fall is another opportunity for such networking.

How much does this CAUT stuff cost you? To this end, I refer you to the 2005 Mil Rate Survey for CAUT's 65 member associations. The survey lists the total costs to academic staff for their local Faculty Association Membership. MAUT (one of only three other faculty associations across the country) has the fourth lowest mil rate. Also I have summarized CAUT's revenue from member organizations. It can be seen that McGill and the eleven larger contributors, supply just over 50% of CAUT's member fee income. *See graphs & charts on pages 13 and 14.*

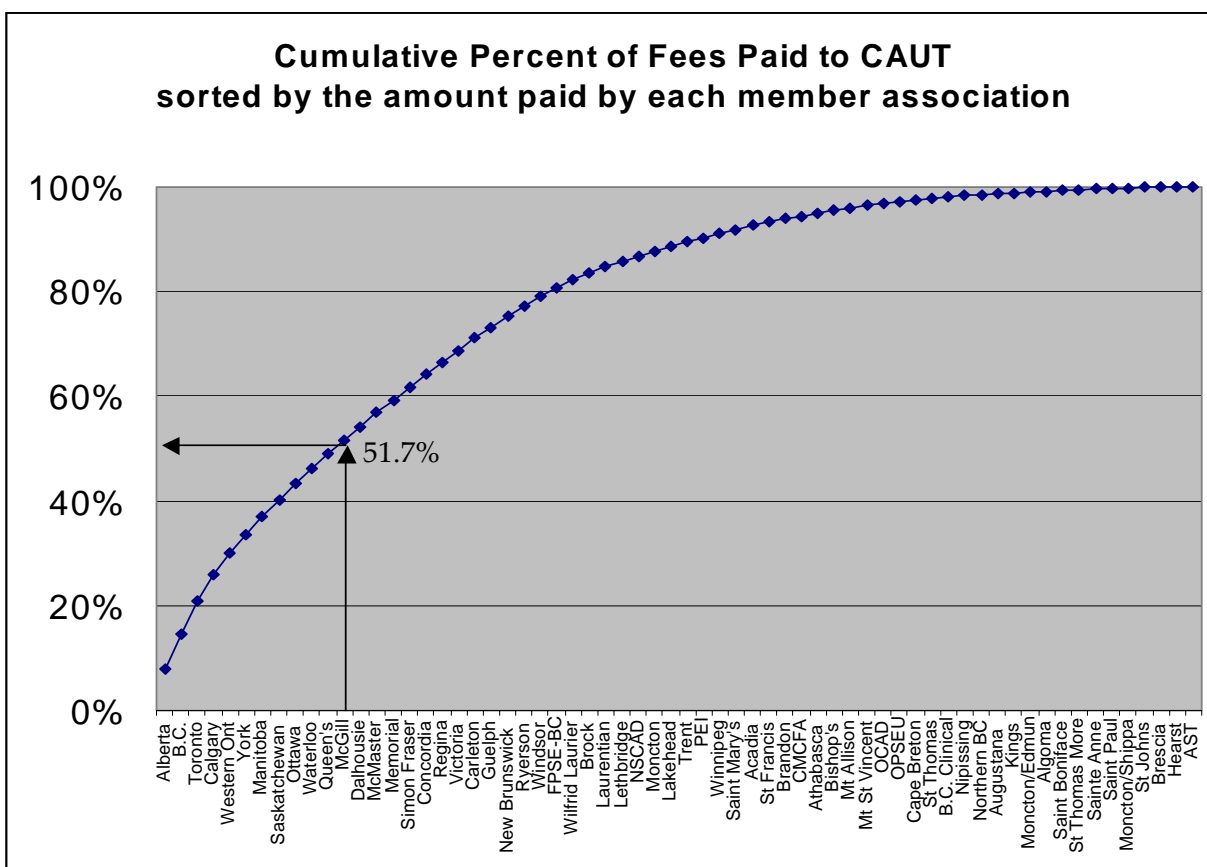
As a result of this initial exposure to CAUT and about 16 of our sister organizations, it became clear to me that we have a very special and to-be-valued situation here at McGill, due to the collegiality and efforts of many McGill academic staff who volunteer their time and effort to keep the costs of MAUT membership so low and the quality of governance high. My orientation allowed me to see that CAUT is there, willing and able to help us maintain this envied situation. We are only as strong as our members, and

the New Presidents' Orientation has given me some knowhow about ways to be a more effective MAUT President next year.

List of books received at New Presidents' Orientation

- *Counting Out The Scholars : The case against performance indicators in higher education* / William Bruneau and Donald Savage, 2002.
- *Let them Eat Prozac* / David Healy, 2003.
- *The Olivieri Report* / Jon Thompson, Patricia Baird and Jocelyn Downey, 2001.
- *Disciplining Dissent* / William Bruneau and James-Turk, 2004.
- *The Corporate Campus : Commercialization and the dangers to Canada's colleges and universities* / James Turk, 2000.
- *Universities for Sale: Resisting corporate control over Canadian higher education* / Neil Tudiver, 1999.

All these books are CAUT Series titles and published in Toronto by James Lorimer & Company Ltd.



CAUT MIL RATE Survey: MAY 2004

Mil Rate and 2004 Fees Paid to CAUT

(sorted by amount of CAUT fees paid)

Faculty Association	Prov	CAUT	DFund	TOTAL Mil Rate	Fees Paid	Faculty Association	Prov	CAUT	DFund	TOTAL Mil Rate	Fees Paid
Alberta	x	x		4.86	330,960	PEI		x	x	7.5	34,586
B.C.	x	x		5.28	280,781	Winnipeg	x	x	x	10	33,759
Toronto	x	x		7.5	261,073	Saint Mary's	x	x	x	10	33,096
Calgary		x		7	222,278	Acadia	x	x	x	9	29,865
Western Ont	x	x	x	7.4	160,466	St Francis Xavier	x	x		5	28,984
York	x	x	x	11	155,245	Brandon	x	x	x	8	23,070
Manitoba	x	x	x	11	146,086	CMCFA		x		7.2	23,000
Saskatchewan		x		5.4	131,485	Athabasca	x	x		8	22,743
Ottawa	x	x	x	9.2	127,668	Bishop's	x	x	x	10	22,740
Waterloo	x	x		3	119,188	Mt Allison	x	x	x	10	20,406
Queen's	x	x	x	8	116,819	Mt St Vincent	x	x	x	11.5	19,430
McGill	x	x		5	115,029	OCAD				n/a	15,806
Dalhousie		x	x	12.5	109,812	OPSEU				n/a	14,809
McMaster	x	x		5	109,315	Cape Breton	x	x	x	10	14,404
Memorial		x	x	9.5	103,111	St Thomas	x	x	x	6	13,468
Simon Fraser	x	x		6	101,826	B.C. Clinical				n/a	9,762
Concordia	x	x	x	8	101,657	Nipissing	x	x		5	9,198
Regina		x	x	10	98,597	Northern BC	x	x		8.5	8,778
Victoria	x	x		4.25	95,201	Augustana	(not included in Mil rate survey)				8,434
Carleton	x	x	x	8.5	94,634	Kings	x	x		\$300/yr	7,606
Guelph	x	x		6.4	91,521	Moncton/Edmundston	x	x		15	7,557
New Brunswick	x	x	x	10	85,466	Algoma	x	x	x	n/a	6,242
Ryerson	x	x		11	83,390	Saint Boniface	x	x		12	5,607
Windsor	x	x	x	9.85	74,454	St Thomas More		x		7	5,182
FPSE-BC				n/a	65,867	Sainte Anne		x	x	10	4,579
Wilfrid Laurier	x	x	x	7	63,953	Saint Paul		x		n/a	4,311
Brock	x	x	x	11.5	60,665	Moncton/Shippagan	x	x		n/a	4,237
Laurentian	x	x	x	11.7	48,873	St Johns	x	x		10	3,865
Lethbridge	x	x		8.326	46,862	Brescia				n/a	3,505
NSCAD	x	x	x	15	41,255	Hearst	x	x		6.5	2,102
Moncton	x	x	x	5.05	38,037	AST	x	x		n/a	908
Lakehead	x	x	x	11.5	37,116						
Trent	x	x	x	10.8	34,895						

Legend and Mil Rates

NATIONAL		PROVINCIAL	
CAUT	1.5	ANSUT	0.45
DEFENCE FUND	\$60/a	CAFA	1.16
		CUFA-BC	0.578
		FQPPU-BASIC	1.2
		FQPPU-SORT	1.1
		FNBFA	2.4
		MOFA/MEMBER	\$15/YR
		OCUFA	1.3

Data supplied by CAUT, May 31, 2005.

The breakdown of the deduction from your pay is that thirty percent of your fees are paid to the CAUT, 24% goes to the FQPPU, and 46% of your fees are used by MAUT. Due to the tax implications for the fees of an employee association, the cost to your pocket is a mil rate of around 0.025.

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