

# VP Internal Activity Report 2020-21

Report on a Pandemic Year

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# Summary

- McGill Communities Council (MCC)
- Special Employee Group meetings
- University Health and Safety Committee
- Work in pandemic conditions
- Workday
- Dr. Kenneth Melville McGill Black Faculty and Staff Caucus
- MAUT Constitutional Revision Working Group

# McGill Communities Council (MCC)

- Includes representatives of the various constituent groups that make up McGill: professors, lecturers, undergraduate and graduate students, administrative staff and managers, trades people, researchers, casual employees, and student employees
- Met almost weekly from May to August, then once a month throughout the academic year
- Forum for discussion among group representatives without University administration present
- Main issues: university policies on COVID-19 health and safety measures, remote teaching and learning challenges, working from home policies, parking fees, residence safety issues, Workday issues
- Questions/issues: MAUT participation in MCC newsletter; joint statements; meetings with University administration officials; strategies to forward common concerns

# Special Employee Group meetings

- Briefings by University administration, with representatives of all employee groups (unions and associations)
- Mostly focused on the university's responses to changing government directives or policies regarding COVID-19
- Met usually after each University Coronavirus (COVID-19) Update
- Questions/issues: How will groups have input on policy plans/changes regarding the Fall 2021 term?

# University Health and Safety Committee

- An advisory body with representatives from employee and student groups and responsible parties from academic and administrative units, chaired by the Associate Vice-Principal (Facilities Management and Ancillary Services), on matters concerning the health and safety of the University community, including standards and policies.
- Met approximately once a month
- Issues: compliance with regulatory bodies, as well as with safety regulations in pandemic conditions

# Work in pandemic conditions

Addressing faculty concerns arising from work in pandemic conditions

- Health and safety concerns of faculty
- Equity concerns of faculty
- June 10, 2010: Memo re: Concerns and issues of teaching staff with young children or other dependents

Micro-Task Force on Impact of COVID-19 on Assessing Academic Performance

- [https://www.mcgill.ca/apo/files/apo/micro\\_task\\_force\\_report-covid\\_impacts\\_on\\_assessment\\_of\\_academic\\_performance-final.pdf](https://www.mcgill.ca/apo/files/apo/micro_task_force_report-covid_impacts_on_assessment_of_academic_performance-final.pdf)
- Questions/issues: How will these guidelines evolve or change as different cohorts deal with impact of Covid-19? Need for annual review

# Workday issues

- Reports of Workday issues from MUNASA, MCLIU, AGSEM, AMURE, and others
- October 14, 2020: Memo re: Workday sent to the University administration regarding delayed hiring and payments of TAs, RAs, sessional hires, as well as excessive work load, and cumbersome processes faced by HR and managerial staff
- Questions/issues: What systemic failures occurred and how can they be prevented from happening again? Compensation? What about accountability?

# Dr. Kenneth Melville McGill Black Faculty and Staff Caucus

- MAUT welcomes and supports the Dr. Kenneth Melville McGill Black Faculty and Staff Caucus
- [https://www.mcgill.ca/maut/files/maut/maut\\_statement\\_on\\_the\\_use\\_of\\_the\\_n-word.pdf](https://www.mcgill.ca/maut/files/maut/maut_statement_on_the_use_of_the_n-word.pdf)
- [https://www.mcgill.ca/maut/files/maut/letter\\_-\\_maut\\_black\\_caucus\\_statement\\_0.pdf](https://www.mcgill.ca/maut/files/maut/letter_-_maut_black_caucus_statement_0.pdf)
- Supporting McGill's Plan to Address Anti-Black Racism
- [https://www.mcgill.ca/provost/files/provost/action\\_plan\\_to\\_address\\_anti-black\\_racism.pdf](https://www.mcgill.ca/provost/files/provost/action_plan_to_address_anti-black_racism.pdf)



# MAUT Constitutional Revision Working Group

- Implementation of revisions to the Constitution approved by the MAUT Executive and Council
- Further issues for discussion in the coming year: Should the definitions of 'Full' and 'Associate' members be changed? What would be the implications of changing these for different categories of McGill academic staff on who is eligible for membership? And what rights they have (eg voting)

Questions?

Thank you!