
MAUT Council
Meeting

Approved MINUTES

April 11, 2018

McGill Faculty Club 12:00 noon

Present:

Executive: A. Saroyan, A. van den Berg, N. Hall, K. Hastings,
J. Mauzeroll, P. Rohrbach

Council: S. Gaskin, R. Sieber, S. Severson, M. Richard, S. Jordan, T.
Duchaine, C. Riches

Regrets: T. Hébert, E. Shor, K. Zien, K. GowriSankaran, J. Ruglis, L.
Gonnerman

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

Guests: E. Zorychta, G. Mikkelson

A. Saroyan called the meeting to order at 12:10 pm. She noted that Dean R. Leckey [Law] will speak on the establishment of a Working Group on Principles of Commemoration and Renaming.

1. Approval of Agenda

Council reviewed the Agenda for the Council Meeting on April 11, 2018. R. Sieber moved to adopt the agenda. P. Rohrbach seconded the motion. Council approved unanimously.

2. Approval of Minutes

Council reviewed the Minutes. N. Hall moved to adopt the March 21, 2018 Council Meeting Minutes. Seconded by T. Duchaine. Council approved unanimously. The approved minutes are posted on MAUT's website.

3. Business Arising from the Minutes

a) Reports of Standing Committees

A. Saroyan noted that most of the Chairs of MAUT's Standing Committees have forwarded their reports and are available in the vault. Reminder messages will be sent to the remaining Committee Chairs.

b) Elections Update

The 2018 MAUT elections closed on April 06/2018. T. Hébert will present the results at the Spring General Meeting on April 20/2018.

8. 17th MAUT Tenure and Mentoring Workshop

A. Saroyan reported the Agenda for this Workshop is almost finalized and will be posted on the website. In addition to the Presenters, there will be faculty moderators who will lead break-out groups in discussions on general evaluation criteria for specific faculties. Following the reports from these break-out groups, there will be a Q&A session. There will also be three newly renewed and tenured academics who will share their experiences.

A. Saroyan reported that 14 new members joined following last year's Workshop. This year, 50 academics have registered to date.

E. Zorychta commented on the difficult conditions some CAS encounter when applying for renewal. In some faculties, conditions include the obligation to publish in specific journals and that merit is associated with teaching loads. MAUT has brought these issues to the Provost's attention and has asked for clarity in contracts that are initially signed by CAS and again when the CAS come up for renewal. CAS are asked to contact J. Varga with their specific issues and Council will continue discussions once more information is received. M. Richard commented on

issues concerning merit in librarians' renewal and tenure dossier applications. R. Sieber proposed that MAUT hold a Summit on Merit (a) on the concept and (b) the allocation process throughout the University. A. van den Berg proposed continuing this discussion which was seconded by N. Hall. S. Gaskin noted MAUT members should first be surveyed on (a) whether the merit system is fair and (b) to identify Faculties that have issues. The focus will be on improving the current system. E. Zorychta commented currently there is no standard procedure for awarding merit across departments and the methodology must be improved. Council noted that a previous campus-wide survey provided information on how merit is calculated and distributed. NB: MAUT contacted the TLS [Teaching and Learning Services] and the Provost's Office for this information but none was available. A. Saroyan also noted gender pay inequities could also be addressed.

7. Finance Committee Update

Following the Council meeting, K. Hastings forwarded this text.

The Finance Committee met recently on March 19 2018. We discussed several items notably the process of divesting MAUT funds from fossil fuels, and the records of the association. The committee recognized that all four of our current investment funds will need to be changed in order to meet the fossil fuel free directive of the January 2018 Council. We discussed the importance of equity and non-equity investments and considered several equity and non-equity funds that would satisfy the fossil fuel free directive. The committee felt that more information was needed before making final decisions on specific fund choices and it felt that another meeting of the committee would be needed. This would happen after the April 20 Spring General Meeting at which point the newly-acclaimed VP Finance Dror Etzion would take over as Chair of the Finance Committee.

Regarding the records of the association the Finance Committee recognized that a an inventory of our records and a study of our records management practices would be extremely valuable and requested funding from Council to permit the engagement of one or more School of Information Studies (or similarly-trained) students over the summer. Council in its March 21 meeting did approve the necessary funding and the Finance Committee Working Group on the Records of the Association met on March 29 to plan the study and begin the process of identifying and engaging students.

A written report of the Finance Committee's activities for the 2017-18 year will be presented to the May Council.

3 a) Reports from Committee Chairs - continued

G. Mikkelson, Chair, MAUT's Standing Committee on Collegial Governance [CCC], briefly updated Council on the Committee's interactions with MAUT agenda items, including proposals for changes to the Constitution, the selection of deans, the divestment of MAUT funds and reinvestment in clean energy funds, the number of general meetings, and the threat to collegial governance by the proposed changes to the Board of Governors CAMSR [Committee to Advise on Matters of Social Responsibility]. For the latter, G. Mikkelson presented proposed textual changes to these ToRs. There was a discussion on how proposed changes could be presented at the BoG Meeting on April 26th. A. Saroyan remarked that more information from the BoG is needed before any discussions between the BoG and MAUT are set up. Also discussed was the possibility that MAUT invite a BoG member to Council. But she agreed to send a memo to the BoG expressing the concerns raised by the CCC about three specific proposed changes in the terms of reference of the CAMSR and that these changes had been proposed without necessary deliberations with members of the community. There were no further discussions as

change to these items specifically was not an agenda item for council; the report from standing committees was.

The CCC report also raised the issue of whether the MAUT General Meeting or Council has precedence in the taking of policy decisions. A. Saroyan recommended the discussion continue at the September 2018 Council meeting with the new Council.

6. RI and MUNACA Update [A. van den Berg]

A. van den Berg reported that he had spoken to an informed MAUT member who works with the Research Institute to get some insight into the RI's background and whether there are any issues MAUT should be concerned about. The member explained that as more and more research grants at the MUHC come under the jurisdiction of the RI, the number of official McGill employees will decline. There has been some friction, and some grievances, over issues of job assignments between McGill and RI employees but these are expected to be resolved as the transition to RI-only research continues. The member did not report any major concerns among MAUT members about the functioning of the RI. On the basis of this information Council noted that MUNACA's efforts to have the RI declared a public institution is not an issue for MAUT's members and MAUT will not lend the Association's voice to this MUNACA issue.

4. Working Group on Principles of Commemoration and Renaming [Dean R. Leckey]

Dean R. Leckey joined Council at 1:30 pm. He and Dean A. Geitmann [FAES] head this Working Group. He noted the mandate of the group is to undertake *an examination of McGill's relationship (past and current) with underrepresented groups, in the context of a broad-reaching reflection of our institutional history, with a view to recommending a set of principles by which the University may be guided in its decision-making with respect to any future commemorative or renaming initiative.* This will involve wide-spread consultation. A rough draft of the Working Group's report is expected to be available in May or June. The Committee expects to hold a Town Hall in September.

As an historical reference, M. Richard referred to a November 2016 Report "Letter of the Committee to Establish Principles on Renaming" addressed to President Salovey [Yale University] which outlined its recommendations:

<http://president.yale.edu/advisory-groups/presidents-committees/committee-establish-principles-renaming-0>

Council discussed some of the complexities involved in commemorative (re-)naming. Issues related to duration of naming and the intent associated with naming were discussed. Dean Leckey invited additional input from MAUT during the next few months. He left at 1:46 pm.

9. Communications [N. Hall]

N. Hall briefly discussed a proposal for a New Researcher Award, in collaboration with the Membership Committee. This would be a recruitment measure that would focus on academic excellence in the first 5 years at the University. The new academic could apply for this award which would have a monetary award attached to it. This application/recruitment incentive would involve a recommendation from an established MAUT member, publicity for MAUT and connection with other departmental members.

Council agreed with this proposal and the discussion will continue concerning funding.

10. CAUT and FQPPU

Once the agenda for the upcoming FQPPU *Conseil* [April 19-20/2018] is available, the MAUT Strategy Group will be convened. NB: The Group met on April 16/2018 at the MAUT Office.

11. Other Business

o Kids & Company Update

For several years, MAUT has signed an annual contract with Kids & Company to ensure that members will be guaranteed to have a daycare space within six months. There are currently three daycare facilities in Montreal. As of June 1, 2018, these will be reduced to 2 facilities.

o Students' Open Letter re: sexual harassment

Council discussed the *April 4, 2018 SSMU Open Letter* calling for the launch of an external investigation into the office of the Dean of Arts' handling of complaints against faculty members accused of sexual violence that was sent to the Administration and the media. M. Richard commented that if the current mechanisms are either flawed or misapplied, they should be immediately corrected. Council noted that the students appear to want a single document/procedure that will deal with all cases. Council commented this may not be conceptually possible.

R. Sieber proposed striking a working group [R. Sieber, S. Gaskin and J. Ruglis] to test the current system, examine recent cases and determine if the policies in place have been correctly followed and have had results.

NB: On April 17, 2018, MAUT Executive issued a statement on MAUT Executive's position with respect to the open letter published by the SSMU.

https://www.mcgill.ca/maut/files/maut/maut_response_-_17-04-2018.pdf

o Issues related to building renovations and implications on research

A. Saroyan and A. van den Berg met with Prof. M. Stevenson on March 22, 2018 to discuss the current renovations in the Duff Medical Building and the difficult effects on her research.

7. Adjournment

A. Saroyan called for a motion to adjourn. R. Sieber moved to adjourn the meeting. Seconded by K. Hastings. The meeting adjourned at 2:10 pm.