

Report of the Membership Committee to the April 23, 2020 MAUT Annual General Meeting

Submitted by Ken Hastings

Number of members

Membership increased by 2.8% during the past year, reflecting the continuous effort of Membership Engagement Officer Jo-Anne Watier working with the Membership Committee including support from Professional and Legal Officer Joseph Varga.

	<i>March 31 2019</i>	<i>March 31 2020</i>
Full Members	940 (54)*	967 (55)*
Associate Members	44	46
Retired Members	<u>158</u>	<u>161</u>
<i>Totals</i>	1,142	1,174

* Number in parentheses shows Full Members who are in the Librarians' Section.

2019/2020 Membership Committee Events

Our suite of social and informational events is well-developed and well-attended. A summary of the 2019/20 events follows:

<i>Event</i>	<i>Date</i>	<i>Participants* total (Members)</i>	<i>Cost</i>
Welcome Gathering	Sept 11, 2019	81 (68)	\$6,100
Octoberfest Apple Picking	Oct 6, 2019	266 (77)	\$6,970
Guide to the Univers(ity)	Nov 14, 2019	12 (9)	\$1,421
Winter Brunch	Jan 26, 2020	<u>154 (49)</u>	<u>\$5,368</u>
	<i>Totals</i>	513 (203)	\$19,859**

* Participants include Members (in parentheses), their guests and families, and prospective members and families. Total participants across all events does not take into account attendance by individuals at multiple events.

** An additional \$818 was spent on design and production of an all-events hold-the-dates postcard.

The Guide to the Univers(ity) is the most cost-effective event in terms of recruiting new members. However, looking across several years of experience, other events, namely MAUT's Tenure Mentoring Workshop and the university's New Faculty Orientation events, are more powerful drivers of recruitment. Apart from the Guide to the Univers(ity) the main impact of the Membership Committee's annual events is on existing member satisfaction.

Rearrangement of MAUT staff responsibilities

With the retirement of Honore Kerwin-Borrelli in December 2019, Jo-Anne Watier has taken over the responsibilities of Administrative Officer, in addition to her role as Membership Engagement Officer. With the introduction of some efficiencies of office operation, it is expected that Jo-Anne will be able to manage both responsibilities.

Local Liaison Reps Project

The MAUT Local Liaison Reps project is an initiative of the Membership Committee that seeks eventually to identify, within each major unit, an MAUT member who could act as a conduit for the two-way flow of information between MAUT members in the unit and MAUT Exec and Council. During 2019 an initial cohort of seven Local Liaison Reps was recruited in the Faculties of Medicine, Music, Arts, Science and FAES. Local Liaison Reps were involved in informing local members (and prospective members) of MAUT social/informational events and in recruiting members as candidates for Council positions in the recent MAUT election. The next steps in the project are to collectively assess activities during the first year, to develop an informed concept of the range of activities that Local Liaison Reps could carry out, and to expand the number of Reps beyond the initial cohort.

MAUT Membership Denominator Project and proposed Constitutional revisions

The MAUT Membership Denominator project is an initiative of the Membership Committee to understand the complex academic staff landscape at McGill, particularly in light of the unionization of Course Lecturers and Instructors several years ago, and to make recommendations regarding possible changes to our membership eligibility

criteria and member categories. This project is complete and a report with general recommendations regarding changes in our practices and in our Constitution has been submitted to Council for its consideration. When Council has been able to consider and discuss these proposals, it will be possible to finalize the proposals and begin to move towards implementation.

Opt-Out Membership System

At its March 18, 2020 meeting, MAUT Council resolved to work towards the implementation of an Opt-Out membership system in which new academic staff hires at McGill would automatically become MAUT members upon appointment. The Membership Committee believes this approach would be beneficial in terms of future MAUT membership and operations.

Impact of COVID-19 on planned 2020-2021 Membership Committee events

The coronavirus pandemic struck after the completion of our 2019-2020 events, so there was no impact. We note however that the 2020 MAUT Tenure and Mentoring Workshop, an important driver of recruitment outside of Membership Committee events, is scheduled to held by videoconference in early May. It is too soon to know what gatherings may be permitted, or considered appropriate, in Fall 2020, so we are maintaining as much flexibility as possible in our planning, including, at this point in time, the possible outcome that some or all of our regular events will be possible and welcomed at their normally scheduled times.

Composition of the 2019/20 Membership Committee

Gen Gore
Ken Hastings (Chair)
Tara Mawhinney (until Jan 1 2020)
Justin Mariner
Nate Quitoriano
Jason Tanny
Argerie Tsimicalis

Staff

Jo-Anne Watier
Joseph Varga