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## Recommended Links

[www.munasa.com](http://www.munasa.com)

[www.cnt.gouv.qc.ca](http://www.cnt.gouv.qc.ca)

[www.ilo.org](http://www.ilo.org)

## Article-related Links

[www.cacpuq2007.uqam.ca](http://www.cacpuq2007.uqam.ca)

[www.apapul.ulaval.ca/cacpuq2008/](http://www.apapul.ulaval.ca/cacpuq2008/)

## CACPUQ 2007 Colloque: Ethics in Management

The Université du Québec à Montréal recently hosted this year's CACPUQ Colloque titled, *L'éthique en gestion un équilibre à définir*. Approximately 200 participants representing Quebec universities were in attendance, 30 of which came from McGill.

The McGill managers in attendance thoroughly enjoyed the intellectual discussions, networking with colleagues from Quebec's universities, the food, the eco-friendly atmosphere and the entertainment provided by the renowned Quebec comedy group the Zapartistes.

According to conference speakers, the organizational context for Quebec universities has transformed greatly over the last several years. The public is making greater demands on our services, watching us more intently, and increasing demands for pluralism. In an era of greater accountability and open questioning of what managers do, the application of ethics can aid in making better and more informed decisions. Both the ends and the means of issues must be carefully examined and ideally lead to the production of shared results that are acceptable to all.

The application of ethics forms a part of the decision-making process and sits squarely in the context of organizational factors, such as loyalty to your employer, societal expectations, legal consequences of your actions, and your personal convictions. The demand for accountability has led to an increase in operational standards, such as the establishment of codes of conduct and whistleblower (also known as safe-disclosure) policies. However, these standards will only work if managers ask ethical questions based on values such as transparency and courage.

MUNASA is grateful for the support provided by Principal Heather Munroe-Blum for this conference and looks forward to participating in the CACPUQ Colloquium at Laval University. The theme of the next colloquium will be *Bien vivre en eau vive: stratégie d'influence et sens politique* and will take place May 15 and 16, 2008.

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## Thoughts on Membership...

Is membership with MUNASA important? It certainly is. Membership today is as important as it was in 1972 when the Association was established to represent the interests of non-academic administrative and support staff. Changes in working conditions, changes in the University's senior administration and the protection of your rights are just a few of the reasons that membership continues to be important. Ensure that your rights and interests are heard and represented, join MUNASA.

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## Notes and Announcements:



Cordially Invites You to the Association's  
35<sup>th</sup> Anniversary Celebration

On Thursday, 25 October 2007  
Join Us in the Faculty Club Ballroom  
For a Wine & Cheese Reception

The Event will take place from 4:30 PM to 7:00 PM  
Please RSVP by October 18, 2007  
By Contacting  
[admin@munasa.com](mailto:admin@munasa.com)

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### **Cultivate Respect:**

“Challenging Stereotypes” - October 22<sup>nd</sup> – 26<sup>th</sup>, 2007

***“Imagine what can grow if you plant the right seeds!”***

In modern Canada’s multicultural and diverse social context, we sometimes use generalizations to categorize people around us who are different, for various reasons, from ourselves. Unfortunately, these generalizations often oversimplify and hinder our understanding of each other, and undoubtedly undermine the complexity of each individual. Misconceptions about certain social identity groups can govern the seemingly innocuous reactions we have to different people. Negative perceptions of groups based on these inaccurate stereotypes are hurtful and can have detrimental emotional effects on targeted individuals. They can also lead to intentional or unwitting discriminatory practices by people and institutions.

Following consultation with various groups on campus, SEDE would like to invite you to our second **Cultivate Respect** campaign entitled “Challenging Stereotypes”, which will run from October 22<sup>nd</sup> - 26<sup>th</sup>, 2007. This campaign is designed to: raise awareness on some of our common misconceptions/prejudices; encourage community members to seek accurate information about each other in order to adjust perspectives and change attitudes, and basically to shed light on the detrimental, far-reaching effects stereotypes have on relationships within our community. Our aim is to encourage communication and to effectively educate McGill faculty, staff, and students in order to assist them in forging healthy, respectful interactions.

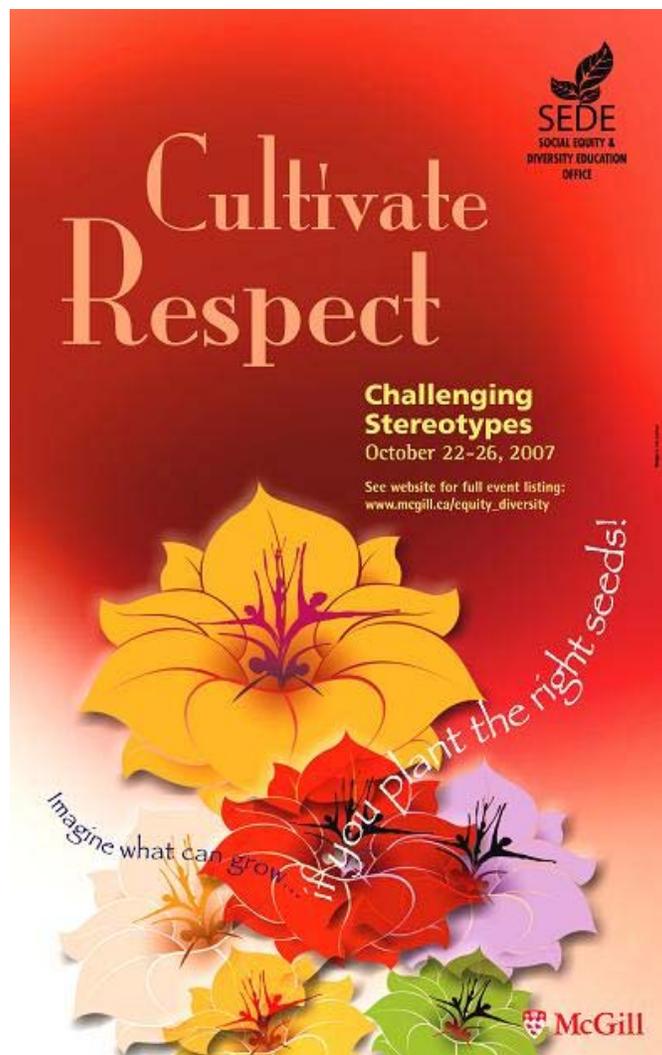
In keeping with these objectives, SEDE is presenting a variety of events in conjunction with several key groups\*, including the highlight of the campaign, an hour-long theatrical presentation on Wednesday, October 24<sup>th</sup> at lunch. All members of the McGill Community are welcome to attend this special presentation which will be animated by TAC.com, a Montreal-based social theatre group. The Play is open for registration on the HR Staff Development website: [www.mcgill.ca/hr/staffdevelopment](http://www.mcgill.ca/hr/staffdevelopment). Students who wish to attend the play should send an email to [adama.kaba@mcgill.ca](mailto:adama.kaba@mcgill.ca). For more details and a full event listing, visit: [www.mcgill.ca/equity\\_diversity](http://www.mcgill.ca/equity_diversity).

### **About SEDE:**

The SEDE Office was created with the intention of sensitizing the McGill Community on issues of equity, diversity, harassment, and discrimination. Through programming and events such as the Cultivate Respect, SEDE aims to create a more equitable and inclusive environment on campus.

Your participation in this campaign is encouraged and valued. By educating yourself about the realities of stereotypes, prejudice and discrimination, you can do your part in ensuring that our values of respect, integrity, and acceptance make McGill the place that we can all be proud to be a part of.

\* Our thanks go out to the groups that have supported this event: HR, MUNACA, MUNASA, PGSS, MAUT, Ombudsperson's Office, First Peoples' House, the Equity Subcommittees, and the Office for Students with Disabilities (OSD), McGill Center for Research and Teaching on Women (MCRTW), International Student Services (ISS), Chaplaincy Services, and Music Graduate Students' Society (MGSS).



**As part of our “Challenging Stereotypes” campaign, the Social Equity and Diversity Education (SEDE) Office would like to invite you to an interactive theatrical presentation entitled “Do You Really Know Me?” performed by the Tac.Com social theatre group. This unique and dynamic event is sure to be a hit, so we would appreciate if you extended an invitation to all of your colleagues!**

**Wednesday, October 24<sup>th</sup>, 2007 @ 12:30pm**

**Moyses Hall, Arts Building**

Light refreshments will be served at noon.  
Show begins at 12:30pm sharp and lasts 45 minutes.



**Please register online at [www.mcgill.ca/hr/staffdevelopment](http://www.mcgill.ca/hr/staffdevelopment) or contact Adama Kaba at [adama.kaba@mcgill.ca](mailto:adama.kaba@mcgill.ca) or Call 398-2039 by Friday, October 19<sup>th</sup>.**

We would like to extend our thanks to all of our sponsors and supporters, including:

Post-Graduate Students' Society  
Music Graduate Students' Society  
Office of Students with Disabilities  
International Student Services



## Colloque CACPUQ 2008 - Sondage

Les 15 et 16 mai 2008, l'Université Laval sera l'hôte du 7<sup>e</sup> colloque annuel de la Conférence des associations de cadres et de professionnels des universités québécoises (CACPUQ).

Le thème proposé « *Bien vivre en eaux vives : stratégies d'influence et sens politique* » correspond à l'approche dynamique du colloque et propose une démarche au cours de laquelle les participantes et les participants chemineront à travers un parcours les sensibilisant à leur potentiel d'influence. L'itinéraire proposé prendra la forme d'ateliers et d'exercices réalisés en équipe, ainsi que de notions pratiques offertes par les formateurs du Groupe CFC.

### *Votre opinion compte !*

Dans le but de vous offrir des ateliers conçus spécifiquement pour les membres du personnel professionnel et cadre des universités québécoises, nous sollicitons votre appui pour **répondre à un bref questionnaire** (site Internet <http://www.apapul.ulaval.ca/cacpuq2008/>). Les résultats obtenus nous permettront d'élaborer les ateliers de la journée et de développer des outils pratiques qui pourront vous aider à relever vos défis professionnels. Vos réponses seront traitées confidentiellement.

### *Prix de participation*

Les personnes qui auront retourné le sondage d'ici le **12 octobre** prochain seront admissibles au tirage d'une nuitée avec petit-déjeuner pour deux personnes à l'**Hôtel Château Laurier Québec**, du 1220, Place George-V Ouest à Québec.

Au plaisir de vous compter parmi nous les 15 et 16 mai prochains!

Éric Matteau, pour le comité organisateur  
Colloque CACPUQ 2008