



NEWSLETTER

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

www.maut.mcgill.ca

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Positions Available—Academic Career Advancement at McGill

Ralph Harris (President, MAUT)

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MAUT distinguishes itself from nearly every other Faculty Association or Union, by counting amongst its membership many of McGill's most senior administrators, Principal Munroe-Blum for example. Furthermore, McGill distinguishes itself from many other universities by having a vibrant and effective Senate, thanks in large part to the active role played by the elected academic Senators who are MAUT members and in particular by the broad representation of MAUT members on the Senate Steering Committee. McGill's Senate is also active and vibrant due to the senior administrators' high regard for the role and value of Senate, and the vocal, always interesting and highly valuable interventions of the student senators.

In light of the recent general dawning of awareness of the role of androgenous¹ activity on the planet's climate driven by the ever-present financial corporate agenda and its associated impact, it is my feeling that we can each significantly advance progress in the third domain of sustainability, social activity and impact while at the same time doing something environmentally conscious like turning off the lights when we leave a room or using our recycling boxes.

One particularly powerful vehicle for our personal engagement in advancing the social cause is available to us here at McGill via our other contributions. These are expected of us as we progress through our careers and even though a Department Chair might not seeing it exactly this way, service on MAUT committees, Council or Executive is regarded as an eligible activity for career progression. Now you are likely not surprised at my pitch for your engaging in service to MAUT, but have you ever thought of it as saving the

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planet by doing your bit to promote sustainability and thereby saving of the human race!?

Now, astute academic that you are, you may ask: how does this relate to my Academic Career Advancement at McGill, or more crudely, what's in it for me?? Speaking from observational experience, active and visible contributions to MAUT-hosted events and initiatives lead to valuable career advancing exposure—it's good to have the University Tenure Committees think of you as a collaborative and collegial member of the McGill team when they are going over your teaching and research portfolios. Despite the McGill lore that research is everything in one's promotion process, one's performance needs to be at least satisfactory in the third category, which is often *other contributions*.

Why do I write these things at this time?... Recruiting people willing to serve on committees or to run for office has always been difficult and is becoming more so as the pressures of accountability mount. MAUT will soon be seeking nominations of people willing to serve on MAUT

Council and Executive. A 2004 document prepared by the Canadian Federation for the Humanities and Social Sciences' Task Force on New Scholars states "[there is] widespread concern that with the predicted loss of great numbers of senior faculty ... fewer and fewer faculty members will be willing to serve the university in administrative roles. Fewer and fewer faculty ... feel as though they belong to a community which supports them and to which they owe some loyalty and service beyond the immediate demands of their contract." ²

In our continuing efforts to provide value to MAUT members, the volunteer MAUT officers and MAUT committee members offer timely workshops and forums designed to meet the needs and interest of the membership. Notably there was the Forum on Benefits Dec. 13, and there are the upcoming Forum on Retirement, February 26 and the soon-to-follow Workshop on Tenure and Mentoring, March 1. Later in the Spring, MAUT is hosting an Open Forum on

Eligibility for Election to Senate and Other University Bodies

Recently, a question arose concerning the eligibility of part-time faculty for election to Senate. The Secretary-General was consulted, and responded as follows:

Article 6.1.1 of the Statutes, in the section on members from faculties, refers to "...the electorate to be all professors, associate professors, assistant professors, and full-time faculty lecturers appointed to the faculty by the Board of Governors...". By this definition only faculty lecturers considered part-time would be excluded—others regardless of rank would/could be eligible in an electoral pool.

Academic Career Advancement at McGill and a MAUT retreat to determine how best MAUT can serve its membership and the new McGill.

I hope that a tiny bit of my optimism in the ingenuity of people to move forward—who would have predicted the recent about-face of our governments on the matter of climate change—and my enthusiasm for the benefits of networking and community exposure rub off and give you pause to consider engaging with MAUT. If you know someone whom you think is well-placed academic-career-wise, and capable of making a contribution to the governance and administration of McGill, do them a favour and nominate them for Council or an Executive position when the forms come around. I can promise that they will come to thank you for it.

Wrapping up, it's my message here that it's not Uncle Sam that needs you, but rather Gaia (Mother Earth), or at least McGill (read MAUT) that does.

1. When one of my Greek colleagues first saw my use of this term, he was concerned about the Greek route of the word, andro. This prompted some investigation which suggests that the environmental community have created the term spelled this way to convey the idea of all human behaviour by combining the male, andro, with the female, gyno, but spelling it with an e to avoid confusion with hermaphroditism. Isn't language wonderful!

2. The Academy as Community: A manual of best practices for meeting the needs of new scholars. Canadian Federation for the Humanities and Social Sciences : Task Force on New Scholars. Ottawa: Canadian Federation for the Humanities and Social Sciences, 2004. http://www.fedcan.ca/english/pdf/fromold/NewScholarsManual_ENG.pdf

COCAL Meeting (August 10-13, 2006)

Malcolm Baines

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The Coalition of Contingent Academic Labour 7th Annual Conference was held August 11-13, 2006 at Simon Fraser University's Harbour Centre campus in Vancouver. The coalition of contingent academic labour is a floating conference and a network of North American activists

working to improve higher education through collective achievement of job security, livable wages, academic freedom, and time and resources for academic research and professional development for contingent academic labourers.

THE SITUATION IN CANADA, USA AND MEXICO

Universities in all parts of the Americas are facing increasing fiscal pressures; there is a general decline in public/government funding from 75% to 55% of University budgets. Governments have reduced core (base) funding and increased non-base funding (CFI, CRC), increasing the need to seek private funding (university fees up more than 200% over 10 years), and to add supplementary student fees to courses and programs.

Contingent Academic Staff now comprise about 2/3 of all academic staff hiring. Some say that the creative academic workforce is in serious decline as a result in the increase in the corporate style of academic management involving issues such as commercialization of academic copyright and intellectual properties.

CASUALIZATION OF ACADEMIC LABOUR

There has been a progressive division of the academic workforce into two tiers; a decline in the numbers of permanent Professors has been associated with an increase in contingent or contract academic staff. In effect, there has been an unbundling of academic labour into separate divisions of single duty staff (Course lecturers to teach the undergraduate programs, Contingent Research Professors and Research Associates to train graduate students in research institutes, Administrative coordinators, etc). This process has led to a reduction in collegiality, communication and collective bargaining.

The effects of governmental programs have led to relative reductions in the academic salary mass and staff benefits, while there have been concurrent increases in the numbers of administrative staff and in the budget for senior management salaries and benefits. Corporate styles of university management have reduced academic involvement in the governance of the university and reduced academic freedom by increasing the focus on applied goals as defined by corporate partners.

WHAT DO THE CAS MEMBERS WANT?

The contingent academic staff members want what all workers want:

- to have some element of job security so that they will know in advance that they will have a job next term,
- to be able to work full-time in the academic sector,
- to be able to earn a living wage from their academic duties, and
- to have standard academic staff benefits.

What changes must be made to provide job security for all academic staff? Regularize academic staff employed for 3 years in the same or similar role, which means that these staff must receive annual unlimited term appointments (full or part time). Regularization also means the right to continued employment for satisfactory performance, and a pro-rata salary structure for part-time academic staff linked to a permanent academic salary benchmark that increases with the cost of living.

Full or part-time regularized staff must also be entitled to full academic staff benefits. Regularized staff must be able to move from part-time to full-time by increasing their academic workload, which requires the availability of a process for the accrual of additional regular academic work. Full-time academic staff required to perform all three duties at some level implies compensated time and facilities available for appropriate academic research. Sabbatical or academic development leaves or equivalent must be made available, as well as a progressive career-path for all sectors of academic labour with a route to the tenure stream if qualified and desired.

Finally, it is necessary to include all CAS as part of the academic staff union or association.

CAUT is organizing a meeting of CAS at the University of Alberta in Edmonton, on May 30, 2007.

For information e-mail Michael Piva: piva@caut.ca.

The above information replaces the notice that appeared in the printed version of the Newsletter, distributed in February 2007.

ADVICE FROM CAUT ABOUT ORGANIZING THE CAS SECTOR

CAUT CAS committee provides advisory support. All CAS must have

1. the right to continue existing academic work contracts with satisfactory performance.
2. the right of first refusal for new work (e.g. right of workload accrual).
3. the right to pro-rata pay and benefits.
4. the right to acquire permanent employment with job security (regularization).

The processes for the employment of CAS must be transparent. Criteria include courses taught per term (two or more), terms per year (two or more) or equivalent. The academic staff member's existing workload becomes permanent in

the third year of employment. Job security shall consist of severance for dismissal without cause (e.g. redundancy).

All academic staff should have access to sabbatical, development or research leaves, and full benefits including paid parental leave. All academic staff members should have a voice in bargaining units, committees and the bargaining team. In general, a single bargaining unit is best, as it will have unity of purpose where all members agree on their academic goals. An alternate would be a single organization with separate coordinated bargaining units. The staff association or union must include all part-time and full-time members in the bargaining unit (academic teachers of credit or non-credit courses, research associates and directors, professional academic staff and academic service staff).

Bullying@Work: report of the workshop held on October 24, 2006, sponsored by MAUT and McGill's Social Equity and Diversity Education Office (SEDE)

prepared by Sharon Rankin (past-president, MAUT Librarians' Section) and Jacques Derome (MAUT VP External)

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As part of the events on campus for *Cultivate Respect: Harassment Prevention Week*, October 23–27, 2006, MAUT members were invited to a presentation by Dr. Angelo Soares, sociologist and professor in the School of Management at UQAM.

Dr. Soares began studying the bullying phenomenon in the workplace long before it became popular. After a brief review of the definitions of the term over time, in the literature, he explained very clearly to the audience the types of behaviour that are defined as "bullying." These are actions that

- prevent self expression
- isolate the victim
- diminish the victim with respect to colleagues
- discredit the victim in the workplace
- compromise the health of the victim.

The lecture continued with a review of the dynamics of bullying. There are three aspects of the process that must be available for bullying to occur: in addition to a target and a bully, there must be an organizational context that allows the behaviour.

Dr. Soares presented the evidence describing the effects of bullying on the target. It is generally accepted in the literature that there are no specific personality traits associated with targets, and the causes of bullying "are found in the social context and in the power structures of the organization."

Dr. Soares explained the characteristics of the organizational culture that create the right conditions for bullying, for example: intensification of the work load, "us" vs. "them" attitude, mistrust and negativity. He answered the question "Who is the bully?" by explaining that there has been no research done with bullies, no doubt because of the difficulties in identifying a sam-

ple population. However, he argued that there are three characteristics that can contribute to creating a bully: a pathological personality type, the requirements of the job, and incompetence.

He then offered several individual and collective approaches to try to prevent bullying in the workplace. Organizations which are conscious of the issues, intervene when things intensify and make the organizational policy a living reality, he noted, are much better placed to prevent bullying in the workplace.

MAUT Scholarship

The 2006-2007 MAUT Scholarship (established in memory of the École polytechnique students killed in 1989) was awarded to Sarah Michelle Stumpf, in Mechanical Engineering.

As Dr. Soares indicated, bullying in the workplace is not a new phenomenon. The November 2005 *CAUT Bulletin* included a President's Message about bullying in academia—by supervisors and/or colleagues, and also by students. See http://www.caut.ca/en/bulletin/issues/2005_nov/pres_mess.asp

The CAUT article also mentions that Quebec's Labour Standards Act contains a section on psychological harassment, which would include bullying. See <http://www.cnt.gouv.qc.ca/en/lois/normes/normes/harcelement.asp>

Ms. Stumpf sent the following letter of acknowledgement to the MAUT President on July 12, 2006.

Dear MAUT President

I write to express my sincere gratitude for this year's MAUT Scholarship; it is an honour to be recognized as a role model for females who wish to pursue a career in engineering.

The financial support provided through this award will help me reach my current goal of obtaining a Bachelor of Mechanical Engineering in May 2007, which I hope to use in projects having a positive impact on the environment. After a few years working as an engineer, I would like to obtain a master's degree and perhaps eventually become an engineering professor.

I am currently participating in an internship program with Pratt & Whitney Canada, where it is encouraging to see more women entering the engineering workforce than ever before. I am fortunate not to have noticed any significant sexual prejudice over the course of my studies and work. It appears that attitudes towards working women have shifted greatly in the past few decades, thanks in part to encouragements like the MAUT scholarship.

When I first became interested in engineering as a high school student, it was shocking to hear about the 1989 murder of women at the École Polytechnique. I was inspired to help shift the engineering profession from its male-dominated state.

Thank you once again for your generous support and encouragement. This award has renewed my enthusiasm to encourage other females to strive towards engineering careers.

Sincerely,

Sarah Stumpf

Notes from the Fall General Meeting, Nov. 23, 2006

compiled by Deanna Cowan

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MCGILL CENTRAIDE CAMPAIGN

Ralph Harris, on behalf of Maria Zannis-Hadjopoulos

Pledges are encouraged, and can be made online. This year's goal is \$285,000.

PRESIDENT'S REPORT

Ralph Harris

First, a video was shown illustrating the importance of being aware of things happening around us, and to be aware of our surroundings even as we focus intently on particular issues. McGill is changing, and we need to pay attention to the big picture. *See box on page 8.*

Changes to MAUT Constitution: Proposed that MAUT services (e.g. legal advice) become available only after 30 days of membership; the Executive may exercise discretion in order to shorten this 30-day period if warranted.

Discussion centred around the need for people to join MAUT before they require assistance, not after. The addition of a 30-day waiting period seems punitive, and probably won't accomplish the intention of the motion, which is to encourage membership. It was hoped that a different method could be found.

The question was called, and the motion failed.

COMMITTEE ON ACADEMIC SALARY POLICY (CASP) REPORT

Ralph Harris

There is an attempt to meet regularly throughout the year instead of leaving all the activity to the end of the year.

- CASP has some issues about the availability of data, but we appear to be closing the salary gap with the other G10 institutions, at all levels.

- Salary policy: balance between across-the-board, merit, etc.; many people feel McGill is a "Meritocracy".
- Gender Equity study is ongoing
- Merit Process: CASP is trying to obtain documentation from each dean about how the merit exercises are conducted in the various units. The Administration wants to study this, and CASP / MAUT are assisting.

Membership: there are 927 full members, and 86 retired. 17 new members are enjoying a fee holiday. Since August 1, there have been 22 new members: A. Kirk is looking after recruitment. (According to the Administration, there are between 1520 and 1580 academics; MAUT membership therefore represents approximately 60% of the eligible academics.)

MAUT FORUMS AND ACTIVITIES

- Cultivate Respect week participation, with the presentation by Prof. Soares (UQÀM)
- Workshop on Benefits December 13, 2–4pm, organized by Edith Zorychta
- Workshop on Tenure and Mentoring, March 1, organized by Alenoush Saroyan.
- Forum on Retirement Issues, February 26, organized by Edith Zorychta and Estelle Hopmeyer.
- Forum on Career Progression, probably in March or April, organized by Ralph Harris, Ian Strachan, and Kathleen Cullen

REPORT FROM THE CHAIR OF THE LIBRARIANS' SECTION

Lonnie Weatherby

Regulations: the section on Tenure, worked on last year, has been submitted to and approved by Senate and the Board of Governors. This year, the committee has had a few membership changes, and is now composed of Bill Foster, Janine Schmidt, Bob Clarke, Pat Riva, Anna Stoute, Marc Richard, Carole Renahan, Vilma DiRienzo-Campbell, and Lonnie Weatherby.

Many meetings have been held, often taking whole days. Appreciable progress has been made, but no deadline has been set.

Merit: last year, there were 25 appeals, this year there are 3. There have certainly been improvements with procedures and communications, but the exercise still needs to be more transparent.

Blackader-Lauterman Library: a document was prepared over the summer, and presented to the Senate Committee on Libraries. A committee has been struck to examine the issue.

Staffing: there is an imbalance between the numbers of tenured / tenure track librarians (38) and non-tenure track Library Professionals (25). Uncertainty about their career path is discouraging this non-tenure-track cohort from professional activities, such as participating on committees.

REPORT FROM THE VP INTERNAL

Edith Zorychta

- Premiums on health and dental plans are going to rise a little; the plans are self-financing, so claims and premiums need to balance. It is important to remember that the University pays 50% of the cost.
- Upcoming Workshop is intended to respond to questions about benefits, especially drug coverage.
- Forum on Retirement: input is requested about what more could be done for McGill retirees, especially ways that could increase their engagement.
- Sabbatic leave policy is being improved; changes are still confidential, but members are assured that the new policy is better than it was before.
- Adoption Leave Policy has been improved as well, mostly due to provincial legislation; the website has not yet been updated.

NON-TENURE-TRACK ACADEMICS

Malcolm Baines

MAUT committee for contingent academic staff: No meetings of the committee were convened for 2005–2006. Although the release of the

survey report of McGill academic staff was discussed on many occasions in Senate Steering and other committees, the university management has declined to do so. Although the previous Provost pledged to address the status of the ranked academic staff on a case-by-case basis, the current Provost has yet to do so.

It is difficult for full-time Professors to effectively bargain on behalf of CAS without the active involvement of members of that group of academic staff. The CAS must take an active part in controlling their own destiny at McGill and organise their colleagues. It was recommended that the committee be restructured to consist of members in the CAS sector, the chair of which shall report to MAUT. The committee members should come from the different sectors of the CAS community specifically: Course lecturers, Faculty lecturers, Librarians (Sessional), Professional Associate staff, Ranked academic staff (PT), Research Associates and Geographic full time hospital staff (GFTH).

See also the COCAL Report on page 2.

REPORT FROM THE VP EXTERNAL

Jacques Derome

The FQPPU has completed an encouragingly productive and smooth year under its new statutes. Reports have been generated, colloquia and meetings have been held. A working group has been formed to examine underfunding of Quebec universities—even the provincial government admits underfunding—and is studying funding formulas and allocations amongst the universities, documenting how this underfunding has affected the quality of education. Over the next three years, the government has promised to inject more money: \$60 million per year will be made available on a recurrent basis, and an additional \$30 million per year will be made available for the first two years only. [Update: McGill's share of the \$90 million for 2006-7 is \$14.676 million.]

After the first year without Laval and Université de Montréal, FQPPU's finances are good, the feared deficit has not happened. The head office is moving soon to smaller, less expensive offices as a way to save money.

CAUT is involved in fighting attacks on academic freedom, and investigating the creation of "teaching-only" positions, which is a current trend at some universities. On February 22–24, CAUT is sponsoring a Women's Forum, entitled "Doing Academia Differently."

When asked if there had been any developments in the positions of Laval or Université de Montréal vis-à-vis their membership in FQPPU, J. Derome replied that the Fédération is maintaining contact, but wants to let the situation settle a bit before actively campaigning for them to come back.

REPORT FROM THE REPRESENTATIVE OF RETIRED MEMBERS

John Dealy

The third semiannual luncheon for retired members was held in early November, again very successful. Current issues of concern to retired members include

- maintaining contact with McGill and colleagues
- technologies: wireless access, e-mail addresses
- benefits: this is a constant source of questions, some of which should be addressed at the upcoming workshop.

Some revision of dues is being worked out; some universities have separate associations for retired faculty, but MAUT seems to be doing more for lower dues.

AUDITOR'S REPORT AND MAUT BUDGET

Estelle Hoppmeyer

The Auditor approved MAUT's records, but recommended that investment strategies be reviewed regularly. The budget projects an increase in revenues, as new members join, and an increase in expenses due to the purchase of a few new pieces of furniture for the MAUT offices and some increases related to CAUT and FQPPU membership. Overall, we can expect a small surplus.

Our expenses for conferences and administration are extremely low; much of our work is accomplished through volunteer labour, including advisors.

FACULTY CLUB

Edith Zorychta

The Faculty Club is doing well, financially sound, and under "phenomenal" management. An internal audit came out well. There is increasing collaboration with Tadjia Hall at Macdonald Campus.

OTHER BUSINESS

The Daycare question was raised—any news? The Administration is clearly not interested in daycare, but perhaps MAUT could pursue other options, even something like a nanny-referral service. The Executive agreed that the issue needed to be kept alive.

The Video

The video depicts two teams—one in black shirts, one in white—passing a basketball amongst themselves. Your job is to

1. Count the number of times the ball is passed between team members in **white**
2. Of those passes, note how many are passed without bouncing on the floor.

Watch the video only once.

The video itself is at <http://viscog.beckman.uiuc.edu/grafs/demos/15.html>. It requires Java software to run; you can download this free at <http://www.java.com>.

Wait for the Java applet to load, scroll down and click on the green triangle to launch the video.

After you've finished counting, see page 9.

Coming Events

RETIREMENT FORUM FOR ACADEMIC STAFF

Monday, Feb. 26—Faculty Club

Lunch: 11:30; Forum 12:00–2:00

Although this workshop is intended for MAUT Members, non-member colleagues are welcome.

RSVP is required; contact the MAUT Office, maut@mcgill.ca or phone 398-3942 / fax 398-6937. You are also encouraged to submit questions or comments in advance.

Moderators:

- Edith Zorychta (MAUT President-Elect)
- Estelle Hopmeyer (MAUT Secretary-Treasurer)

Panelists:

- Kathleen Tobin (Manager, Benefits)
- John D'Agata (Director, Pension Administration)
- Anthony C. Masi (Provost)
- John Dealy (MAUT Council Representative for Retired Members)

AGENDA:

- 12:00–12:10 : Introductory remarks

Part One—The McGill Plans

- 12:10–12:20 : Benefits upon retirement
- 12:20–12:40 : Pension Plan: features and options

Part Two—Ideas About Retirement

- 12:40–1:10 : Rethinking retirement options
- 1:10–1:30 : Some components of a rewarding retirement

Part Three—Comments, Questions, Responses

- 1:30–1:50 : Responses to questions submitted ahead of time, and from the floor
- 1:50–2:00 : Concluding remarks

The Video—part deux

Did you notice the interloper? If not, go back and watch the video again.

It's easy to lose sight of the big picture.

TENURE AND MENTORING WORKSHOP FOR NON-TENURED ACADEMIC STAFF

Thursday, March 1—Faculty Club

Lunch: 11:30; Forum 12:00–3:30

This sixth tenure and mentoring workshop is aimed at newly hired individuals, and those preparing to submit their tenure applications. Although it is intended for MAUT members, non-member colleagues are also welcome.

RSVP *before Feb. 19* is required; contact the MAUT Office, maut@mcgill.ca or phone 398-3942 / fax 398-6937. You are also encouraged to submit questions or comments in advance, to the MAUT Office.

Moderator: Alenoush Saroyan

Panelists:

- Alenoush Saroyan (Educational and Counselling Psychology)
- Michael Smith (Sociology)
- Gloria Tannenbaum (Neurology and Neurosurgery / Pediatrics)
- Malcolm Baines (Microbiology and Immunology)
- Linda Wykes (Dietetics and Human Nutrition)
- Lydia White (Linguistics)
- Raphael Fischler (School of Urban Planning)
- Bob Bracewell (Educational and Counselling Psychology)
- Cynthia Weston (TLS)
- Victoria Talwar (Educational and Counselling Psychology)
- Dennis Giannacopoulos (Electrical & Computer Engineering)
- Thomas Schricker (Anesthesia)

AGENDA:

- 12:00–12:05 : Opening comments
- 12:05–12:35 : Preparing for the renewal and tenure process
- 12:35–12:45 : Departmental mentoring
- 12:45–2:00 : General evaluation criteria from the perspective of Faculties, DTCs and

UTCs, followed by a question and answer period

- 2:00–2:15 : Coffee break
- 2:15–2:30 : The teaching portfolio
- 2:30–3:00 : The experience of the exercise from the perspective of newly renewed and promoted faculty members
- 3:00–3:15 : Concluding remarks

FROM DREAM TO REALITY: FOPPU COLLOQUIUM ON DOCTORAL STUDIES AND STARTING THE PROFESSORIAL CAREER Thursday and Friday, March 22 and 23—Hotel Gouverneur Place Dupuis, Montreal

Career preparation and entry into the academic teaching ranks are the crucial first steps for those who aspire to the profession. The aim of this colloquium is to give a picture of the situation, both inside and outside Quebec, and to discuss current pressures and outcomes.

News from Away

compiled by Deanna Cowan

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The webpages of the Association of Professors of **Bishop's University** (see <http://www.caut.ca/apbu/index.htm>) outline the precarious state of collective agreement negotiation / conciliation.

Negotiations also appear to be somewhat shaky at the **University of Saskatchewan**, and a strike vote is scheduled for March 3. Bargaining updates are on the web at <http://www.usaskfaculty.ca/news/read.php/214>.

Carleton University Academic Staff Association's *Communiqué* of December 2006 (<http://www.caut.ca/cuasa/news/v37n1.pdf>) includes an interesting overview of that university's responses to Ontario's Freedom of Information and Protection of Privacy Act.

Lakehead University's 2006–2008 Collective Agreement is now available at http://hr.lakeheadu.ca/pub_show.php?pubid=12, as is **Ryerson's**, at <http://www.ryerson.ca/~rfa/>. [Ryerson Faculty

The FQPPU invites all doctoral students and professors in the early years of their academic career, as well as tenured academics and administrators, in order to generate discussion and help formulate collective action towards improving conditions for those embarking on a professorial career.

16 Speakers from Quebec, other Canadian provinces, South America and Europe will share their observations and research. **Simultaneous translation will be available.**

Topics:

- Career preparation and doctoral studies
- Job entry and the first years of employment
- Integration, working conditions and getting tenure

Further information is being distributed now, but if you have questions, please contact the **FQPPU Secretariat** at (514) 843-5953. Registration fees: \$250 (MAUT member), \$90 (student) includes taxes, all materials, two meals and access to simultaneous translation.

Association might consider getting one of the Editing instructors from their Publishing Program to check the spelling on their website: privileges? absence? amendment?]

Queen's University's December 2006 *QUFA Voices*, includes a response to a report on racism at Queen's, with thoughtful comments about equity and diversity, and how to foster them. See http://www.qufa.ca/publications/qufa_voices_2006/qufa_voices_2006.12.pdf

January 2007's *SPULTIN*, the Bulletin of **Laval's** faculty union, includes a brief salary analysis, see <http://www.spul.ulaval.ca/publications/spultin/2007-2010/Sp070130.pdf>. Some of these data are based on a 2005 study done for the **Université de Montréal**, and include comparisons with G10 and with McGill ... see <http://www.sgpum.umontreal.ca/nego/rapport%20larouche.6sept.05.pdf>.

MAUT EXECUTIVE AND COUNCIL, 2006-2007

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