



## Spring 2020 President's Annual Report

**Petra Rohrbach**

What a year! When I took over the MAUT presidency from Axel van den Berg on April 24<sup>th</sup>, 2019, one of our main areas of focus was to obtain a better salary increase for academic staff members. These salary discussions, along with the pending retirement of our longstanding (19 years!) and devoted Administrative Officer Honore Kerwin-Borrelli, were the main topics on my radar. Never did I foresee the complexities of these past few weeks arising from the Covid-19 pandemic. It has been quite an experience and I am lucky to have such a dedicated and competent group of individuals to work with through these interesting and ever-changing times.

The Covid-19 pandemic and closure of the University has required a great deal of our attention these past several weeks. Since mid-March, the three presidents (President-elect Janine Mauzeroll, acting Past-president Ken Hastings, and myself) have been in regular contact with the Provost, Chris Manfredi, and Angela Campbell. These meetings have allowed us to keep abreast with the continuously changing situation and has given us the opportunity to bring forward our members concerns and questions directly to the Provost. It is planned that these meetings will continue throughout the foreseeable future.

Below is a brief report of additional areas where we have been active this past year.

### **Bill 21**

On June 16, 2019, Quebec's National Assembly passed Bill 21, which prohibits the wearing of religious symbols to certain categories Quebec government civil servants. This Bill conflicts with our commitment to diversity and tolerance for minorities and potentially has serious implications for those of our students who aspire to careers in the affected occupations. Previously we sent a [letter to premier François Legault](#) on behalf of the MAUT's executive committee objecting to the Bill and asking the government and the *Assemblée nationale* to reconsider. Further to this, we were contacted by Coalition Inclusion Quebec and promoted their Human Chain in opposition to Bill 21 that took place in Montreal on May 5, 2019.

## **Salaries**

The salary increases of the past 3 years have been modest and is something our members have continuously let us know. In November 2019, we held a Salary Forum and invited the Provost so that he could hear the concerns of our members. The Forum was well attended and demonstrated the degree of frustration and dissatisfaction among our members concerning the comparatively low standing among U15 universities in terms of our salary averages. This allowed the MAUT members of CASC (Committee on Academic Staff Compensation) to present these concerns to CASC and press for better compensation. The outcome was a 3.75% increase in salary to be implemented June 1<sup>st</sup>. On February 10, 2020, I sent out a message to inform our members of this outcome. Fast forward to April 2020 and the Covid-19 pandemic. Due to these unforeseeable circumstances, MAUT Council agreed on a joint communication with the Provost that announced the deferral of our merit increases to December 6<sup>th</sup>, 2020. This joint communication from the Provost, Chris Manfredi, and myself was released on April 17, 2020.

## **Health Insurance Benefits Review**

MAUT's representatives on the Staff Benefits Advisory Committee (SBAC), Edith Zorychta, Al Shrier and Nate Quitoriano, have done tremendous work helping to monitor the management of the university's current plan. In the coming weeks the Drug Payment Card will be implemented, which decreases the financial hardship that some members of the McGill community experience when purchasing drugs. Additionally, MAUT Council has created a Health Care Benefits Monitoring Committee headed by Prof. Sandra Hyde, who is reviewing the health insurance package of several comparable universities in the country to see how they compare and in what ways ours might be improved.

## **Ongoing discussions concerning the Regulations Relating to the Employment of Academic Staff (RREAS)**

The current Regulations Relating to the Employment of Academic Staff (RREAS) have now been replaced by the Regulations Relating to Academic Staff Grievance and Discipline (RRASGD) and we are awaiting the final edits. We are happy to report that MAUT's proposal to introduce an internal process of arbitration that would have the power of reinstating the faculty member if his/her dismissal was deemed unjustified has been accepted by senior administrators.

## **Ongoing discussions on the Employment of CAS**

The MAUT CAS working group was formed in November 2019 and discussions pertaining to certain areas of concern are ongoing with senior administrators. Minor amendments to the

Regulations Relating to the Employment of CAS were moved forward and accepted. More to follow in the future...

## **Salary Equity**

Given that questions about salary differences by gender continue to present, it was decided to consider a review of this issue, resulting in a report shared with the McGill community. As MAUT president, I was co-chair of this working group.

The compositions of the working group consisted of:

- Associate Provost Equity & Academic Policies (co-chair)
- President, MAUT (co-chair)
- 3 academic staff members, mutually agreed upon by the University and MAUT, with the disciplinary expertise required to support an analysis of salary data at the University
- 2 members of the Analysis, Planning & Budget group (resource persons)
- Director, Total Compensation (resource person)
- Senior Employment Equity Advisor (resource person)

The mandate of the Salary Equity working group was to examine three questions:

- 1) Is there a salary differential among full-time tenure stream faculty that can be attributable to gender?
- 2) Given that McGill is committed to employment equity for multiple designated groups, can systemic inequities be observed in University salary data on the basis of: race and ethnicity, gender identity/sexual orientation, Indigeneity, disability?
- 3) How should the University correct identified salary gaps based on gender or any other prohibited ground of discrimination?

The analysis found that gender differences exist for all variables. That is, compared to women, men, on average:

- are more likely to be Full Professors,
- are more likely to hold positions in higher-paying Faculties,
- are somewhat more likely to hold a research or endowed chair,
- have more years since the PhD, and
- are promoted from Associate to Full Professor in less time.

The complete findings of this report was brought to Senate in February 2020 and can be found there.

## **Advising**

Since April 2019 the Advisors led by our Professional and Legal Officer, Joseph Varga, have been active regarding the needs of our Members. There have been over 380 requests for advice by our MAUT Members. Of these, the most frequent cases (>5) were related to

research misconduct, conflict of interest, discipline, harassment, tenure, reappointment, discipline, grievance, salary anomaly correction, merit, and lab space. Other cases involved the Sexual Violence Policy, workload, sabbatical leave, computer policy, ethics, grants, benefits, short- and long-term disability, salary retention, promotion, retirement, and university governance. We also received several requests for advice regarding terms and conditions of employment at McGill from potential MAUT Members (new hires to be) who received offer letters from McGill.

### **Workshops and Fora**

MAUT organized or helped organize several events this year to help members and prospective members find their way through the University's sometimes perplexing regulations and procedures. These include:

- Orientation for New Tenure-Track Academic Staff (August 29<sup>th</sup>, 2019 and January)
- MAUT's Guide to the Univers(ity) (November 14<sup>th</sup>)
- MAUT's 19<sup>th</sup> annual Tenure and Mentoring Workshop for Non-Tenured Academic & Librarian Staff will take place virtually on May 7<sup>th</sup>, 2020. It will be hosted by Andrew Kirk, who is replacing Alenoush Saroyan. From past participants' reactions, it is clear that this is a greatly appreciated workshop.
- McGill University Finances: Impact of changes to Quebec Government Funding Formula (Speaker: Pier-André Bouchard St-Amant). This workshop introduced the fundamentals of a funding formula, explained the Québec formula at length, and discussed the impact of the latest changes, focusing on its impact on McGill's basic operating grant. (May 14<sup>th</sup>, 2019)

### **Social Events**

In addition to these serious concerns and occasions, MAUT organizes several highly successful social events for members and prospective members every year. The MAUT Welcome Gathering in September 2019 drew a crowd of 811 participants. No fewer than 253 participants showed up for The Octoberfest Apple Picking event, which takes place at the Macdonald Campus of McGill, drew 266 participants and remains one of the most popular events we host., and the Winter Brunch drew a crowd of 154 in January 2020.

### **Retirement Party for Honore Kerwin-Borrelli**

On her 19<sup>th</sup> anniversary of working at MAUT (November 1<sup>st</sup>, 2019), Honore informed me that she was planning to retire at the end of December 2019. This was a sad day for me, but I was happy to have had the privilege to work with her these past few years. Honore has been an extremely dedicated member of MAUT and the knowledge she accumulated throughout

these years was central to the running of the association. On December 9, 2019, a retirement party was held in her honor, and many past presidents of MAUT attended to wish her well.

### General Overview of the MAUT’s Activities 2019-2020

The detailed written reports posted on the MAUT website by members of the Executive and by MAUT Standing Committee Chairs provide a better sense of the depth and scope of activities that have kept us busy this year. The list below provides an overall glimpse.

Advising	<ul style="list-style-type: none"> <li>• More than 380 requests – Most frequent (≥5) related to: research misconduct, conflict of interest, discipline, harassment, tenure, reappointment, discipline, grievance, salary anomaly correction, merit, and lab space.</li> </ul>
Communication	<ul style="list-style-type: none"> <li>• 3 Newsletters (<a href="#">March 2020</a>, <a href="#">December 2019</a>, <a href="#">September 2019</a>)</li> <li>• Social media presence (<a href="#">Website</a>, <a href="#">Facebook</a>, <a href="#">Twitter feed</a>, and <a href="#">YouTube channel</a>)</li> </ul>
Consultation with Administration Regarding Regulations and Governance	<ul style="list-style-type: none"> <li>• Regulations Relating to the Employment of CAS</li> <li>• Employment Regulations – Dismissal Process</li> <li>• Academic Freedom improvements</li> <li>• Policy on Sexual Violence</li> </ul>
Fora and Workshops	<ul style="list-style-type: none"> <li>• Workshop on Funding Formula – May 14, 2019</li> <li>• Open Forum on Academic Salaries – November 12, 2019 (60 Participants)</li> <li>• Upcoming Tenure and Mentoring – 19th edition – May 7, 2020</li> <li>• MAUT’s Guide to the University - November 14, 2019 (12 participants)</li> </ul>
Membership Initiatives	<ul style="list-style-type: none"> <li>• Social events – <ul style="list-style-type: none"> <li>○ Welcome gathering (81participants)</li> <li>○ Octoberfest Apple picking (266 participants)</li> <li>○ Winter Brunch (154 participants)</li> </ul> </li> <li>• 2 Orientations for new faculty (organized by the Administration) (total 59 participants – 9 joined MAUT)</li> </ul>
Motions	<ul style="list-style-type: none"> <li>• <a href="#">Motion</a> – Changes to the election results</li> <li>• <a href="#">Motion</a> – Hire new auditor</li> </ul>
Parity Committees	<ul style="list-style-type: none"> <li>• Committee on Academic Salary Compensation (CASC) <ul style="list-style-type: none"> <li>○ Annual merit and ATB increase</li> <li>○ Gender pay equity</li> <li>○ Travel Management</li> <li>○ Professional Development Fund</li> </ul> </li> <li>• Staff Benefits Advisory Committee (SBAC)</li> <li>• McGill Employees’ Groups meetings</li> </ul>
Relationship with External Organizations	<ul style="list-style-type: none"> <li>• FQPPU <ul style="list-style-type: none"> <li>○ Membership on Executive, Strategic Planning, and Financing</li> </ul> </li> <li>• CAUT <ul style="list-style-type: none"> <li>○ Participation in workshops on equity, governance, grievance</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Membership in Academic Freedom Committee</li> <li>○ Membership in the Equity Committee</li> </ul>
Work environment	<ul style="list-style-type: none"> <li>● Meetings with VP Beauchamp and others about the management of and disruption caused by ongoing construction</li> <li>● Regular meetings with McGill Community Council</li> </ul>

### **Acknowledgements**

MAUT has been extremely active on many fronts to improve the working conditions of its members, while maintaining the collegial culture and governance practices that make McGill the great university that it is. However, all this activity would be impossible without the support of our hard-working staff of the past year: Honore Kerwin-Borelli, our past Administrative Officer, Joseph Varga, our Professional and Legal Officer and Jo-Anne Watier, our Membership Engagement Officer and newly appointed Administrative Officer. I would also like to thank all the members who have volunteered to take on a variety of roles, from advising to serving on committees to sitting on Council, without which we cannot function as a voluntary organization.