

MAUT Annual General Meeting
Executive report to Council
VP Internal Report, Jelena Ristic
April 12, 2023

During the 2022-2023 academic year, serving as MAUT VP-Internal, I engaged in numerous activities within MAUT and the University. As VP-Internal, I also attended MCC (McGill Community Council) meetings where all labor groups discuss matters pertinent to all University employees, engaged in monthly MAUT executive and council meetings, and worked on various consultations to university policies (e.g., policy on student assessment, academic freedom, research ethics, to name a few). Highlights of my activities during past year are described briefly below.

(1) Consultations on the NEWMAD initiative (<https://www.mcgill.ca/newmad/>). In the spring of 2022, MAUT Council met with Prof Buddle, who leads the new Mad initiative. Prof Buddle presented an outline of new Mad goals and consultation efforts. Council commented on the mission and discussed how the proposed new initiatives would affect faculty in terms of additional workload, IT challenges, and uncertain compensation. Consultation document was created and sent to Prof Buddle.

(2) Consultations on the new Electronic Expense Management software Chrome River (<https://chromeriver.com/>). The University is in the process of purchasing a license for a new cloud-based electronic expense management system Chrome river, which is to replace the outdated Minerva platform. The new system is expected to make expense reports easier, portable and would allow for credit card purchases while traveling. MAUT has been invited to both serve on the steering committee at the University and form an internal committee comprised of representatives from major faculties to inform the steering committee. MAUT internal committee consists of Peter Grutter (Science), Andrew Kirk (Engineering), Petra Rohrbach (Medicine), and Yann le Polain de Waroux (Arts). Neither the steering nor the internal committee has met yet, as the project is delayed.

MAUT was able to provide input on a few promotional videos for Chrome river sent to us by the administration. MAUT council commented on the content in those videos and a consultation document was sent to administration. The summary of those consultations is included in the April 2023 Newsletter. We are monitoring the situation and are keeping the administration aware of the challenges that faculty face with this potentially additional administrative overload. The ultimate goal is to have expense management removed from faculty workload.

(3) Mid-Career Mentoring. Retirees Affairs Committee (RAC), spearheaded by Profs Shore and Saroyan initiated a new effort in mentoring mid-career faculty, specifically women, towards promotion to the rank of Full Professor. RAC held an information session in November 2022, where a variety of topics were discussed by the committee and a panel comprised of current and past senior administration members. A number of MAUT members reached out to RAC to seek mentoring. MAUT will discuss this new initiative and will start to implement a plan for further development of mid-career mentoring, and access to a mentor network, with input from RAC. VP-Internal will meet with the Chair of the mentoring committee to plan further development.

(4) CASC (Committee on Academic Salary and Compensation). I was involved in a series of discussions regarding the new 3-year salary policy which will come into effect on June 1, 2023. Special MAUT communication was sent via email list serve which described our efforts at the table. MAUT made strong points about equity of the merit process, salary increases relative to other Universities (and especially Quebec ones, which is our main comparator given the majority of the funds to the University come from the Provincial government), transparency of the merit process, anomaly and retention funds. There were 5 main outcomes from these discussions: (1) We negotiated a close to 15% overall increase in the salary for the next three years. As far as we can tell this is on par with other Quebec Universities, but we remain vigilant on their salary compensation packages; (2) We also negotiated a promotional increase of \$2500, from \$5000 to \$7500 for promotion from Assistant to Associate and from Associate to Full Professor; (3) We worked on [two documents](#) which now accompany the salary policy and are aimed at providing faculty with clear guidelines on how to request information about merit and salary anomaly consideration; (4) We also held a separate meeting with the University's office responsible for publishing numbers and statistics regarding McGill salaries. At the table, we discussed how the different salary numbers provided by StatsCan, CAUT, and U15 do not match. We also discussed that given that different universities include different types of information in their salary reports to StatsCan and other databases they cannot be used to make unambiguous comparisons in salaries across Universities; (5) Finally, we have made repeated efforts to understand how the University plans to bring up McGill faculty salaries on par with the top 3 Canadian Universities (UBC and Toronto). There are plans in place for the members of CASC on the administration side to come to MAUT council and spearhead the discussion aimed at understanding how additional funds may be generated by the University.

(5) Merit. As a part of CASC negotiations, we also engaged in a comprehensive study of merit distribution at the University. Since merit represents a major component of our salary increases, it was important to us to understand the various diverse practices which are applied in merit calculation and assignment across faculties. The result was a survey of administrators, which was run in Winter of 2023. The full report of the results from this survey can be found at https://www.mcgill.ca/maut/files/maut/spring2023_maut_merit_procedureurveyreport.pdf.

(6) Asbestos working conditions. VP-Internal, along with the President of MAUT was a part of extensive consultations that were held in response to building closures on the main campus (Stewart Biology) and MacDonal campus relating to asbestos. Separate townhall meetings were held for two sites, and each has resulted in specific action items which were presented to the administration. Specifically, for Stewart Biology, action items included:

- (1) Aging infrastructure and widespread asbestos issues: A solid and accountable plan needs to be developed for replacing the North building. Investigating the demolition of the building should also be considered. The university should tap into endowments to solve the problem, and contingency/emergency plans need to be put in place to relocate teaching and research rapidly in case of further issues.
2. Monitoring: Quarterly air monitoring needs to be resumed, and the raw data results should be published indefinitely. All surfaces should be wiped.
3. Teaching disruptions: Personnel resources should be provided to relocate classes that are disrupted for long periods. Course evaluations should be waived for courses that were disrupted

by the closure. Office space should be provided for faculty who have to come to campus to teach in-person or for other professional obligations.

4. Space disruptions: Rooms in a nearby building should be set aside and reserved for meetings/work for graduate students and faculty for Zoom meetings. McGill needs durable swing space.

5. Research disruptions: Suitable alternative lab space needs to be identified for those housed in Stewart North in the near term. More advanced notice should be provided, for example for mask fitting, and information should be provided on the safety hazards students and others may or may not be encountering. Reliable availability of appropriate masks is essential. Receiving should be coordinated, including the rapid and reliable diversion of deliveries. Mentorship should be offered around impacts to faculty and how that affects retention, tenure, and promotion as well as grant applications.

6. Increased transparency: McGill's official asbestos record for the building needs to be revised and kept current. Full results of air and wipe tests by North and South Stewart buildings should be disseminated to faculty and staff prior to expectations of return to the worksite. Results of repeat tests should be offered.

7. Communication channels: Communication channels need to be broadened, and graduate students and other building users must be included on all relevant emails. Undergraduates must be directly informed, including those students coming from Mac campus. While asbestos is the "domain" of EOC and Legal, communications and implementation strategies should be coming from deans, chairs, and UG directors. Coordination with MCLIU should also be done.

A working group will be struck to specifically address the issues facing MacDonald campus, starting with an internal audit of the procedures leading to asbestos discovery and building closures. Similar action item documents have also been produced and will be followed up on.

For the year ahead, I am looking forward to resolving the administrative overburden by removing expense reports from faculty's workload, developing the mid-career mentoring initiative, working with other women's groups (SSOW) to understand gender salary disparity, and overall contributing to MAUT's general mission of improving collegial environment.