

## **President's Report for the Spring General Meeting 2017**

We've been busy as usual and as my term as president winds down, I want to provide you with a sense of how the year has gone, what we've accomplished and where we still need some additional work.

### *Good times*

Starting with the social side, we've held several events in this academic year- two for all academics, members or not, last fall which were very well attended and two this year. We have three members-only events scheduled for the winter semester- our Winter Magic Brunch which was held in January and drew a full house to the Faculty Club and two smaller events, one at the Redpath for young families focused on learning about whales and a second new event to educate members about resources available to help their students learn to write better (Beyond "Awkward": Strategies for Improving Your Student's Writing). As you know, this postponed s one of the organizers fell ill- but is on the mend now! Of course we also held our annual Tenure and Mentoring Workshop, which is now members only as well.

### *Membership Committee*

The Membership Committee, lead by Stefano Algieri continues to impress me with their commitment to increasing the value of being a member of MAUT. One thing that many on this committee, and indeed many in Council have worked on, is the arrangement with Kids & Co. to provide daycare slots to MAUT members. That and our work getting merit recognized during parental leaves are two things I am really proud of this year. We are now in the process of hiring a third staff member, whose focus will be increasing our membership. We are also going to drop our mil-rate, so membership will cost less going forward and we will have details for you at the SGM.

### *MAUT works*

MAUT has established and enforced a consultation policy. When we are asked to vet, approve or comment on new or revised university policies, we no longer accept to do such consultations unless we are given enough time to do this right. That means identifying the right people, taking the time to review the material in an iterative fashion as many times as necessary. In the last year, we've consulted on McGill's new sexual violence policy, intellectual property guidelines, changes to regulations for contract academic staff, changes to the guidelines for conduct of research, among others. We have also pressed hard for rational changes to McGill's travel policies and we have to single out Catherine Lu for her herculean efforts in this regard. The consultation process may seem slow, but the thoroughness our policy encourages results in well thought out and well-crafted policies.

## *CASC*

A mixed picture emerges from our work on the Committee on Academic Staff Compensation (CASC). This year, merit and across the board salary increases capped a three-year cycle which saw more than 15% increases in salary for full merit. Going forward, the next three years won't be as rosy with only a 7.5% increase to the ATB and Merit envelope planned over that time. That said, the Provost agreed that this was a minimum and that this number would change if our position in the U15 slips. He also agreed that a working group would be formed between MAUT and the administration which would be tasked with developing a long-term strategy for moving us up in the U15. This committee will be independent of the usual business of CASC, which essentially works in the near-term and mostly in the present year! Through CASC, we are also dealing with such issues as the Professional Development Fund, the Academic Laptop Program, improving the situation for international hires with respect to health insurance and permanent residency and salary anomalies for non-ranked contract academic staff. We don't win every battle, but we fight hard during each one of them.

## *MURA*

This year, we've been in discussion with the executive of the McGill University Retirees Association (MURA) to help our own retiring members become members of MURA. Our discussions have been wide ranging, covering shared and unique areas where we help our retired members, the costs of MAUT members becoming MURA members and getting MURA a seat on the Staff Benefits Advisory Committee (SBAC). You'll hear more about this at the Spring General Meeting.

## *Going forward*

Some things that we didn't get to include a broader discussion of merit versus across the board increases and streamlining how such decisions are made within and between faculties- but this is something I will push during my year as Past-President. Lastly, we are still working on getting support for McGill researchers affected by the pay equity settlement for research assistants and changes in remuneration for postdoctoral fellows. We mean *always* to serve equity and the way we reacted to such changes was meant to continue serving equity by saving jobs- although many of you perceived that this was not what we said. We've have some encouraging signs from the Provost and we're hoping things get better soon.

## *Thank you*

I'll sign off by saying it has been an honour serving you as President and I thank you for the opportunity. I feel very confident in welcoming Alenoush Saroyan into her new role as President. It is wonderful to work with such a committed colleague.

Terry Hébert