

President's Report for MAUT Fall General Meeting 17 November 2017

It is hard to believe that seven months have gone by in my term as President of MAUT. These have been very busy, engaging, and stimulating months. The remaining period is likely to be the same, bringing forth its own challenges and demands.

Those who are familiar with MAUT will know that much of our work is carried out by small groups rather than by individuals and our activities are by and large, guided by three principles. The first is to make sure that what we undertake is in line with our mandate. The second is to be both pro-active in identifying issues that can potentially impact us as faculty and librarians as well as to be responsive to emerging issues that concern our academic life, our working environment and conditions, and our general wellbeing. The third is to make sure that our initiatives benefit all our members; individuals in different age groups, different career trajectories, and different ranks.

The detailed written reports posted by the Executive on our website will give you a better sense of the depth and scope of activities that have kept us busy since the spring general meeting; the list below provides just a superficial glimpse.

- Consultation with MAUT For the revision of the regulations
 - Regulations relating to the Employment of Academic Staff (in progress)
 - Conduct of research (in progress)
 - Policy on Harassment, Sexual Harassment, and Discrimination Prohibited by Law (approved by Senate, May 15, 2017; see approved document [here](#))
- Fora and workshops
 - Academic Freedom Forum (26 October 2017, https://youtu.be/o19aw_eZl-Q)
 - Forum to discuss implementation of Naylor report recommendations (20 June 2017, https://www.youtube.com/watch?v=wviEp8HL_4U)
 - Tenure and Mentoring Workshop (19 April 2016 and 20 April 2017)
 - Guide to the Univers(ity) (7 November 2017)
 - Workshop for departmental mentors (planning phase)
- Advising
 - 104 cases – Most frequent (≥5) related to: harassment, tenure, workload, conflict of interest, benefits, reappointment, discipline, salary, and grievance
- Committees/ Influencing Policy Change
 - Committee on Academic Salary Compensation (CASC)
 - Merit and across the board increases
 - Gender pay equity
 - Travel Management
 - Professional Development Fund
 - Staff Benefits Advisory Committee (SBAC)
- Agreements
 - MoU between MAUT and McGill University Retirees Association (MURA) (Negotiations in progress)
 - Renewed contract with Kids and Company to provide daycare for MAUT members

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- Communication
 - Our informative newsletter (see last issue [here](#))
 - Social media presence (Facebook page is [here](#), Twitter feed is [here](#), LinkedIn is [here](#), and YouTube channel is [here](#))
 - Website in process of being updated
- Social Events
 - 4 events targeted for our members and their families and our academic community in general (Welcome Gathering – Sept. 7, 2017; Octoberfest Apple Picking – October 1, 2017; Winter Brunch, January 21, 2018; Family Discovery Event, April 8, 2018)
- Membership and recruitment
 - Hiring new staff member
 - Mil rate reduction
 - Exploring CAS recruitment
- New on the pro-active front
 - Selection of deans
 - Divestment from fossil fuels
- On our radar
 - Pay equity for research assistants
 - Salary differential between TT academics and CAS non-unionized colleagues
 - Campus development plans
 - Campus security

As I mentioned earlier, all this work would not have been possible without the time and thoughtful contributions of the members of the Executive and Council and many of our members who, through active participation in our standing and ad committees and working groups, have made a difference. I wish to take this opportunity to thank them publicly and to invite others who have not had a chance to take an active role so far to join in.

Even though I have been involved with MAUT throughout my career, I would have been at a loss without the invaluable assistance of our staff. Honore Kerwin-Borelli, our Administrative Officer, Joseph Varga, our Professional and Legal Officer, and Jo-Anne Watier, our most recent addition and new Membership Engagement contribute hugely to the seamless functioning of our volunteer organization as people at the helm change. We rely on them day in, day out for all our activities and for retaining our institutional memory. As the volume of our work has expanded so has the complexity and volume of their work. I want to express my personal appreciation for their dedication to MAUT and the diligence with which they carry out their responsibilities.

Respectfully submitted,

Alenoush Saroyan
President, MAUT/APBM