



## MAUT Newsletter | McGill Association of University Teachers | December 2022



### From the President

You may have heard that professors in the Faculty of Law have unionized (AMPL—the Association of McGill Professors of Law). Technically, the Quebec Tribunal administratif du travail ruled that the proposed bargaining unit was acceptable and the Faculty of Law professors' petition to certify was allowed. So yes, a faculty in the university has separately unionized! You also may know that certification is one step towards a sometimes lengthy process of obtaining a collective agreement. The administration is currently considering what its next steps should be.

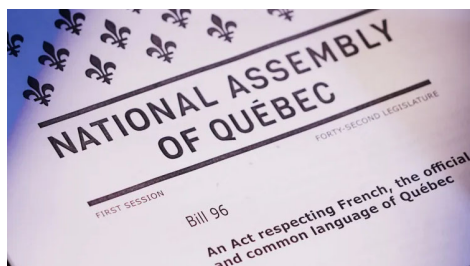
MAUT is sad about the loss of the Faculty of Law but we are a strong association and committed to collegial governance. So yes, we look forward to continuing to collaborate with the administration.

That being said, we respect the decision of the TAT and the decision of the Faculty of Law to unionize. We wish them well and look forward to cooperating with them on the many policies that affect all of us (e.g., academic freedom). As we operate with the mission of collegiality, we hope that the administration will work collegially with AMPL.

Lastly, MAUT still has a role in the Faculty of Law. It will continue to represent those in Law who are outside AMPL, like those seconded to administrative positions, as well as faculty lecturers and academic law librarians.

**Renée Sieber, President MAUT**

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## McGill Faculty and Bill 96

The recent approval of the “Act Respecting French, the Official and Common language of Quebec” (Bill 96) has been met with understandable anxiety by some members of the McGill academic community. Of special concern is the effect that the legislation may have on government services, the impact of increased francization requirements for newcomers, and the possible changes to the university’s internal and external procedures. It is difficult, at the moment, to predict the effects of Bill 96 because the regulation to apply the law has not yet been approved. McGill, as a historically anglophone institution, will presumably be exempt from some policies. However, individual faculty may be faced with a shortened period during which to acquire expected language competencies. We are monitoring the evolving legal and regulatory landscape, but counsel the McGill administration to bring the concerns of new and recent faculty to the attention of the provincial government and to lobby for flexibility in the application of the law. New professors and librarians, in particular, cannot be expected to undertake an intensive francization program while balancing a full research, teaching, and service load, so the university should also consider internal accommodations commensurate to the additional burden that the law may place on newcomers. This is an issue important to the quality of life of our members, and also to the recruitment and retention of faculty and the maintenance of a world-class education at McGill.

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**Víctor M. Muñoz-Fraticelli (VP External)**

## Association of McGill Professors of Law (AMPL) receives approval to unionise

On November 7th the McGill Association of Law Professors (AMPL) received certification from the *Tribunal administratif du travail* (TAT). MAUT supports AMPL's right to unionise and congratulates its members and leadership on their success in receiving certification from the TAT. MAUT hopes that McGill's central administration will negotiate in good faith with AMPL, particularly over any discussions leading to a collective agreement. MAUT looks forward to working with AMPL on issues of common interest that will improve the employment conditions of all faculty at McGill.

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**Steven Jordan, VP Communications**



## Whistleblowers at McGill

In reference to the message from the Secretary General sent on September 10th, quoted below,\* MAUT would like you to know that there are two avenues you can use to report any improper activities within the University.

You can use the internal University Policy on Safe Disclosure (“Whistle Blowing”) see below or, considering the sensitivity and critical



### **Retiree Affairs Committee (RAC)**

As a Standing Committee of MAUT, RAC also ensures that its impact benefits future retirees-current members of MAUT. Two 2022-2023 initiatives are:

#### **Mentoring**

A new initiative led by former MAUT President Alenoush Saroyan has reached out with mentoring opportunities to mid-career women professors. Nearly 30 participated in individual and group sessions over the summer and autumn. In November, 25 joined a morning workshop addressing promotion to full professor, preparing for retirement, and leadership and work-life balance.

#### **Presentations**

On November 15th, Pulitzer-Prize laureate David Shribman of McGill's Max Bell School of Public Policy shared reflections on the US mid-term elections. The remaining five presentations for this year have an underlying theme related to care-giving from the perspective of different disciplines. Presentations are on Tuesdays at 1 PM. *All MAUT members receive invitations to these Zoom events.*

**December 13: Professors Pam Orzeck and Zelda Freitas**, School of Social Work

**February 14: Professor Rachel Langevin**, Department of Educational and Counselling Psychology

nature of many disclosures, you can report improper activities externally, to the [Office of the Public Protector Of Quebec](#), which also is a university endorsed procedure.

The Public Protector is an impartial and independent ombudsperson who handles complaints regarding public services. For more information on how to proceed with a complaint to the Public Protector of Quebec.

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\* This message is sent on behalf of Edyta Rogowska, Secretary-General of McGill University.

Dear members of the McGill community:  
The University recognizes that the good faith reporting of Improper Activities is a necessary and valuable service to all its stakeholders. Its Policy on Safe Disclosure ("Whistle Blowing") provides for an impartial channel for the disclosure of Improper Activities and for a protection from reprisal for those who make such reports.

Any member of the University community may submit a confidential disclosure to the Secretary-General by email at [safe.disclosure@mcgill.ca](mailto:safe.disclosure@mcgill.ca)

To learn more about safe disclosure reporting, you may consult the Policy on Safe Disclosure ("Whistle Blowing") or the Secretariat website.

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**Renee Sieber, President**



**March 14: Professor Kelley Kilpatrick,**

Ingram School of Nursing

**April 11: Professor Lesley Fellows,**

Department of Neurology and Neurosurgery  
(MNI)

**May 23: Professor Angela Campbell,** Faculty  
of Law

Please mark your calendar and respond to the invitations you will receive ahead of each presentation. You are welcome to share the invitation with colleagues, etc., who might be interested. A Zoom link is sent to all who reply (*to obtain your Zoom link, RSVP to [racmaut21@gmail.com](mailto:racmaut21@gmail.com) by Dec. 12, 2022*).

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With best wishes from the MAUT Retiree Affairs Committee: *Joan Wolforth, Grazyna Wilcek, Juan Vera, Bruce Shore, Catherine LeGrand, Jodie Hébert, and Nick Acheson*



## Town Hall Meeting

MAUT is planning a townhall in the Winter on issues of salary and merit at McGill. We seek an open discussion on various issues:

1. What do we do about our low ranking in the U15 (between 9<sup>th</sup> and 11<sup>th</sup>, depending on ranking, full, associate, assistant)?
2. Should we have a merit component as part of our salary rise? If the answer is yes then what should be the ratio of

## New Principal Appointed

The Board of Governors of McGill University has announced the appointment of Prof. H. Deep Saini as the University's 18th Principal and Vice-Chancellor. Prof. Saini will begin his five-year renewable term at McGill on April 1, 2023.

MAUT wishes a warm welcome to Prof Saini and anticipates meeting with him soon after he takes up office. In the meantime, we would like to hear from our members about the issues that you would like the new Principal to work on and the ways in which we envision the new Principal engaging with MAUT.

Please send any comments or thoughts to Jelena Ristic, MAUT VP Internal at [jelena.ristic@mcgill.ca](mailto:jelena.ristic@mcgill.ca)

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**Jelena Ristic, VP Internal**



## MAUT Advising is here for you

MAUT provides an advising service for members on issues ranging from the reappointment and tenure process, to disciplinary measures brought against members by administration. If you are experiencing problems that you think may adversely affect your career at McGill, MAUT has several experienced advisors who may be able to help you out. For more information on

- merit to across-the-board increases be?
3. How should merit be determined? Do we need a common standard across the university? How can we increase transparency of the merit process within units?
  4. What should be the role of teaching evaluations in determining merit, as they have been empirically shown to be problematic in assessing excellence (as opposed to reflecting biases of race and gender).

These are complicated issues with conflicting opinions. We want to hear these opinions as MAUT crafts a strategy to move forward in discussions with the university. We encourage discussions to begin on [Slack](#).

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**Renee Sieber, President**

Slack-MAUT

academic advising, contact MAUT's legal officer:

Joseph Varga ([jvarga.maut@mcgill.ca](mailto:jvarga.maut@mcgill.ca))

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**Call for Proposals | Open Research Symposium: Building an open research community at McGill.**

Are you a McGill researcher, student, or staff member involved in a project to promote or incorporate open research practices? The Organizing Committee invites lightning talk proposals for the inaugural McGill Library open research symposium: The future is open: Building an open research community at McGill. Lightning talks consist of a 5-minute presentation highlighting open research, cutting-edge practice, or both. We are hoping to feature a range of presentations representing many disciplines. **The deadline for submissions is Friday, January 13, 2023, at midnight Eastern.** More information and a link to the submission form are available here: <https://www.mcgill.ca/library/channels/news/call-proposals-open-research-symposium-building-open-research-community-mcgill-343769>

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**Jessica Lange, MAUT Council**

Have an event to promote on the MAUT e-Newsletter? Send all details, including date, time, location, event title, and contact information at least 10 days prior to the event to: [membership.maut@mcgill.ca](mailto:membership.maut@mcgill.ca).

For the latest MAUT news, events, and information, be sure to visit our website and social media feeds on Facebook, Twitter, and YouTube.

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