

MAUT Council Meeting

Approved MINUTES

January 24, 2018

McGill Faculty Club 12:00 noon

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

A. van den Berg called the meeting to order at 12:15 pm. He welcomed guest, Prof. Ipek Türeli of McGill University who updated Council on the activities of the local chapter of *Academics for Peace* and the dire situation facing academics in Turkey.

Council members proposed continuing solidarity efforts and bringing these issues to the Provost's attention and to CAUT and FQPPU Councils. A. van den Berg thanked Prof. Türeli for her presentation and asked her to continue to update McGill academics. Prof. Türeli left at 12:53 pm.

1. Approval of Agenda

Council reviewed the Agenda for the Council meeting on January 24, 2018. R. Sieber added a discussion of the Research Institute under Other Business. Also added was the OneDrive Protocol. With these additions, P. Rohrbach moved to adopt the agenda. S. Jordan seconded the motion. Council approved unanimously.

2. Approval of Minutes

N. Hall moved to adopt the Minutes of the November 8, 2017 Council meeting. Seconded by E. Shor. Council approved unanimously. The approved minutes are posted on MAUT's website.

T. Sieber moved to adopt the Minutes of the December 13, 2017 Council meeting. Seconded by T. Duchaine. Council approved unanimously. The approved minutes are posted on MAUT's website.

3. Business Arising from the Minutes

a. Inconsistency between sabbatic leave Regulations and the sabbatic leave application form

At the December meeting, M. Richard had noted that there are three options in the sabbatic leave application form but that only two options are permitted in the sabbatic leave Regulations. A. van den Berg reported that this has been brought to the attention of AP A. Campbell; in her opinion, the third option is only intended for cases in which half of a sabbatical leave is banked for later use. M. Richard indicated that the form needs to be revised to clarify the circumstances under which the third option can be used validly. Council requested that M. Richard prepare a draft of the revision and that he send it to the Executive for follow-up.

b. MAUT General Meetings- motion to be brought forward next time

Council discussed the pros and cons of holding one General Meeting per year. J. Varga will report on the practices at other Canadian universities. Council noted the Fall General Meeting

presented the Auditor's Annual Report. R. Sieber remarked General Meetings allow for constitutional changes. The current practice is for MAUT to hold two General Meetings (a) in April to announce election results, and (b) in November to provide the audited financial statements. Council discussed the possibility that one General Meeting could suffice and another could be called, if necessary.

4. First –Time Only Deferred Final Exam Pilot Project [Axel, Nathan]

Council discussed the email response from Dean C. Buddle [Students] following the email request for information forwarded by A. Saroyan [Jan 14/18]. MAUT was not consulted on this pilot project and pointed out the effect of the additional workload for academics. MAUT has requested that faculty be consulted before further action is taken.

Dean Buddle's response promised an evaluation of the effects of this pilot project, following its 2nd year, and will provide supporting data. S. Gaskin forwarded a suggestion that students requesting a 1st time deferral could write it the next time the exam is offered.

Council will provide data on the increased workload for academics resulting from this deferral project and suggested that academics be polled on this issue. MAUT will compare the results of its survey with the data provided by the ESAAC [Enrolment and Student Affairs Advisory Committee], and prepare a response. This discussion will continue.

T. Duchaine left at 1:05 pm.

5. Letter from the Provost – RE: Supplemental Notional Arrangement (SNA) [Axel]

Council acknowledged the memorandum [January 4/18] from the Provost's office announcing the termination of the Supplemental Notional Arrangement for MUPP members as of April 30, 2018. The SNA was introduced in January 2012 and affected members nearing retirement. This cancellation will be discussed at the next CASC meeting. On January 17/18, A. Saroyan wrote the Provost to ensure that all MUPP who currently have a SNA account will receive notice of this cancellation.

6. Request from Tadja Hall

Motion to contribute \$1000 [Ken]

Though absent, K. Hastings forwarded the text of a proposed motion for Council to contribute \$1,000 to help Tadja Hall with its current financial difficulties. M. Richard pointed out Council can authorize contributions up to \$5,000 per year. Council had already contributed this amount to CAUT's Academic Freedom Committee for the 2017-2018 year. A proposed solution was to defer this motion and decision until MAUT's fiscal year 2018-2019 which begins on September 1, 2018. A. Saroyan will contact C. Turnbull, Tadja Hall Manager.

7. Motion on Changing the Retired Members' Dues

K. Hastings also forwarded a motion concerning dues paid by Retired Members. This motion was deferred to the next Council meeting.

8. Proposal to appoint MAUT President as member of Senate ex officio, to keep a balance between faculty elected and ex officio administrative Senators

M. Richard provided data on the 111 members of Senate. There are currently 56 elected academic staff members of Senate, as per the established practice which gives academic representatives a majority of 50% +1 on Senate. Associate Provost (Policies, Procedures and Equity) Angela Campbell currently sits on Senate as an elected academic member from the

Faculty of Law. A notice of motion has been given for an amendment of the Statutes which would create an ex officio Senate seat for the Associate Provost; this would free up a seat for an elected Senator from Law, but it would also raise the total Senate membership to 112 and the academic representatives would lose their majority. MAUT's suggestion is to add another elected academic position (either for the MAUT President or for an MAUT-elected academic member). M. Richard noted that Senate used to have 113 members, but this number dropped to the current figure of 111 because 2 Senate seats (one ex officio, one elected) were eliminated when the Faculty of Religious Studies became a department in the Faculty of Arts.

9. Open Dossiers

a. Administrative Overload Survey

The analysis of the survey results is on-going. The Committee will have a report for J. Mauzeroll, [VP External] at the upcoming FQPPU *Conseil*.

b. Revision of Regulations Related to the Employment of Academic Staff [RREAS] Ken

Council discussed the upcoming meeting of this committee with AP A. Campbell and McGill General Counsel L. Thibault. This revision process stems from the dismissal of an MAUT member without an appeal process. MAUT is advocating for a peer review process and progress has been made.

10. Communications [Nathan]

a. Bi-weekly MAUT email “digests” vs. 4 Newsletters annually

N. Hall proposed replacing the Newsletters, produced four times per year, with monthly or bi-weekly digests. The purpose is to reduce mass email correspondence and increase membership engagement. Council noted that time-sensitive matters would be dealt with immediately. One example used was breaking information on *Academics for Peace*. Council will continue to consider this proposal.

N. Hall forwarded his report. **Please see Appendix I**

b. Awards

N. Hall commented on MAUT's annual Scholarship given to a female engineering student that was instituted following the 1989 Massacre at *École polytechnique*. He proposed that MAUT offer annual awards to academics, which could be a recruitment incentive. The amount mentioned was \$500.00. Some proposals were:

New Researchers' Awards
MAUT Teaching Awards
Conference Travel Awards
Service in MAUT Awards
Conference Organization Awards

This item will be discussed at the next Membership Committee Meeting.

11. CAUT and FQPPU [Janine]

a. *États généraux de l'enseignement supérieur* to be held May 3-5, 2018 and the regional prep meeting

The question of reevaluating MAUT's membership in the FQPPU was discussed and will continue to be considered. J. Mauzeroll, along with J. Varga will attend the next FQPPU *Conseil* and CAUT Council.

12. Other Business

a. OneDrive Protocol

Council commented that the Agendas need to be finalized and a closing date specified for changes after which no modifications will be made. Once a Council meeting agenda has been approved, it will then be sent, via the Listserv, as an invitation to MAUT members to attend the meeting.

Council also discussed developing a clear protocol on how to handle the meeting documents on OneDrive. Who will have access to the documents on OneDrive? Who will have editing privileges? The final folder and draft minutes will be archived. Final Council minutes will be posted on the website. S. Severson has offered to set up a protocol for further discussion.

b. Research Institute

R. Sieber updated Council on the issue raised by MUNACA about the existence of the Research Institute as a separate entity administrating grants for medical researchers. The RI is a private entity and not subject to McGill's scrutiny. There are transparency issues as the bulk of indirect costs goes to the local unit and not to the university. Another issue concerns salaries for RAs employed through the Research Institute. R. Sieber has requested that D. Roseman, MUNACA VP Labour Relations attend the next Council meeting, accompanied by MUNACA President, T. Chalmers to discuss the issue.

c) Promotion and Emeritus Status

Council also addressed the awarding of the honorific title of Emeritus/Emerita Professors and Librarians. At this point, academics who have been Full Professors or Full Librarians for five years or more at the time of their retirement may apply for this designation. Reference was made to the *Regulations on Retirement of Academic Staff*, whose Section 5 governs the Emeritus/Emerita designation.

R. Sieber commented that many female Associate Professors cannot achieve Full Professor status because of inequities between their career tracks and those of male professors. Council was invited to examine the sections of the *Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff* and of the *Regulations Relating to the Employment of Librarian Staff* which govern promotions to the rank of Full Professor / Full Librarian. Council asked if the current situation could be considered discriminatory as there are more female academics than male at the Associate Professor level. Council will ask for data from the Senate Sub-Committee on Women.

13. Adjournment

A. van den Berg called for a motion to adjourn. E. Shor moved to adjourn the meeting. Seconded by S. Jordan. The meeting adjourned at 2:15 pm.

Appendix I

Here are the benefits and drawbacks of the digest vs. newsletter:

Benefits:

- newsletter is carryover from print methods, need to reassess if it remains the most effective means of communicating with members in digital only format

- systematize and reduce mass emails (e.g., mass email ideas/requests will be compiled and disseminated on a bi-weekly or monthly basis in a digest)
- reduces workload from much larger 4 newsletters annually to ~10 newsletters annually (e.g., one per month, not in summer)
- much of newsletter content will consist of event reminders that can be prescheduled, as well as mass email requests (e.g., advocacy requests by other orgs, requests from exec, etc.)
- should promote engagement more consistently, and not disengage members who feel they receive too many/inconsistently frequent (e.g., none vs. binges) emails from MAUT
- digest would be shorter than newsletter; perhaps more likely to be read in its entirety, and less work to prepare by exec members vs. more lengthy newsletter submission
- could replace newsletter entirely, submissions for newsletter would not have to wait as long for release
- newsletter not presently being used as a "term/year in review" format making it mainly consist of topical issues at that time, thus already similar to a digest just longer
- could possibly be divided into sections or tags such as internal, external, events/social, advocacy, reminders, content from partner orgs (e.g., CAUT section?)
- should overall allow or email communications to be more consistent, more structured, more timely, less reactionary, having fewer errors
- could be exact same format as newsletter for now (just shorter), but also could also be colorful, visually engaging as illustrated in these examples

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http://mcgill.imodules.com/controls/email_marketing/admin/email_marketing_email_viewer.aspx?sid=1762&eiid=1514&seiid=1059&usearchive=1&puid=7dfca7a8-61b4-4155-baa5-07c7a35fb380&csid=438052

-- <http://mailchi.mp/cim/ge0tuq3qm6-270169?e=5548c48983>

Potential issues:

- oversight; newsletter is proofread by exec for content and tone, how does a shorter more regular digest get monitored
- workload; who does it (e.g., VP Communications in collaboration with Engagement Officer at present), can be prescheduled but does involve more consistent work (vs. spike in newsletter prep work 4 x per year)
- searchability; concerns raised by committee re: posting on website and being less searchable when there are more issues to search through for content

- format; should it be a series of links that members click on, seeing the headlines as a table of contents (they are redirected to our site/social media), or full text in blurbs like a newsletter but shorter
 - reviews; should we keep the newsletter but have it be more review-oriented and happen only twice a year in September and January, or December and May summarizing the efforts of MAUT over the past term and reviewing progress, or could this be instead taking the form of a longer term-end "digest" that reviews the term/year
 - constitution; do we abolish the newsletter in its present form and refer to as digest, or simply reorganize our constitution to have it occur every month and modify requirements as needed
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