
MAUT Council Meeting

MINUTES

Wednesday, September 16, 2015
McGill Faculty Club 12:00 noon

Present:	
Executive:	D. Lowther, K. Hastings, A. Shrier, T. Hébert, A. Saroyan, A. van den Berg
Council:	E. Shor, D. Titone, T. Moore, M. Richard, J. Cooperstock, C. Riches, E. Duffy, S. Algieri, K. GowriSankaran. V. Raghavan, R. Sieber
Regrets:	D. Covo, N. Kamran
Guests:	E. Hopmeyer, A. Khalili, M. Dastenaeei
MAUT Staff:	H. Kerwin-Borrelli, J. Varga

D. Lowther called the meeting to order at 12:18 pm.

Open Session

1. Approval of Agenda and Minutes

Council reviewed the Agenda. There were no changes. T. Hébert moved to accept the Agenda. Seconded by K. Hastings. The Agenda was approved.

Council reviewed the Minutes of the May 25, 2015 Joint Council Meeting. There were no changes. A. Saroyan moved to accept the Minutes [May 25/15]. Seconded by R. Sieber. Council approved.

Council reviewed the Minutes of the June 18, 2015 Meeting. There were no changes. A. Saroyan moved to accept the Minutes. Seconded by R. Sieber. Council approved.

The Minutes of the Joint Council meeting on May 25/15 and the Council Meeting of June 18/15 are posted on the MAUT website.

2. Business Arising from the Minutes

E. Shor asked for an update on the presentations by Council members at departmental and faculty meetings. He noted brief presentations at these meetings would be good recruitment and communications initiatives. A. Saroyan requested the presentation by K. Hastings, T. Hébert and S. Algieri which will be updated for use by Council and Membership Committee members.

J. Cooperstock suggested using student resources to produce a recruitment video and will forward contact information to Council. S. Algieri referred to a previous presentation to Council by then student D. Pollicino [MBA Management] on membership and recruitment strategies.

Several Councilors have sent personal invitations to new colleagues. Council discussed the importance of having a designated "MAUT recruiter" per department to contact the newly-hired and established academics and extend invitations to MAUT events. A "model" letter would be provided as part of a recruitment package. M. Dastenaeei proposed a brief invitation with two or three compelling reasons to join the Association. At the Recent Orientation for Tenure Track Academics on August 31/2015, each new colleague received information about MAUT and an invitation to the Welcome Gathering and the Octoberfest Apple Picking. [NB: There was a follow up message to new colleagues who attended the Welcome Gathering along with a membership form.]

Upon request, individual Council members will be sent a list of current MAUT members in their department. The recruitment/membership initiative will be on future Executive and Council agendas. Another possibility noted was Video Conferencing General Meetings and MAUT Workshops to the Macdonald Campus.

3. MOOCs Forum in Fall 2015 [A. Saroyan]

A.Saroyan discussed the upcoming Forum on MOOCs. A suggested date was the week of November 9th. The FGM will be held on November 12th. The proposal is to involve speakers in decision-making positions and provide different perspectives. A working group composed of A. Saroyan, C. Riches and R. Sieber will plan this Forum. The initial meeting was held on September 22/15.

4. VP External [A. van den Berg]

- **CAUT Council**

The CAUT Council will take place in Ottawa on November 27-29, 2015. Those registered to attend are: A. van den Berg, E. Duffy and J. Varga. Other CAUT events include the Forum for Academic Aboriginal Staff in November 2015 and the Harry Crowe Conference in February 2016.

A.van den Berg also commented on the recent CAUT memo on “Selling Course Materials” and will ask Administration for its response. This is a possible agenda item for the FGM. Council discussed ownership of a professor’s material, who owns the rights to shared documents, the possibility of taking one academic’s material and using it in another course, and that currently there is no technological solution to this problem. J. Cooperstock commented that solutions that make owners responsible are preferable to delegating IP ownership to the University. Council also noted that regularly changing course materials would circumvent course misuse and that the course material that is currently sold may not be of high quality. R. Sieber will write an article in the upcoming MAUT Newsletter. D. Lowther will communicate MAUT’s concerns to the Administration.

Council briefly discussed the CAUT Memo 15:20 and the arbitration ruling on a denial-of-tenure at Algoma University.

- **FQPPU update**

The next FQPPU *Conseil* will take place on October 23, 2015. A. van den Berg, E. Duffy and J. Varga are registered. The FQPPU Forum will take place on October 23/15. J. Varga is registered.

The FQPPU Bulletin has a new format and updated information on its activities:

http://fqppu.org/assets/bulletin/FQPPU_Bull_1.pdf

5. VP Communications [A. Shrier] Newsletter

A.Shrier sent an email to Council requesting articles for the upcoming Newsletter. The deadline for the Editors [J. Aitkens, G. Gore, and A. Miller-Nesbitt] is September 18/15. A new section, KUDOS, will appear in the next edition along with the New-Member profile. The article by R. Sieber on Course Materials will ask readers to forward their comments to: maut@mcgill.ca A.Shrier expects to convene a meeting with the members of the Communications and Membership Committees.

6. SBAC Issues [A. Shrier]

MAUT's representatives on the SBAC are: A. Shrier, E. Zorychta and N. Acheson. The objectives for the upcoming meeting in October 2015 are to review the current Health and Benefits Plan and the composition of the SBAC. A. Shrier noted this year the SBAC will conduct a review of Manulife, its current vendor. An important issue, supported by Council, is to keep MAUT's three representatives instead of reducing the Association's presence to two. Council discussed the following:

- What are the costs associated with a new vendor search?
- Will the SBAC review of the current Manulife plan structure include information on its flex plans?
- Will MAUT have access to the documents used by SBAC to conduct the review?
- Will MAUT have access to the Report from the SBAC review scheduled to conclude in March 2017?
- Towers Watson representative, M. Boivert, will be asked to provide information and analyses on various coverage plans at SBAC meetings, including calculations.
- That 58% of Overall Plans have flex plans and different coverage for members.
- Issue A: to consider: extended travel coverage for retirees [90 days] and active members [sabbaticals]
- Issue B: That some Plan members over age 65 are paying for drug coverage [RAMQ] and the [McGill Plan].
- That a survey is the best way to get (a) members' input [from established and newly-hired academics] and (b) to represent members' perspectives to SBAC members.
- Are single coverage members overpaying in comparison to family coverage members?
- A MAUT Working Group will be asked to develop survey questions for members.

A. Shrier noted the discussion in October 2015 will focus on:

- ✓ The possibility of a New Health and Benefits Plan Provider for McGill.
- ✓ Saving money
- ✓ Technological upgrades
- ✓ Best practices approach

A. Shrier noted the review of the current plan will take place between October 15 and March 16 with the expectation that a Plan will go live in January 2017. MAUT has a Consultation By-Law in place and the Association must have the information with enough lead time to examine the options. Council commented on the issues:

- ✓ To review competitive bids – information must be provided
- ✓ To review the needs of the McGill community: to have a flex plan or not
- ✓ A MAUT survey will provide choices to members
- ✓ That different packages could be a reality, based on individual choices
- ✓ That SBAC proposals must come to CASC.
- ✓ That choices will be made on:
 - Do members want a flex plan with a menu of choices?
 - Do members want a comprehensive plan?
 - What are the respective costs?
 - Do individuals want a family plan?
 - Do individuals want a single plan?

A. Shrier commented on the change in demographics and that 50% of academics were hired in the last ten years. The SBAC will be asked to provide details for the MAUT Consultation. A. Shrier will report to Council and SBAC.

7. DP O. Dyens (and K. Massey, Registrar) request for Consultation with MAUT [D. Lowther]

At the meeting on June 18/15, documents on the McGill Commitment and the Fall Break Proposal were circulated to Councilors. MAUT's By-Law on Consultation was forwarded to the Deputy Provost and Registrar. Council discussed the possibility of sampling membership on whether or not they were in favor of a fall break using four open-ended questions:

- What do members like about the proposal?
- What do members dislike?
- What to take out of the proposal?
- What to add to the proposal?

The following motion was proposed by K. Hastings and seconded by R. Sieber:

That Council form a Working Group to carry out a consultation on a proposed fall break that was presented by Deputy Provost O. Dyens and K. Massey [University Registrar] at the June 18/15 Council meeting and report back to Council.

Council approved unanimously and the motion passed. Members of the Working Group are: A. Saroyan, C. Riches, R. Sieber, and A. van den Berg. Councilors will be asked for their input and notice of the Survey will appear in the upcoming Newsletter. Once the Survey results are in, the Working Group will meet with O. Dyens and K. Massey to present the report on MAUT's consultation with its members.

Concerning the document on the McGill Commitment, M. Richard proposed the following motion which was seconded by R. Sieber:

That the discussion on the McGill Commitment be tabled to the next Council meeting.
Council approved unanimously and the motion passed.

8. Other Business

There was no Other Business.

Council then moved into its Closed Session

9. Slate of Nominees for University Committees

D. Lowther will meet with Assoc. Provost A. Campbell to discuss the results.

10. Adjournment

D. Lowther called for a motion to adjourn. K. Hastings proposed to adjourn the meeting. Seconded by A. Shrier. Unanimously approved. The meeting adjourned at 2:13 pm.