

December 8, 2011

Topics and themes submitted for the Principal to comment on.
After the MUNACA strike.
Budget / M compensation and benefits
Communicating with those at the base -- is there not some neutral rating service that can evaluate remuneration in some way which could create at least some public consensus on the facts? I felt that the University and the Union were in different universes.
Cultivating our shared sense of community, now and once the strike is over.
Dress code for Managers in the workplace
Equity is being talked at McGill but the "walk" is not there. Term employees given M3 classifications when they don't deserve it.
Extracurricular volunteer engagement has been shown to increase employee wellness, productivity and skills - in addition to the benefits it brings to the charitable organizations themselves. Many workplaces recognize and support the volunteer contributions of staff members in the community, e.g. by giving them a certain number of days off to do volunteer work and/or facilitating connections with charitable organizations. While we emphasize the University's contributions to the community and the community work of McGill faculty and students is supported to some degree, there is as yet little opportunity for McGill staff to connect their professional and volunteer lives, outside contributing to Centraide. I'd like to explore ways to change that.
How are you managing security for employees that are situated in cubicles that don't have doors so that the whole floor is open to the public. This is a conser both during evening hours AND during a crisis like Nov 10th.
I believe McGill is a great place to work, I know what a huge task it is to bring all McGillians together, and i think it is very frustrating when different departments cannot work together, people need to see the overall impact of their decisions, micro management is only so good, we need to bridge differences and work together to make better decisions, no one should pass judgement and the result at the end is to make the right decision, keeping personal differences in check and the right goals in mind.
I would like her to comment on the strike; specifically its aftermath regarding the return to work protocol and recommendations for mending the division between managers and MUNACA.
Impact of the strike on the Managers. This I mean "MANAGERS" not making MUNACA members feel better but the Managers.
In the 'M' role profiles across various areas (Finance, IST, Communications and others) there are 4 classification groups: the first is usually applying to staff with the basic knowledge level or who gain their working experience, second group is designated to staff advanced and experienced in the job. Two other groups that are reserved for managers and directors of IT. Together – there are 4 levels of hierarchy. What mechanisms may be implemented for "M" staff in the first group to enable them move up to the next second level? I saw staff leaving McGill just to come back couple of months or weeks(!) later to the same job position and to be classified on the second role profile level. What motivation it gives to others who are loyal to McGill, do their job for years with dedication and are not being rewarded in any way? Question concerning the first classification group: What mechanisms may be implemented for "M" staff in the second group like e.g. IST2 or COM2 to enable staff to advance in their career and retain them at McGill?

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It would be great to hear what she thinks about how the longer term deliverables we are responsible for will be affected by the strike (i.e. Fall 2012 enrolment targets will be affected by the 3 months of strike this Fall)
Job Security
M Compensation
M salary policy, pensions and benefits.
MBA program
Meaningful reform of the University's administration at all levels.
Merit, Training, participation in external professional events
MUNACA contract
Pension and wages
Relational Leadership and building trust.
Staff work in silos at McGill; this university is notorious for its bureaucracy. During your tenure as Principal, you have taken on many issues (student life & learning; diversity; etc.), but this hasn't been one of them. Please comment.
Supporting equity and diversity in senior administrative positions and committees; ongoing mentoring and professional development to promote within our ranks instead of constantly hiring externals at much higher prices.
Sustainability as a uniting theme; Structures to encourage student-staff collaboration.
The move away from shared governance at McGill and the negative effect this has had on the community's level of trust for senior administration.
The MUNACA strike is the most visible manifestation of simmering resentment that cuts a wide swath across the University. The end of the strike does not mean that all is well. How do you intend to repair the torn fabric of our University?
The strike and why it took so long to resolve.
Themes: 1. Community (re)building and 2. Transparency. These topics have come up repeatedly over the past few weeks. What specific roles or contributions do you see for the University Administration and for Managers in addressing these?
Transparency in M Compensation, Equitable opportunities for career Advancement at McGill including training available for hard skills demanded.
What are her concrete plans for trying to develop a sense of "family" within McGill (if she feels that this is important to do so)and allowing for opportunities for colleagues to meet from across department/faculty lines.
Will the university look into the permanencies (Union administration positions) over the next few months?