

VP Internal Report, April 15, 2020, Susan Gaskin

President (Elect) Greg Mikkelson and I proposed the formation of a new MAUT *ad hoc* Committee on Work Accommodations (see President Elect report) that would continue previous work on this topic by SSCOW since 2016. Council accepted our proposal in September, and appointed Greg as Chair, and five other members (including myself), who have previously worked on this as a SSCOW project. We have met four times, and currently have a draft of the survey (implemented in Survey Monkey). The survey will assess levels of demand for and allocations of reduced-load appointments, and the reasons people have sought or would seek such accommodation. The ultimate goal is to augment our academic freedom with a right enjoyed elsewhere, that is for any tenured professor or librarian to scale back their work load if they so need or desire (care for dependent, own disability, climate change considerations, other).

The committee on Administrative Overload (VP Internal as Chair) has considered how to reduce time spent in reconciling expense reports for travel, and how to reduce out-of-pocket amounts for faculty waiting for travel reimbursement. This is a work in progress, with a method identified based on a pre-loaded P-card, using funds assigned for travel from grants, from which expenses would be paid. This model needs to be refined and discussed with Accounting to determine its potential for implementation.

As VP (internal) I have been one of the MAUT representatives at the McGill Community Council, a council at McGill providing a forum for discussion between representatives of the student (SSMU, PGSS) and staff organisations (MUNACA, MCLIU, MUNACA, MUNASA). A number of projects were underdevelopment (prior to COVID 19). One that has led to results is the request via a joint meeting to the Administration to allow for accommodations for those disrupted by the REM developments. In response, the Administration has recently announced a trial period of a year for flexible working hours. This measure will help reduce commuting times by allowing people to travel in off-peak hours, but is not limited to those impacted by REM construction. Post COVID19, MCC met to discuss impacts on employee groups and the wish to have more direct communication with the Emergency Committee of the University to be able to contribute to solution development. At the recommendation of MAUT, the Administration instated 3 special meetings (1/week) during three early weeks of COVID-19 at which upper Administration listened to the concerns of MCC.

The RVH project will impact many members from Engineering and Science with both space allocation and the characteristics of the allocated space raising concerns. Our aim is to encourage more discussion and interaction between the architectural team and the future users – following the principles of sustainable design, an appropriate approach for a Hub of Sustainability.

Other activities of MAUT concerned with internal governance were a meeting with BoG representatives to present MAUT and the Senate's recommendation for more than token fossil fuel divestment due to the urgency of reducing climate change drivers to attempt to reduce

future impacts, in recognition of the role of Universities in society to lead change. In addition, proposed changes to the Regulations Relating to Academic Staff Grievance and Discipline were reviewed, as were proposed changes to the Regulations for Contract Academic Staff.

The VP Internal is also the representative to the University Committee on Health and Safety.