



ADVISING

- Over 150 requests for advice, guidance and support.

Topics: access to info, benefits, child care, conflicts of interest, consulting, discipline, harassment, lab space, leaves of absence, post retirement appointments, pension, promotion, reappointment, resignation, retirement, sabbatical leave, salary, severance, space/lab allocation, spousal hiring, student grievance, tenure and vacation.

- Over 15 formal cases.

Topics: appeals, CAUT – Ad Hoc Investigatory Committee, discipline (reprimands and suspension), grievances, harassment, reappointments, sabbaticals, research misconduct, tenure, and student grievances (Members = Respondent).

- Ongoing renewal and training of Advisors.

- Ongoing discussion with President, President-Elect, Past President and Professional Legal Officer concerning advising process.

- Annual presentation of grievance and disciplinary procedures - part of MAUT's Guide to the Univers(ity).

- Advising web link on MAUT home page

<http://www.mcgill.ca/maut/about-us/advising>



ADVISING OVERVIEW



Needs assistance:

- Reappointment, Tenure, Promotion
- Discipline
- Harassment
- Research Misconduct
- Intellectual Property
- Leaves
- Benefits
- Pensions
- Salaries
- Other working conditions, policies and practices...

- Member of McGill University Community, agrees to act in an advisory capacity, without remuneration.
- Not an advocate.
- Advises with the ongoing assistance and advice of the Professional and Legal Officer.
- Advisors welcomed to training sessions (FQPPU & CAUT).
- Advisors to follow General Principles for Advising - https://www.mcgill.ca/maut/files/maut/april_21_2016_advising.pdf

- **Recommended to be Member's first contact.**
- Confidential.
- Provides immediate information, advice (strategy & alternatives discussed), on-going support, and determines with the Member if an Advisor is to be recommended given the context.
- Where appropriate refers the Member to the appropriate university official, MAUT Executive, Committee, etc.
- Some cases are complex and delicate and require tact and attention to timing and to long term implications for the Member.
- The Professional and Legal Officer and Advisor often work as a team to provide assistance.
- While maintaining confidentiality, reports to the MAUT President(s), important emerging trends.
- Ongoing training: annual relevant courses and workshops (FQPPU, CAUT and Quebec Bar).
- 23 years of experience.

NOTE:

- The MAUT does not carry the grievance, arbitration or appeal. In other words, the decision to go forward with a dossier rests entirely with the Member and not with the MAUT.
- According to McGill regulations the grievance, appeals, and arbitration hearings are confidential.
- MAUT does not have official standing in cases.