McGill Association of University Teachers (MAUT)
L'Association des professeur(e) et bibliothécaires de McGill (APBM)
MAUT’s Objectives

- To foster academic freedom
- To involve the faculty in University activities and governance
- To improve the working conditions and salaries of teaching faculty and librarians
- To build a stronger community
MAUT

• Was formed in 1951
• Is one of three Canadian universities in the U15 that do not have a unionized faculty association
• Is member of CAUT and FQPPU
MAUT

• Is a democratic association for academics
• Is not a union
• Has voluntary membership
• Is the voice of academics at McGill
• Is a critical element to collegial governance
Overview of Key Roles

• **Promotes** competitive salaries and working conditions

• **Safeguards** the salaries, benefits, and general working conditions of academic staff

• Works towards **correcting gender inequalities** and improving the salary merit award process
Overview of Key Roles

• **Meets regularly** with the Principal and Provost to voice the concerns of the McGill Academic Community

• **Convenes monthly meetings** of the elected MAUT Executive and Council

• **Provides advice** on dealing with grievances, disciplinary actions or denial of tenure
Overview of Key Roles

- **Supports** plans for the academic and financial success of the McGill Faculty Club
- **Convenes** the caucus of faculty Senators and the caucus of faculty Governors
Overview of Key Roles

Holds general meetings, retreats, conferences on:

- Tenure & mentoring
- Academic career advancement
- Socially responsible investing
- Careers and financial planning
- Retirement
Overview of Key Roles

- McGill Budget analysis
- Analysis and responses to the University’s Strategic Plan
- University Governance (Bill 107 / Bill 38).
- Excellence in Teaching & Learning
- Harassment and bullying in the workplace
What has MAUT done for its members?

• Negotiated >5% salary increase for 2014, 2015, & 2016

• Provided substantial input into:
  – Revisions of the Regulations for: Appeal of Tenure; Sabbatical Leave; Investigation of Research Misconduct
  – Fall study break

• Provided significant funding for a legal challenge of the dismissal of a McGill professor
What has MAUT done for its members?

- Was instrumental in liberalization of eligibility criteria for Emeritus status for retired McGill Professors and Librarians
- Persuaded the administration to restore a promotion-based salary increment for each level of academic promotion
What has MAUT done for its members?

• Improved working conditions and benefits for contract academic staff

• Fought to maintain the academic status of academic Librarians at McGill and helped to draft suitable regulations to protect this status
What has MAUT done for its members?

- **Persuaded** the administration to improve policies for the protection of the intellectual property rights of staff to their patents, copyrights and software, including a viable appeal process.

- Was instrumental in **obtaining improvements** to the disciplinary and grievance procedures at McGill University for McGill Academic Staff, and continues to **monitor** its application and effectiveness.
What has MAUT done for its members?

Was involved in developing and improving the following policies:

• Conflict of interest
• Harassment
• Conflict of commitment
• Course evaluations
• Mentoring
What has MAUT done for its members?

- Academic Freedom Statement
- Recruitment and retention
- Grievance and appeal procedures
- Tenure and reappointment
- Professional development fund
Current MAUT Concerns

- Salary and compensation discussions for 2017, 2018, and 2019
- Benefits and forthcoming evaluation and selection of providers and packages
- Pensions and the responsible performance of Morneau Shepell
Group Strength & Membership

• Current membership ~ 1114

• Free one-year membership when one joins

• Membership can be:
  – Full
  – Associate
  – Retired
Membership Rates

0.65% of annual salary, ~0.325% per annum with tax deduction

- For a salary of ..... [Net amount after tax deduction]
  - $50K: $162.50
  - $75K: $243.75
  - $100K: $325.00
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