



McGill Association of  
University Teachers  
Association des Professeur(e)s  
et Bibliothécaires de McGill



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# **McGill Association of University Teachers (MAUT) L'Association des professeur(e) et bibliothécaires de McGill (APBM)**

# MAUT's Objectives

- **To foster academic freedom**
- **To involve the faculty in University activities and governance**
- **To improve the working conditions and salaries of teaching faculty and librarians**
- **To build a stronger community**

# MAUT

- **Was formed in 1951**
- **Is one of three Canadian universities in the U15 that do not have a unionized faculty association**
- **Is member of CAUT and FQPPU**

# MAUT

- **Is a democratic association for academics**
- **Is not a union**
- **Has voluntary membership**
- **Is the voice of academics at McGill**
- **Is a critical element to collegial governance**

# Overview of Key Roles

- **Promotes** competitive salaries and working conditions
- **Safeguards** the salaries, benefits, and general working conditions of academic staff
- Works towards **correcting gender inequalities** and improving the salary merit award process

# Overview of Key Roles

- **Meets regularly** with the Principal and Provost to voice the concerns of the McGill Academic Community
- **Convenes monthly meetings** of the elected MAUT Executive and Council
- **Provides advice** on dealing with grievances, disciplinary actions or denial of tenure

# Overview of Key Roles

- **Supports** plans for the academic and financial success of the McGill Faculty Club
- **Convenes** the caucus of faculty Senators and the caucus of faculty Governors

# Overview of Key Roles

**Holds general meetings, retreats, conferences on:**

- **Tenure & mentoring**
- **Academic career advancement**
- **Socially responsible investing**
- **Careers and financial planning**
- **Retirement**



# Overview of Key Roles

- **McGill Budget analysis**
- **Analysis and responses to the University's Strategic Plan**
- **University Governance (Bill 107 / Bill 38).**
- **Excellence in Teaching & Learning**
- **Harassment and bullying in the workplace**

## What has MAUT done for its members?

- **Negotiated >5% salary increase for 2014, 2015, & 2016**
- **Provided substantial input into:**
  - **Revisions of the Regulations for: Appeal of Tenure; Sabbatic Leave; Investigation of Research Misconduct**
  - **Fall study break**
- **Provided significant funding for a legal challenge of the dismissal of a McGill professor**

# What has MAUT done for its members?

- **Was instrumental in liberalization of eligibility criteria for Emeritus status for retired McGill Professors and Librarians**
- **Persuaded the administration to restore a promotion-based salary increment for each level of academic promotion**

## **What has MAUT done for its members?**

- **Improved working conditions and benefits for contract academic staff**
- **Fought to maintain the academic status of academic Librarians at McGill and helped to draft suitable regulations to protect this status**

## What has MAUT done for its members?

- **Persuaded** the administration to improve policies for the protection of the intellectual property rights of staff to their patents, copyrights and software, including a viable appeal process
- Was instrumental in **obtaining improvements** to the disciplinary and grievance procedures at McGill University for McGill Academic Staff, and continues to **monitor** its application and effectiveness

# What has MAUT done for its members?

**Was involved in developing and improving the following policies:**

- Conflict of interest
- Harassment
- Conflict of commitment
- Course evaluations
- Mentoring

# What has MAUT done for its members?

- **Academic Freedom Statement**
- **Recruitment and retention**
- **Grievance and appeal procedures**
- **Tenure and reappointment**
- **Professional development fund**

# Current MAUT Concerns

- **Salary and compensation discussions for 2017, 2018, and 2019**
- **Benefits and forthcoming evaluation and selection of providers and packages**
- **Pensions and the responsible performance of Morneau Shepell**



# Group Strength & Membership

- **Current membership ~ 1114**
- **Free one-year membership when one joins**
- **Membership can be:**
  - **Full**
  - **Associate**
  - **Retired**

# Membership Rates

**0.65% of annual salary, ~0.325% per annum with tax deduction**

- **For a salary of ..... [Net amount after tax deduction]**
  - **\$50K: \$162.50**
  - **\$75K: \$243.75**
  - **\$100K: \$325.00**



**[www.mcgill.ca/MAUT](http://www.mcgill.ca/MAUT)**

**Email [maut@mcgill.ca](mailto:maut@mcgill.ca)**

**Call Honore Kerwin-Borrelli @ X 3942**