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Cc: [Christopher Manfredi, Prof.](#); [Petra Rohrbach, Prof.](#); [Angela Campbell, Prof.](#); [Anne-Marie Huynh, Dr.](#); [Katherine Wong, Ms.](#); [Diana Dutton](#); [Valerie Parsons, Ms.](#); [Yves Beauchamp, Professor](#) [Serge Bergeron](#); [Maut](#); [Nancy Kwan](#); [Anne-Marie Durocher](#)
Subject: Message issued jointly from McGill's Provost & Vice-Principal (Academic) and from the MAUT President
Date: Friday, April 17, 2020 12:10:00 PM

This message is sent on behalf of Christopher Manfredi, Provost and Vice-Principal (Academic) and Petra Rohrbach, President, MAUT.

Ce message est envoyé au nom de Christopher Manfredi, vice-principal exécutif et vice-principal (études), et Petra Rohrbach, Présidente de l'Association des professeur(e)s et bibliothécaires de McGill.

La version française suit.

Dear colleagues,

McGill is not sheltered from the financial fallout of the COVID-19 crisis. All universities worldwide face a serious risk of significant declines in their Fall 2020 enrolments. Given that nearly 80 percent of McGill's operating budget derives from student enrollment, significant anticipated declines in student registrations for the coming academic year generate uncertainty for the

- By December 2020, should enrolment-driven revenues match expectations set prior to the COVID-19 crisis, as indicated in the provisional budget approved by the Board of Governors on April 23rd, the University will allocate merit-based adjustments that were not paid during the period June 1 to December 6 2020.
- There shall be no change to the process for requesting retention and anomaly-based salary adjustments.

Two additional points merit underlining:

- The Provost anticipates that this will be a one-time occurrence, with no impact on the 2021 merit exercise.
- These financial actions will have no impact on the tenure process.

To clarify, the proposed measure will have the effect of “locking in” official academic staff salaries, with associated increases, on June 1. However, academic staff members will forego roughly 6 months of a certain proportion of their salary increases. The deferral will reduce University expenditures by approximately \$4M in FY2021.

Pursuant to consultation with and support from the MAUT Council, we take the view that such measures, beyond their financial impact, will have important symbolic value. Notably:

- If the projected enrollment-driven revenues are compromised and pressures to reduce university staffing arise, this deferred merit-based salary increase for academic staff would help to mitigate the risk of reduced staff headcounts within the University community. As McGill is a major local employer, this will have a beneficial effect on our larger community.
- From the onset of the COVID-19 crisis in Quebec, we have been in regular contact to ensure clear and consistent communication between the McGill Administration and MAUT. The Administration commits to ongoing transparency and collaboration with MAUT throughout FY21.

We have arrived at and jointly agree the [implementation of the Academic Salary Plan](#). We are directly contributing to maintaining the stability of our workforce throughout the University while at the same time supporting a rapid return to our routine research and teaching activities.

Prof. Christopher P. Manfredi
Provost & Vice-Principal Academic

Prof. Petra Rohrbach
President, MAUT

Chers collègues,

L'Université McGill n'est pas à l'abri des répercussions financières de la COVID-19. Les universités du monde entier risquent fort de voir diminuer notablement les inscriptions à l'automne 2020. Comme

près

mesures auront une grande valeur symbolique. En effet :

- Si les revenus tirés des inscriptions sont moins élevés que prévu et qu'il y a risque de compression de personnel, ce report des augmentations au mérite pourrait, en atténuant la pression, favoriser le maintien des emplois au sein de la communauté universitaire. McGill étant un grand employeur, cet effet bénéfique s'étendrait à l'ensemble de nos concitoyens.
- Depuis le tout début de la crise au Québec, la direction de l'Université et l'Association sont engagées dans un dialogue des plus constructifs. La direction s'engage à maintenir cette transparence et cet esprit de collaboration tout au long de l'exercice 2021.

Nous avons décidé d'un commun accord de procéder à la mise en œuvre [d'une politique salariale visant le personnel académique](#). Nous contribuons ainsi directement à la stabilité de l'effectif universitaire tout en favorisant la reprise rapide de nos activités de recherche et d'enseignement.

Professeur Christopher P. Manfredi
Vice-principal exécutif
et vice-principal aux études

Professeure Petra Rohrbach
Présidente de l'Association des
professeur(e)s et bibliothécaires de McGill

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