

President's Report for MAUT Spring General Meeting 20 April, 2018

My term as President of MAUT has gone by much faster than I anticipated. The year has been very busy, very engaging, and never boring. Both experience and history can, more or less prepare one for routine and recurring events but it is the unexpected and emerging issues that make the President's job challenging and intense. These issues, when they arise, often threaten fundamental values and principles that define us as individuals, as an association, and as a community.

The two most recent events that have bookended my term as President are the controversy surrounding Professor Potter's resignation and implications on academic freedom and MAUT's position vis à vis the current issue surrounding the [Open Letter](#) of students that alleges pervasive "mismanagement of sexual violence allegations against professors in the Faculty of Arts."

In my Fall General Meeting report, I outlined MAUT's immediate actions to safeguard our academic freedom. The starting point was a [forum](#) to support an open dialogue about academic freedom in general and discuss whether parameters are or should be different for academics who take on responsibilities as academic administrators. Concrete follow-up actions resulting from the forum include: (a) working with the Secretary General to ensure that "statements" in our governance documents have an enforcement dimension (see [here](#) for the addition of a preamble to the policy framework; more work in this area is underway), (b) have a protocol in place to ensure that when proposals for establishing new Centres or Institutes are brought to Senate, MAUT members who are also senators scrutinize the definition of the roles and responsibilities of its Director to ensure there is no Conflict of Interest nor restrictions on academic freedom, and (c) work with the Administration to put in place a Senate subcommittee or Senate nominated assessor to have oversight on potential violations of academic freedom.

With respect to the more current issue concerning the Students' Open Letter, MAUT will be issuing a brief prior to the Spring General Meeting. This brief underscores the absolute necessity for all of us at McGill to feel that we work and study in a safe and respectful environment and that sexual misconduct, or any form of abusive behaviour between members of the McGill community, cannot be tolerated under any circumstances; the importance of due process in establishing evidence of misconduct or abusive behaviour; and the importance of the independent application of the relevant sections of the existing and agreed upon [Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff](#) and [Regulations Relating to the Employment of Academic Staff](#) to determine conditions for tenure on the one hand, and the conditions for Reprimand, Suspension, and Dismissal of Staff Member for Cause, on the other.

MAUT activities are, by and large, guided by three principles. The first is to make sure that what we undertake is in line with our mandate. The second is to be both pro-active in identifying issues that can potentially impact us as faculty and librarians as well as to be responsive to emerging issues that concern our academic life, our working environment and conditions, and our general wellbeing. The third is to make sure that our initiatives benefit all our members; individuals in different age groups, different career trajectories, and different ranks.

Those who are familiar with MAUT will know that much of our work is carried out by small groups rather than by individuals. So the credit for all accomplishments during the last year goes to all those who, in one way or another, have contributed to MAUT.

The detailed written reports posted by members of the Executive and by MAUT Standing Committee Chairs provide a better sense of the depth and scope of activities that have kept us busy this year. The list below provides just a superficial glimpse.

Advising	<ul style="list-style-type: none"> • 121 cases – Most frequent (≥ 5) related to: harassment, tenure, workload, conflict of interest, benefits, reappointment, discipline, salary, grievance, lab space, and research misconduct.
Agreements	<ul style="list-style-type: none"> • MoU signed between MAUT and McGill University Retirees' Association (MURA) • Kids and Co. contract renewed
Communication	<ul style="list-style-type: none"> • 3 Newsletters (most recent) • Social media presence (Website, Facebook, Twitter feed, LinkedIn, and YouTube channel) • Gradual overhaul of our website
Consultation with Administration Regarding Regulations and Governance documents	<ul style="list-style-type: none"> • Employment Regulations – Dismissal Process • Governance status of “statements” • Procedure for banking half of sabbatic leaves • Service Portfolio (for Faculty and Librarians -to be formally approved before being appended to the Regulations) • CAS regulations • Pay Equity for Research Assistants • Policy on Harassment, Sexual Harassment, and Discrimination Prohibited by Law • Conduct of Research
Fora and Workshops	<ul style="list-style-type: none"> • Academic Freedom Forum • Tenure and Mentoring – 17th edition – 20 April 2018 (52 registered participants) • MAUT's Guide to the Univers(ity) (19 participants) • Basic Science Funding: Forum to discuss implementation of Naylor report recommendations (20 June 2017)

Membership Initiatives	<ul style="list-style-type: none"> • Addition of New MAUT staff member • Social events – <ul style="list-style-type: none"> ○ Welcome gathering (124 participants) ○ Octoberfest Apple picking (262 participants) ○ Winter Brunch (101 participants) ○ Discovery Event (28 participants) • 2 Orientations for new faculty (organized by the Administration) (combined total of 104 participants)
Motions	<ul style="list-style-type: none"> • Mil rate reduction (from 0.65% to 0.58%) • Selection of the Deans • MAUT Fossil Fuel Divestment and McGill Fossil Fuel Divestment • Reduction of Membership fees for Retired Members (from \$20 to \$5) • Frequency of MAUT General Meetings (from 2 to 1)
Parity Committees	<ul style="list-style-type: none"> • Committee on Academic Salary Compensation (CASC) <ul style="list-style-type: none"> ○ Annual merit and ATB increase ○ Gender pay equity ○ Travel Management ○ Professional Development Fund • Staff Benefits Advisory Committee (SBAC)
Pro-active initiatives	<ul style="list-style-type: none"> • Survey of members on administrative overload • Parliament Hill Day Campaign
Relationship with External Organizations	<ul style="list-style-type: none"> • FQPPU <ul style="list-style-type: none"> ○ Membership on the Executive, Strategic Planning, and Financing • CAUT <ul style="list-style-type: none"> ○ Participation in workshops on equity, governance, grievance
Work environment	<ul style="list-style-type: none"> • MAUT's Brief to the Principal's Task Force on Respect and Inclusion in Campus Life • Campus development plan • Renovations impacting academic work and work environment issues • Safety and emergency assistance on campus

As I mentioned earlier, all this work would not have been possible without the time and thoughtful contributions of the members of the Executive and Council and many of our members who, through active participation in our standing and ad hoc committees and working groups, have made a difference. I wish to take this opportunity to thank them publicly and to invite others who have not had a chance to take an active role so far to join in.

Even though I have been involved with MAUT throughout my career, I would have been at a loss without the invaluable assistance of our staff. Honore Kerwin-Borelli, our Administrative Officer, Joseph Varga, our Professional and Legal Officer, and Jo-Anne Watier, our most recent addition and new Membership Engagement Officer contribute hugely to the seamless functioning of our volunteer organization as people at the helm change. We rely on them day in, day out for all our activities and for retaining our institutional memory. As the volume of our work has expanded so has the complexity and volume of their work. I want to express my personal appreciation for their dedication to MAUT and the diligence with which they carry out their responsibilities.

Respectfully submitted,
Alenoush Saroyan President, MAUT/APBM