
MAUT Council Meeting

Approved MINUTES

February 14, 2018

McGill Faculty Club 12:00 noon

<i>Present:</i>	
<i>Executive:</i>	<i>A. Saroyan, A. van den Berg, N. Hall, K. Hastings, J. Mauzeroll, P. Rohrbach</i>
<i>Council:</i>	<i>E. Shor, S. Gaskin, R. Sieber, J. Ruglis, S. Severson, T. Duchaine, C. Riches, M. Richard</i>
<i>Regrets:</i>	<i>A. Padjen T. Chalmers, T. Hébert, K. Zien, K. GowriSankaran, L. Gonnerman, S. Jordan</i>
<i>MAUT Staff:</i>	<i>H. Kerwin-Borrelli, J-A Watier, J. Varga</i>
<i>Guests:</i>	<i>D. Roseman, J. Hobbins, N. Quitariano, G. Mikkelson</i>

A. Saroyan called the meeting to order at 12:05 pm. She noted that D. Roseman, MUNACA VP Labour Relations, will make a presentation on the Research Institute as a Separate Administrator of Medical Research Grants.

1. Approval of Agenda

Council reviewed the Agenda for the Council meeting on February 14, 2018. K. Hastings moved to adopt the agenda. P. Rohrbach seconded the motion. Council approved unanimously.

2. Approval of Minutes

Council reviewed the Minutes. J. Mauzeroll moved to adopt the Minutes of the January 24, 2018 Council meeting. Seconded by E. Shor. Council approved unanimously. The approved minutes are posted on MAUT's website.

3. Business Arising from the Minutes

a. Inconsistency between sabbatic leave options in the Regulations on Sabbatic Leaves for Tenure Track and Tenured Academic Staff and the Sabbatic Leave Application Form

M. Richard has examined the sabbatical Regulations and the sabbatical application form in light of Associate Provost A. Campbell's initial response to the concerns raised at MAUT Council in December 2017 and January 2018, the response being that Category C on the application form appears to be intended for use in cases in which half of a sabbatical leave is banked for later use. M. Richard concurred that banking half a sabbatical is a useful concept which provides desirable flexibility, but he noted that the operational details of this practice do not appear to be documented in the Regulations or in the form. This lack of a clear and complete written framework for banked sabbaticals could lead to errors, to variations of practice between faculties, or to improper application. A. Saroyan and M. Richard will continue discussions with A. Campbell about how this problem about discrepancy and implications for academic staff can be rectified.

b. MURA-MAUT Entente – signed document

The Memorandum of Agreement, signed January 30/2018, was discussed. K. Hastings provided information on the annual financial contribution from MAUT [\$6.50 per Full and Associate Retired members]. This contribution will be divided 35:65 between MURA [McGill University Retirees Association] and MAUT-RS [Retirees Section] This Agreement will permit MAUT members who retire to become MURA members without paying dues to MURA. The proposal is to have MAUT-RS members pay a nominal fee [\$5.00] to indicate their continued membership status and update their contact information. This will enable MAUT to maintain accurate membership records. This arrangement will be reviewed annually.

K. Hasting proposed a motion to change the Retired Members' dues. Seconded by P. Rohrbach. Council approved unanimously.

See Appendix I for the text of this motion

c. Administrative Overload Survey - Draft Report [A. van den Berg]

A. van den Berg thanked fellow Working Group members: R. Sieber, N. Hall and S. Severson. He referred to the details on the Draft Report which will be shared with MUNASA and MUNACA and eventually presented to the Provost. The survey questionnaire was sent to members on November 13/17 and the Working Group received over 230 responses. There were 550 distinct items of concern forwarded by members, which are summarized in 21 broadly distinct categories, *ranked according to the frequency in which they were mentioned*. Council commented on the amount of funds allocated to Administrative Excellence Centres and senior administrative positions. At the local levels, the number of support staff has declined and academics have had to take on extra administrative duties. Council also discussed the following:

- to use the survey data to propose solutions to the Administration
- to acquire benchmarking data from other universities and to sample individual departments at McGill
- to calculate the number of support staff/assistants who have taken sick leave or are on LTD due to burnout
- that the distribution of support staff is not equitable across the board, as some units are managing
- to estimate the cost of new reforms imposed on central units that have lower administrative support and compare results with the benefits
- that the costs to academic staff, [for example, the deferred exam pilot project] do not appear in any calculations

This document will be reviewed by Executive and then brought again to Council for brainstorming. A. Saroyan thanked the Working Group.

d. Presentation by David Roseman, MUNACA VP Labour Relations

D. Roseman forwarded this text.

MUNACA made an access to information request of the RI-MUHC, and received a response that it is not a public institution, but private. We have therefore filed a request with the access to information commission - La commission d'accès à l'information, because we believe it clearly is a public institution.

*The ACT RESPECTING EDUCATIONAL INSTITUTIONS AT THE UNIVERSITY LEVEL
Lists all the universities in Quebec, and then states;*

(10) any faculty, school or institute of any of the institutions contemplated in paragraphs 1 to 9 which is managed by a legal person separate from that which administers such institution;

The ACT RESPECTING ACCESS TO DOCUMENTS HELD BY PUBLIC BODIES AND THE PROTECTION OF PERSONAL INFORMATION mentions:

6. School bodies include regional school boards, the Comité de gestion de la taxe scolaire de l'île de Montréal, institutions whose instructional program is the subject of an international agreement within the meaning of the Act respecting the Ministère des Relations internationales

(chapter M-25.1.1), general and vocational colleges and the university institutions mentioned in paragraphs 1 to 11 of section 1 of the Act respecting educational institutions at the university level (chapter E-14.1).

As a subsidiary argument we're claiming that the research institute, since it is integral to the clinical care given at the hospital, should be considered a health care institution, as well.

That's the argument related to the act. There is another argument we are putting forth related to the Charter of Rights and Freedoms. It has been established that access to information is an integral component of the right to freedom of expression, and refusal by a publicly funded body such as the RI is an undue infringement on that fundamental right. We wish, in other words, that the notion of what constitutes a public body be interpreted in a broad and liberal manner, in keeping with the objectives of the law.

MUNACA is concerned that the decision to outsource most medical research at McGill to the Research Institute was made without any community discussion, or any discussion of the legislative bodies. It is also concerned that McGill students and postdocs work in a facility over which McGill has no direct oversight, and a limited ability to gauge the scope or nature of activities.

R. Sieber commented on differences in salaries and benefits for some professors at the RI and questioned whether this distribution is fair. D. Roseman noted these issues have also been raised at monthly meetings of the MCC. To date, the RI has not responded to any of MUNACA's requests for information. D. Roseman asked whether MAUT would support their legal activities. A. Saroyan responded that MAUT would discuss this internally first, taking into account the broader context and thanked D. Roseman who left at 12:45.

e. Changing the frequency of MAUT General meetings [J. Varga, K. Hastings]

J. Varga forwarded a file on the frequency that members of the U15 hold General Meetings per year. For several years, the attendance at MAUT's Fall [FGM] and Spring [SGM] General Meetings have been below quorum [100 full members]. The SGM, held in April, reports the annual election results for Executive and Council members. The Fall General Meeting, held in November, presents the Auditor's Report and the proposed MAUT budget for the next fiscal year. The proposal to change the frequency of meetings will be brought to Executive and Council for further discussion and then to the Spring General meeting for a vote.

Council referred to MAUT's Constitution for the requirements for general meetings. There is the option, if necessary and when requested by members, to hold additional general meetings. It was suggested the Audited Statements, prepared following the end of MAUT's fiscal year, [August 31st] could be presented at a Council meeting in December that would be open to all members. M. Richard noted that abolishing the Fall General Meeting would involve amending the MAUT Constitution as per the requirements of Article XIV, including the requirement for quorum at a General Meeting; should quorum not be met, the vote would be conducted by an electronic ballot of the membership.

Council also discussed the following:

- MAUT is looking for new ways to communicate with all members by means of targeted activities

- If the FGM were to be abolished, it should be replaced by another activity for all members

f. First time Deferred Exam Pilot Project [A. Saroyan]

A. Saroyan communicated with C. Buddle [Dean of Students] and emphasized the need to involve faculty in assessing the data from this pilot project. Dean Buddle responded that a reassessment of the project, at the end of this second year of operation, will take place and MAUT will be consulted.

g. Action on MAUT's motion to divest its holdings in fossil fuels [K. Hastings]

K. Hastings reported that he and M. Chaudhury [Finance Committee] have reviewed the components in the Association's four funds. He remarked there are environmental ethical alternatives and that fossil-free options exist to replace MAUT's current funds. The financial implications of this project will be discussed at the March Council meeting and brought to the SGM on April 20th, for members' input.

h. Request from Tadjia Hall – motion to contribute \$1000 – tabled from Jan 24/18 Council meeting [K. Hastings]

K. Hastings noted that Council can authorize expenditures up to \$5000 per fiscal year [Sept 01 to August 31]. There was a suggestion to re-examine MAUT's By-Law on Donations, which could be addressed at a future meeting.

K. Hastings, noting the mutually beneficial links between MAUT, the Faculty Club and the Macdonald Faculty Club [Tadjia Hall], proposed a motion that MAUT contribute the sum of \$1000 to Tadjia Hall to help it address its current financial difficulties. Seconded by E. Shor. Council agreed unanimously.

[See Appendix II for the text of this motion](#)

4. Elections Update [K. Hastings on behalf of T. Hébert]

K. Hastings reported on a positive response to the Call for Nominations, sent on February 09/18 to the membership, for candidates for Executive and Council positions for the 2018-2019 academic year, which begins following the April 20th, 2018 SGM.

5. MAUT's Brief to the Principal's Task Force on Respect and Inclusion in Campus Life

P. Rohrbach reported the proposed document was in its final editing stage and will be sent to the Co-Chairs [Professors B. Lennox and N. Ramanujam]. Update: MAUT's brief was forwarded on February 20th, 2018.

[See Appendix III for MAUT's Brief](#)

6. CAUT and FQPPU [J. Mauzeroll]

The main issue discussed was whether the FQPPU was truly representing MAUT and McGill concerns and how to best influence decisions that have broader implications for the entire professorate and not just a particular group of universities. B. Robaire [FQPPU Governance Committee] and D. Guitton [FQPPU Executive] have been asked to speak on this issue. MAUT was invited to contribute to FQPPU's proposed policy on sexual violence. The focus is on providing a safe environment of the entire university community.

7. Report on CASC meeting and meeting with the Principal and Provost [A. Saroyan]

A. Saroyan noted the salary data for this year has been publicized. Next year there will be a 2% increase in salaries, which will likely not be sufficient to keep MAUT's current position among

the U15. A sub-committee of the CASC has been formed to envision possible strategies that will make McGill academics' compensation package more attractive and address the gender gap in salaries.

A. Saroyan reported that the Principal requested MAUT work with the Administration on a Code of Conduct. R. Sieber proposed that MAUT develop its own Code of Conduct and post it on the website. This discussion will continue at the next Council meeting.

8. Other Business

There was no Other Business.

9. Adjournment

A. Saroyan called for a motion to adjourn. R. Sieber moved to adjourn the meeting. Seconded by N. Hall. The meeting adjourned at 2:05 pm.

Appendix I

Motion on Changing the Retired Member dues:

Whereas the January 30 2018 Memorandum of Agreement between MAUT and the McGill University Retiree Association includes a provision that provides a new funding source for MAUT Retired member events organized by the MAUT Retiree Affairs Committee that are currently funded through the annual \$25 MAUT Retired member dues, and

whereas this new funding source reduces the future need to generate funds from the Retired Member dues, and

whereas the MAUT Constitution (article III.3) requires that continued Retired Member status be dependent upon annual payment of Retired Member dues, and

whereas the MAUT constitution (article VI.1.6) requires that the number of Retired Members be known from year to year, to which end an annual payment of the Retired Member dues is a uniquely apt counting mechanism, and

whereas the MAUT Constitution (article XII.1) stipulates that the schedule of dues and fees for Retired Members shall be drawn up by Council and presented for discussion at a general meeting before final approval by Council, and

whereas a reduction of the Retired Member annual fee from its current \$25 amount to \$5 would be acceptable to the Retiree Affairs Committee in the context of the MAUT-MURA agreement,

Therefore be it resolved today that MAUT Council provisionally sets the MAUT Retired Member annual dues at \$5, to take effect June 1, 2018, with a final decision to be made following the 2018 Spring General Meeting, at which the proposed decrease will be discussed.

Appendix II

Motion on financial support for Tadjia Hall

Whereas there are strong mutual beneficial links between MAUT and the Faculty Club and the Macdonald campus faculty club Tadjia Hall, and

whereas MAUT promotes the interests of all sectors of the McGill University academic staff, including those located at the Macdonald campus, and

whereas Tadjia Hall is in the throes of a serious financial crisis arising from the costs of successful legal action required to maintain its liquor license, a crisis that threatens its existence and continued service to the university community,

Therefore, be it resolved that MAUT make a one-time contribution of the sum of \$1000 to Tadjia Hall to help it overcome the present acute financial crisis and permit it to continue in its usual functions.

Appendix III

MAUT Brief Presented to the Task Force on Respect and Inclusion in Campus Life

Brief Presented to the Task Force on Respect and Inclusion in Campus Life Submitted by: The McGill Association of University Teachers (MAUT)

To: Bruce Lennox, Co-Chair, Principal's Task Force on Respect and Inclusion in Campus Life

Nandini Ramanujam, Co-Chair, Principal's Task Force on Respect and Inclusion in Campus Life

principals.taskforce@mcgill.ca

20 February 2018

Background:

Academic freedom is a defining core value for the McGill Association of University Teachers (MAUT) and its members. The dramatic increase of incidents revolving around the issue of respect for diversity and free speech across Canadian campuses including our own, alerts us that the challenges involved in protecting academic freedom are far greater in today's climate. These incidents and the pushback reactions they have elicited from various constituent groups on campuses raise serious concerns about censorship, lack of tolerance for those who are different or who have different views, and an increasingly stifling work environment where individuals are being deterred from and harassed for expressing their views freely and for being different.

The McGill Association of University Teachers (MAUT) appreciates the timely formation of the "Principal's Task Force on Respect and Inclusion on Campus Life" and its attempt to reach out to our community to examine more broadly the questions that have arisen concerning matters of respect, tolerance, and inclusion within our institution.

Current Status:

The recent allegations of anti-Semitism surrounding votes taken at the SSMU and other similar events that have happened in the course of the last few years indicate that McGill is not immune to the wave of intolerance spreading across North American campuses.

With 40,000 students (almost 30% international) and approx. 2,000 faculty, we take pride in having one of the most international faculty and student bodies in North America. With this composition, we are exposed to diversity in all its manifestations. A diversity of views is at the core of what McGill stands for and how it presents itself to the world. The recent incidents, however, suggest that even in our research-intensive, internationalized University, instead of

logic and evidence, emotions, misinformation or lack of information can influence behaviour. We have become painfully aware that individuals and causes representing a diversity of opinion are at times treated with disrespect and intolerance, unworthy of our intellectual mission and respect for academic freedom.

Campus incidents which, in extreme cases, result in the harassment of individuals to keep their thoughts to themselves, do not have a place in academia. There is no single opinion or position on any issue, and nor should there be, as diversity makes this impossible. We join our voices to those who have condemned “the anti-intellectual shift that is derailing our fundamental right to the pursuit of knowledge.” (Globe and Mail, June 28, 2017).

Our concerns also extend to other challenges that McGill academic staff face in their workplace, as they navigate student-teacher relationships and responsibilities. Furthermore, issues concerning equity, if not directly then indirectly, often have consequences for inclusion and in enabling individuals to be fully functional and productive members of our University. Careers and career trajectories are often hampered because of inequitable conditions. Important family care responsibilities (children, elderly parents, sick family members) impact academic careers and are recognized as a key concern in ensuring equity, in particular gender equity. A good portion of our academic staff has aging parents. With the increasing inefficiencies in the health care system, staff are often required to assume primary care duties for their parents in addition to managing their personal lives and workload. At present, McGill has no process to accommodate these additional burdens. For instance, there is no transparent approach for requesting reduced workload for primary care duties without jeopardizing career advancement.

A similar concern related to equity and inclusion, though not solely gender, is the disproportional number of women and members of other marginalized and minority groups who rise to the level of full professorship or are named as chairs (e.g., James McGill, Dawson, CRC I and II).

Securing equity for members of all marginalized groups is a goal each university should strive for. Attaining this requires vigilant monitoring and action so that systemic practices do not become entrenched as normative practices.

Key Considerations:

A core element of MAUT’s *raison d’être* is the protection of academic freedom. We are deeply committed to this principle and feel that, in addition to being a part of McGill’s mission statement, it should have governance power to protect us in the exercise of this freedom in our research and teaching, without fearing for our reputation, career, and life. If not in academia, where else can new ideas and thoughts be shared, exposed to scrutiny and respectfully challenged based on facts and evidence?

We further advocate that inclusion and tolerance for diversity is not limited to diversity in ideas but includes diversity in all its forms: ethnicity and cultural background, religion, colour, gender, sexual preference, and physical and mental abilities. An issue pertaining to gender equity and academic careers, for instance, emerged in the 2014 MAUT survey on child care for Academic Staff members. Results indicated that individuals expected greater support from McGill University in this key period of their career. We, therefore, encourage the Task Force on Respect and Inclusion in Campus Life to take into account all elements of inclusion that includes but is not limited to recognition, respect, accountability, responsibility, as well as balanced and healthy working environment.

Options:

MAUT recommends that the Statement on Academic Freedom, which the University has recently adopted, be raised to the level of a policy that can be enforced.

Institutional infrastructure (physical, policies, etc.) and the individuals within it must value, respect, and embrace diversity in every aspect in order to render our environment conducive for the work we do to advance our academic mission. With respect to freedom of expression, MAUT does not condone comments that incite harm against others but fully supports an open environment conducive to freely expressed opinions that encourages the exchange of ideas in mutual respect without fear of repercussions. *MAUT encourages the Task Force to recommend actions that (a) raise awareness regarding respect for diversity in our community, and (b) make it transparent and clear that those who chose McGill for their education and work value its diversity, in all ways in which diversity manifests itself.*

MAUT also encourages the Task Force to explore conditions under which responsible discourse can flourish.

It further encourages the Task Force to explore ways in which our institutional practices in hiring, tenure and promotion, nominations for awards and chair positions are made inclusive, transparent, fair and consistent across all units. We wish to see improved equity in tenure and promotion through balanced committees, with a commitment to mixed gender/minority/disability representation on these committees. We also wish to see equitable input in hiring, particularly from members of the recruiting unit (e.g., all faculty members in a unit having access to candidate files and to departmental discussions regarding the generation of long and short lists).

Furthermore, we wish to see mechanisms and assurances put in place for appropriate support in exceptional circumstances and as individuals progress through their life trajectories. Issues related to childcare and considerations to support individuals when they are confronted with unusual family responsibilities, including caring for aging parents and family members, remain important to MAUT.

In order to ensure that our policies and practices meet our aspirational targets, we recommend reviewing equity and inclusiveness in all McGill units every 3 years.

Conclusion:

We thank the “Principal’s Task Force on Respect and Inclusion on Campus Life” for the important work they have undertaken and offer any contribution that MAUT can make to render our community a tolerant, respectful, and inclusive haven for all those who work and study at McGill.

Yours Truly,



Alenoush Saroyan
MAUT President

CC: bruce.lennox@mcgill.ca
nandini.ramanujam@mcgill.ca