

President's Report

MAUT continues to work on a number of important dossiers, ranging from consultations of changes in university procedures and regulations, initiatives to improve the workplace environment, and new communications formats to connect with its members. Managing these diverse dossiers, while remaining responsive and agile to sudden situations, requires a great deal of vigilance and thoughtfulness from members of the MAUT Executive, Council, and professional staff. The last 16 months have proven to be quite busy in this regard. Some highlights of 2014-15 include:

(A) Statement of Academic Freedom

The MAUT *Statement of Academic Freedom* was strongly endorsed, via referendum, by MAUT membership. Discussions with the Principal and Provost are ongoing as to how to bring the *Statement of Academic Freedom* into the University regulations in some manner.

(B) Collegial Governance:

(i) Council established an *ad hoc* Committee to review draft revisions to *the Regulations on Sabbatic Leaves and Leaves of Absence*. Discussions with Assoc. Provost Lydia White were extensive and fruitful, leading to Senate-accepted changes in the Regulations.

(ii) Council also established an *ad hoc* Committee to review draft revisions to the tenure and re-appointment appeals processes. Again, discussions with Assoc. Provost Lydia White were extensive and fruitful, resulting in a set of Senate-accepted changes.

(iii) MAUT has been in discussion with the Provost's Office concerning the French language requirements for permanent residency and the manner in which the PR requirements impact members.

(iv) The 2014 MAUT – sponsored survey concerning members' family care needs provided much needed information to move this vital problem toward solutions. MAUT member Audrey Moores now chairs the *Subcommittee on Family Care* of the *Joint Senate Board Committee on Equity*. A new staff position involving coordination of family care information is being created in the Office of the Provost.

(v) MAUT continues its engagement with the Citizen's Council including participation in a survey regarding the Principal's Plans for the University. The final report is expected soon.

(C) Opening Lines of Communication:

Consultation and dialogue are key components of collegial governance. As per initiatives taken last year, MAUT has invited senior members of the University administration to meet with Council to share perspectives and concerns. Visitors to Council/Executive have included Principal Fortier, Provost Masi, Deputy Provost Ollivier Dyens, and Dean of Students Andre Costopoulos. These meetings augment regular meetings that the President-Elect, President, and Past-President have with Principal Fortier and Provost Masi. These meeting also complement MAUT-hosted events such as “Coffee and Conversation with the Principal”.

(D) Committee on Academic Staff Compensation (CASC):

The MAUT representatives on CASC are kept up-to-date concerning the provincial budget situation. The administration’s continued commitment to the 3-year salary agreement features prominently in these discussions. The recently completed Salary Policy/Merit Exercise, with very significant increases possible to members, is as per the terms agreed upon in 2013-14. CASC also received information in 2015 regarding total compensation and a comparison of the McGill situation to members of the U15. Discussions will continue in the upcoming year regarding interpretation and benchmarking of this information.

Related to CASC business, 2014 MAUT sought clarification of information in the Financial Statement presented to the Board and in the Principal’s Report of the Board Meeting. MAUT subsequently distributed an FAQ regarding salary and pension issues.

(E) MAUT Business:

A great deal of business flows through MAUT Council each month, as well as its Standing Committees. Some examples of 2014-15 business include:

(i) Extensive discussions about effective communications strategies lead to a very polished new communications medium for MAUT- the electronic Newsletter developed by VP Communications Alvin Shier and the MAUT Communications Committee. Now in its 4th “issue”, the Newsletter is able to keep MAUT members up-to-date about issues of interest and concern without bombarding their InBox with continual ListServe messages.

(ii) Because MAUT is often involved in consultations with both the administration regarding changes in policies and regulations and external parties regarding a range of issues and policies, Council passed (April 16, 2015) a by-law that provides a framework for formalizing such consultations, and the manner in which they are approved and reported.

(iii) MAUT organized a member survey regarding the search for a new Provost; Council members made a follow-up presentation to the Advisory Committee for the Selection of a New Provost.

(iv) MAUT provides information or advising to members regarding McGill employment issues. The MAUT Professional and Legal Officer and MAUT advisors continue to assist members with

employment issues that can arise in a university, including harassment, grievances, appeals, promotions, tenure, and research integrity.

(v) The Membership Committee has been very active this year. It organized 4 very successful family-friendly activities that attracted upwards of 225 participants. These events have reinforced the central role that MAUT plays in building and sustaining our community of faculty and librarians. MAUT is not just about helping members solve problems (although it is very, very good at that too) – it is also about community building. The feedback from these events has been very positive.