
MAUT Council Meeting

MINUTES

Wednesday, November 4, 2015
McGill Faculty Club 12:00 noon

Present:
Executive: D. Lowther, K. Hastings, A. Shrier, A. Saroyan, A. van den Berg, T. Hébert
Council: E. Shor, D. Titone, M. Richard, J. Cooperstock, E. Duffy, S. Algieri, V. Raghavan, D. Covo, R. Sieber
Regrets: T. Moore, N. Kamran, C. Riches, K. GowriSankaran.
Guests: G. Bennett, I. Tureli, S. Hyde, G. Coleman. B. Vejvoda

MAUT Staff: H. Kerwin-Borrelli, J. Varga

D. Lowther called the meeting to order at 12:14 pm.

1. Approval of Agenda and Minutes

Council reviewed the Agenda. There were no changes. K. Hastings moved to approve the Agenda. Seconded by J. Cooperstock. There were no objections. The Agenda was approved.

2. Minutes of September 16/15 and October 14/15 Council Meetings

Council reviewed the Minutes of the September 16/15 Meeting. There were no changes. V. Raghavan moved to approve the Minutes. Seconded by R. Sieber. There were no objections. The Minutes of the September 16, 2015 Council meeting were approved and posted on the website.

Council reviewed the Minutes of the October 14/15 Meeting. There were no changes. V. Raghavan moved to approve the Minutes. Seconded by R. Sieber. There were no objections. The Open Session of the Minutes of the October 14, 2015 Council meeting were approved and posted on the website.

3. Business Arising

E. Shor asked for the status of the MAUT recruitment presentation to individual departments. A draft will be sent to Executive first for comments and, following edits, the file will be forwarded to Council. The approved file can be adjusted to fit the individual departmental interests.

4. CAUT and FQPPU Issues [A. van den Berg]

A. van den Berg has been contacted by J. Kingma, of the CAUT Ad Hoc Investigatory Committee that is looking in to the circumstances surrounding the dismissal of an MAUT member from McGill in 2009. The request is to provide the names of McGill community members who were involved in this case and who would be willing to comment.

An MAUT Working Group is currently working in collaboration with the Administration to propose changes to the current Regulations on Investigation of Research Misconduct.

Update: J. Kingma has requested a copy of the Regulation on Employment of Academic Staff [2009]. A. van den Berg has agreed to meet with him at the CAUT Council [Nov 27/15]. A. van den Berg noted that CAUT contributed \$300K to defray the dismissed member's legal expenses.

A.van den Berg noted that M. Maltais, [*Comité sur le financement des universités (CFU) of FQPPU*] will make a brief presentation at the Fall General Meeting [Nov 12/15] on university financing and research in Québec with a particular focus on McGill.

A.van den Berg reported that Paul Yachnin [Arts-English] has been nominated to sit on the Ministry of Education's Groupe de travail national sur la formation doctorale. A. van den Berg, K. Hastings and D.Lowther met with P. Yachnin on Oct 19/15. If the Ministry accepts his nomination, P. Yachnin will participate in the Groupe's work on his own account (i.e. not as an official representative of MAUT or McGill) but he will report back on the Groupe's activities to Council at an appropriate time.

A.van den Berg noted the CAUT has sent out an invitation to its Senior Grievance Officers' Workshop. This information will be forwarded to MAUT Advisors and CASC representatives.

A.van den Berg reported on CAUT's memorandum on data storage and Cloud Based Outsourcing. The CAUT advises its members to proceed with extreme caution and to read the contract clauses carefully.

M. Richard noted that Quebec university libraries, acting through the Bureau de coopération interuniversitaire (BCI), are looking at the idea of moving their automated library systems (e.g. catalogs, order-management systems) to a cloud-based platform which would be provided by a vendor. He reiterated that this initiative is only being contemplated and is in its initial stages. K. Hastings commented on privacy issues and the Patriot Act. M. Richard commented that contracts with vendors of cloud-based systems sometimes offer little protection with respect to service reliability and to data preservation in case of bankruptcy, and that the data are potentially available to U.S. intelligence agencies under American legislation.

A.van den Berg noted CAUT is offering a New Activists' Workshop.

The FQPPU has approached MAUT to ask for the name of an Anglophone candidate to serve on the committee that awards the *annual Guy-Rocher Prize*. Council suggested he contact Emeritus Professor, Malcolm Baines, a recipient of the prize.

The FQPPU has published additional Reports on the Working Conditions for University Academics.

- Report # 1: The Juggling Act – Thriving or Surviving?
- Report # 2: Collegiality and Management: Organizing or being organized?
- Report # 3: Research and Creation: Conducting quality research and creating, or overproducing?

Copies of these reports are available from the MAUT Office.

R.Sieber commented on the oversupply of graduate PhD students. She remarked the pressure on academics to increase the number of graduate students without considering what paths, other than academia, are open to them after graduation.

A.Saroyan proposed that Council look at how McGill is funded and inquired whether the role of universities is to produce employable or educated citizens. She asked about the University's

focus: whether it is on quality, quantity or dollars. S. Algieri commented on the employment factors in North America and referred to the McGill Mission and Initiatives.

5. Presentation: S. Hyde, G. Bennett, I. Tureli and G. Coleman: Québec's Dual Immigration System and French Language Acquisition – the Challenges We Face

S.Hyde introduced colleagues G. Bennett, I. Tureli and G. Coleman. She began with an overall presentation of the challenges. These included:

- **The current situation to obtain the CSQ [Certificat de sélection du Québec]**
 - Level of French required for Québec residency is higher due to the new residency regulations from the federal and provincial governments
 - Renewal of work permits now requires an international search
 - No more multiple work permits, legal costs incurred when contesting this rule
 - Getting a CSQ requires a *Certificate of Proficiency in French for Professional Communication*

- **Cost for Extended Health Insurance Coverage**
 - Absences more than 21 days are denied coverage
 - Academics on leave must purchase expensive private health insurance

- **Issues faced by Panel**
 - Across the Board Discrimination: age-wise, partner-wise, fecundity-wise
 - Academics with Professional credentials may be older than 43
 - McGill's avenues to French Fluency – clarification needed as to which courses should be taken
 - Increased Point System: effect - wiping out previous advances
 - Research and grant writing suffer, course releases are denied, family life/work difficulties arise
 - If cannot secure residency, academics might have to apply elsewhere
 - Applying for Tenure on hold due to time allotted for French Courses
 - Extension of Tenure Clocks not adequate
 - CDN Gov't regulations: one work permit and one renewal only
 - Accurate information must be given upfront to new academic hires
 - Job advertisements must indicate a requirement for mastery of French

- **Recommendations:**
 - Chairs must be aware of CSQ requirements and individual academics' situations
 - Website with current information - clarity in advertising for position
 - University could offer Saturday courses in Con't Ed
 - University could fund private French lessons
 - Academics could use research funds for French courses
 - McGill could provide adequate course releases, as do French universities in Québec
 - MAUT could organize a Forum for newly appointed academics on Québec's dual immigration process, similar to the annual Tenure & Mentoring Forum
 - Better lines of communication necessary between new academics, the Office of International Hires and the immigration officer

Council proposed a survey of the 75+ academics at McGill who face these problems to gather data on a possible gender issue and the faculties most impacted. There is a strong incentive to

come up with solutions and a Working Group composed of K. Hastings, E. Shor, D. Lowther, S. Hyde, G. Bennett, I. Tureli and G. Coleman will be struck.

A.Saroyan commented that communicating accurate information to new academics is the responsibility of those who do the hiring. Organization of course relief depends on the Chairs and the University can help with funding.

A.Shrier proposed that the membership be polled for suggestions and that residency issues should come to both CASC and SBAC. He proposed that the Principal should lobby for the value of PhDs and that advanced education be awarded more points on the grid. He also suggested approaching the newly-elected Federal Liberal Government to lobby for changes to the requirements. D. Lowther will contact Principal Fortier who has indicated that the Administration will provide assistance.

6. Update on UPrint Policy [A. Saroyan]

A.Saroyan updated Council on the letter that will be sent to Sustainable Procurement Officer S. Leclair on November 15, 2015 outlining academics' concerns with the *new purchasing procedures for printing devices* that was recently published on its website. She referred to the lack of consultation with the McGill community prior to publishing the new policy and correspondence with academics who are directly affected. The letter asks for updated information on the website and a statement that printer purchases on research grants are exempt from restrictions.

7. Recommendations and Revisions to the Regulation concerning the Investigation of Research Misconduct

The members of the Working Group are: A.Saroyan, B. Robaire, R. Janda, E. Zorychta, D. Lowther, D. Covo and J. Cooperstock. A. Saroyan reported the initial meeting with A. Campbell and A. Fuks produced a series of comments that were forwarded to VP R. Goldstein. These were received and further meetings were planned. A. Saroyan noted issues: the definition of plagiarism and "the act of assisting in plagiarism"; the recommendation that the VP Research & International Relations would nominate candidates with relevant expertise to the investigating committee; and that neither the Provost nor the Principal can terminate an employee without that person's case being heard by the Research Integrity Officer [RIO].

Concerning issues involving the investigation of the misuse of research funds, the case will be sent to the RIO rather than directly to the Principal. Additional meetings of the Working Group are anticipated to continue discussions prior to the presentation of the document at Senate at which time Senators can then address their concerns with the proposed changes. VP R. Goldstein will attend the December 09/15 Council Meeting. [NB: The Working Group will present the proposed recommendations to Council on December 09/15.]

8. Other Business

Council briefly discussed the Agenda for the Fall General Meeting on November 12/15. The Approved Agenda will be posted on the website.

Council noted the request from the Cyclical Unit Review Office to invite academic representatives to meet with the Review Team to discuss the IT needs of faculty members as end users. This meeting will take place on December 1/15. D. Titone will set up a member survey to collect data for this meeting.

S. Algeri reported the Membership Committee is interested in recruiting additional members and will ask its current members to recommend potential recruits.

9. Adjournment

D.Lowther called for a motion to adjourn. A. Shrier moved to adjourn the meeting. Seconded by T. Hébert. Unanimously approved. The meeting adjourned at 2:04 pm.