

## **MAUT Council Meeting**

### **Approved MINUTES**

June 14, 2017

McGill Faculty Club 12:00 noon

*Present:*

*Executive:* A. Saroyan, A. van den Berg, K. Hasting, N. Hall, P. Rohrbach

*Council:* M. Richard, E. Shor, C. Riches, T. Duchaine, R. Sieber, S. Jordan, K. Zien, S. Severson, S. Gaskin

*Regrets:* K. GowriSankaran, T. Hébert, J. Mauzeroll, L. Gonnerman, J. Ruglis

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

*Guests:* E. Zorychta, S. Algieri

A. Saroyan called the meeting to order at 12:14 pm.

### **Open Session**

#### **1. Approval of Agenda**

Council reviewed the Agenda for the Council meeting on June 14, 2017. There were several changes. Under Business Arising, a discussion on AMURE was added. Under Other Business, S. Algieri will update the proposed motion concerning the Membership Committee and information on the MAUT PostCard. K. Hastings will address (a) the noise issue due to ongoing construction and (b) the displacement of staff.

With these changes, E. Shor moved to adopt the amended Agenda. Seconded by P. Rohrbach. Council approved unanimously.

#### **2. Approval of Minutes**

The Minutes of the May 17, 2017 Joint Council Meeting were circulated. R. Sieber moved to adopt the minutes. Seconded by A. van den Berg. Council agreed. The minutes are posted on MAUT's website.

#### **3. Business Arising from the Minutes**

- **Update on AMURE**

This item referred to updates involving the new collective agreement between the university and the AMURE labour union. The Principal Investigators [PIs] have been left in the dark and have not been involved in the process from the beginning and have been unable to provide input into on-going negotiations. The funding to pay RAs comes from their grants and changes to the amounts that they are currently paying will have an impact on their research budgets and research advancement. A preliminary meeting with R. Comeau [Director, Employee Relations, HR] will be held on June 28/17. A. Saroyan noted this meeting is a positive response to a previous request to the Provost [February 22/17] to open a channel of communication with PIs. However, the meeting notice [June 13/17 for campus-based Faculty members only] has stipulated that participant PIs would not be able to discuss or comment on negotiations with anyone, including their colleagues and employees represented by AMURE. Moreover, the proposed schedule for upcoming meetings is slated for the summer months when participants' availability may be difficult. In a letter to R. Comeau, dated June 15/17, A. Saroyan addressed two questions: (a) whether attending PIs could share meeting information with colleagues, and (b) whether attending PIs could share the implications of the agreement at the departmental level and be able to provide input into the concerns of researchers. In her letter, A. Saroyan noted the purpose of the June 28/17 meeting is to be able to "*anticipate, plan and cope with the financial consequences of the negotiations with AMURE*" and the "*obligation to treat the information as completely confidential will work against the express purpose of the meeting.*"

#### 4. Presentations

- **T. Duchaine & E. Zorychta: CAS Regulations**

E. Zorychta and T. Duchaine commented on the proposed changes to the *Regulations Relating to the Employment of Ranked and Unranked Contract Academic Staff [CAS]*. The current regulations date from the Senate May 2010 documents proposed by then Secretary-General W. Foster and Professor M. Baines who looked after the CAS dossier on behalf of MAUT.

A file outlining the current regulations and the proposed changes was forwarded to Council. Proposed changes noted included:

- Better information/conditions are mandatory in the Official Letter of Appointment [OLA] This is particularly important in the Faculty of Medicine, as Research Institutes and clinical departments are often run by physicians. PhDs are hired as researchers and could become “dispensable” after five years’ service. One proposed change is that contracts state whether the academics hired must get their own salary.
- An expiry date, if necessary, must be stated and the possibility or not of moving to a tenure track position must be clarified.
- If CAS are hired as full professors, these appointments must be approved by the Principal and the Board of Governors. This will be an indefinite appointment and not a contract. The rationale is to minimize exploitation of CAS.
- The changes note improvements for faculty lecturers and for senior faculty lecturers who can be promoted to assistant professors with an indefinite contract.
- The committee objected to minimizing severance packages.
- People hired pre 1994 with thirty years’ of good service could be terminated but would have a decent severance [1 month per year to a maximum of 24 months]
- CAS are identified in the hiring procedure and, like faculty, are evaluated on their performance in three categories of research, teaching and service.

T. Duchaine emphasized the need for clarity of expectations concerning CAS in Institutes particularly the possibility of transferring to a Tenure Track position.

- E. Zorychta emphasized vigilance on part of CAS Committee and MAUT.
- T. Duchaine expressed the need to encourage CAS and proposed an Information Orientation Session for CAS.

A. Saroyan thanked E. Zorychta, T. Duchaine, B. Robaire and C. Riches for their work on this dossier.

- **S. Gaskin: Update on error in foreign grad student transcripts conversions**

S. Gaskin reported that an error in converting foreign students’ grades to a McGill equivalent CGPA was found. It is due to a course by course truncation error before the average is calculated, resulting in an error of minus 0.5 CGPA points. A meeting with GPSC – Admissions was held on June 13/17 to address this issue.

- **Truncation error in CGPA of foreign students with numerical transcripts**

At a meeting with the Director and Manager of Graduate Admissions the existence of this error was acknowledged. The intent is, after consultation with the Admissions Officers, to correct it by converting only the final CGPA reported on the transcript. The discussion also covered the need to streamline the processing of transcripts for admissions, given the uncertainty association with CGPA values (direct of converted). It was suggested that a working group, of professors, be formed to advise Graduate Admissions on a revision of processes. It was also suggested that

an MAUT Forum be held to provide input on issues to be addressed in a review process. The forum would be held next fall, organized by S. Gaskin.

R. Sieber reminded Council about the upcoming survey on the “Death by Forms” issues and the administrative tasks downloaded to academics that have impacted their academic work.

## **5. President’s Report [A. Saroyan]**

- Macdonald Campus Meeting [June 07/17]

A. Saroyan reported on the MAC Campus meeting at Tadjia Hall. Two main issues concerned MAC colleagues. One has to do with the centralized administration model which has two hubs. The one that looks after graduate students’ affairs seems to be working well. The hub for undergraduates has a less positive outcome. The students feel detached from their departments. A. van den Berg suggested the need to do a members’ survey to examine patterns across Faculties.

The second issue concerned the harassment policy and its application. Questions were asked about the responsibilities of the Chair of the Department if there is a complaint when there is suspicion of harassment. If there is evidence of harassment, there is a process in place to deal with it.

The process is to call the Office concerned with Sexual Harassment Issues and the Office will pursue the case, not the Chair.

A. Saroyan noted the salient points of these policies dealing with harassment and support will be outlined in the Fall Newsletter. M. Richard noted those involved in harassment issues must proceed cautiously, follow proper procedures and use the laws in place.

Council noted the necessity for education for everybody on campus to minimize ignorance. Council commented on the possible underreporting of the numbers of cases but McGill is expected to issue a report shortly.

A. Saroyan noted the possibility of including this topic when planning for a Mentoring Session for Chairs.

The FQPPU produced a document on harassment available on the FQPPU website and at this link.

<..\..\..\fqppu\2017\June 14 2017 Docs on Harassment\FQPPU docs on Harassment\HP-Guide-de-sensibilisation-version-anglaise.pdf>

- **SBAC Issues – adding coverage**

Council discussed adding coverage for mental health issues. The SBAC meeting took place on June 13/17. E. Zorychta forwarded a brief report. The consultants from Willis Towers Watson did not note major differences from the previous year. They provided the statistics and answered questions. Updated statistics will be available in the fall. The premiums this year were adequate to cover the claims and what remained will cover unexpected fluctuations next year. There is no increase in premiums expected for 2017-2018. E. Zorychta emphasized that SBAC reports are not circulated beforehand but distributed at the meetings. Those distributed at the meeting on June 13/17 will be discussed at the fall meeting. Final decisions on agenda items will only occur after all the SBAC representatives have notified their respective employee groups and received approval. Both MAUT Executive and Council will have to approve any changes.

E. Zorychta reported on concerns raised about mental health issues for McGill employees and the suggestion to implement additional strategies to raise awareness about prevention, stress management and the available services concerning education, understanding, prevention of illness and knowledge of resources.

- **Academic Freedom Forum Planning**

A. Saroyan noted that she, K. Hastings, A. van den Berg, and T. Hébert will meet over the summer to plan the general concept of this forum. A meeting will take place at 12:00 noon on June 21/17.

- **Course Evaluations**

A. Saroyan commented on a CAUTgen discussion [June 11/17] on problems associated with student online evaluations. Prof. J. Galaty raised this issue and Council will discuss issues such as validity and response rate before pursuing them with the Provost's Office.

## **6. VP Finance Report [K. Hastings]**

- **Update: MAUT Membership & Engagement Officer – MAUT Staff Member**

K. Hastings reported the MAUT Executive drafted a job description for the Membership Engagement Officer. A Selection Committee composed of A. Saroyan, N. Hall, S. Algieri, A. van den Berg and K. Hastings has been set up. The committee will consider all CVs [24] and propose a short list to Council for feedback. The Committee will integrate the comments, generate a ranked order and carry out interviews. The MAUT Officers, H. Kerwin-Borrelli and J. Varga, will also briefly meet with the short-listed candidates.

- **Update: MAUT's Institutional Membership with Kids and Company**

K. Hastings presented the background for the renewal of the contract with Kids and Company which provides access for MAUT members to daycare services and proposed the following.

*Be it resolved that MAUT renew its institutional membership in Kids & Company for the 2017/18 academic year, at a cost of \$5,000.*

The motion was seconded by R. Sieber. Council agreed unanimously.

- **Update on Support Letter requested by MCLIU**

Text forwarded by K. Hastings:

*At the May 17 2017 MAUT Council we considered a letter in support of MCLIU's issues with the 15% reserve pool of courses, but we didn't adopt the text that had been proposed by MCLIU (somewhat vague and implied expert knowledge on our part of sections of the MCLIU collective agreement). We concluded at Council that we should try to draft a letter focused specifically on something we understand and care about. The draft below was composed by Renée Sieber and Ken Hastings and was discussed at the June 8 MAUT Exec meeting. The following motion was presented:*

*Be it resolved that the MAUT President shall write a letter to the Provost as follows:*

*Dear Provost Manfredi,*

*MAUT is concerned about the implementation of Article 15 of the MCLIU collective agreement that effectively reduces the number of courses available to be taught by graduate student or postdoctoral trainees. Article 15.03 specifies the size of the subset of "not-posted" university courses, which includes all courses that could in principle be available for such graduate student or post-graduate trainee teaching experiences. Two aspects of the implementation of Article 15.03 reduce the pool of courses that is actually available for graduate students or post-graduate trainees to teach. First, a large fraction of the total not-posted pool has been assigned to a unit - the School of Continuing Studies - that does not have any graduate student or postdoctoral trainees. This reduces the number of courses university-wide that could be taught by graduate students or post-graduate trainees. Given the importance of these teaching experiences we believe that the courses in the 15 percent not-posted pool should be preferentially assigned to units that assign teaching to graduate students or post-graduate trainees.*

*Second, when it comes to teaching courses in the not-posted pool, graduate students or post-graduate trainees essentially compete with several other classes of potential teachers including a category termed "professional". Recently, this category has accounted for a significant fraction, approximately one-third, of the total pool of not-posted courses. Excessive use of the "professional" category results in more courses given by that group and fewer by other groups, such as graduate students or post-graduate trainees at the university.*

*We would appreciate a speedy resolution in this matter and any clarification if there have been recent changes.*

*Sincerely,*

The proposed motion was read by K. Hastings and seconded by R. Sieber. Council approved unanimously.

#### **7. VP Internal Report [P. Rohrbach]**

- **Reports from Committee Chairs [forwarded]**

P. Rohrbach referred to the reports from the Chairs of the Standing Committees that were circulated to Council. P. Rohrbach moved to have Council accept these reports. Seconded by K. Hastings. Council approved unanimously. The reports are included in Appendices I through VIII. These include: the Collegiality Committee, Communications Committee, Faculty Club Committee, Finance Committee, Membership Committee, Non-Discrimination Committee, MAUT Retirees' Committee and the Tenure & Mentoring Committee.

#### **8. Report on MAUT-MURA Memorandum of Agreement [MOA] [K. Hastings]**

K. Hastings proposed the following motion which was seconded by R. Sieber:

*Be it resolved that MAUT pay \$4,500 to MURA in the 2017/18 academic year to provide free MURA membership for that year for all members of MAUT-Retirees Section, and all people who were MAUT members at their retirement and who had paid at least one full year of MAUT membership dues.*

Council agreed with one abstention.

## 9. VP Communications [N. Hall]

### • Updates on MAUT's Social Media Presence

N. Hall updated Executive on plans for MAUT's Social Media Presence. His report is repeated here for Council's information:

*Here is a bullet list of issues concerning MAUT social media as of June 8, 2017*

- *Recently posted relevant links on FB/TW to La Press article re: President of @SPUQO faculty union suspension*
- *Preschedule FB/TW posts concerning topics of professional development interest (e.g., teaching, social media, well-being, research)*
- *Share topical posts as requested by associated individuals or organizations (e.g., a recent request from OSD to promote their UDL workshop for faculty; Duke faculty union requested a post in support of their ongoing negotiations; a colleague of Gen Gore requested a repost of an effort to prevent Quebec archives closure)*
- *Engage with related organizations on Twitter (e.g., following, sharing posts from other faculty associations, other McGill org accounts)*
- *Share content from MAUT social media feeds on other personal accounts I run for maximal exposure*
- *Gained 100+ followers since May on both FB/TW platforms due to engagement efforts*
- *I am currently completing the second website management course this week with IT and have been added as site admin*
- *We agreed to reduce FB site admin to myself and one other as backup to prevent multiple notifications, streamline (currently Gen Gore, future: Engagement Officer)*
- *We discussed the Engagement Officer engaging with myself and social media to prepare posts, find followers, etc.*
- *A YouTube account for MAUT has now been set up; agreement at present is to upload upcoming Naylor report session for public viewing (possibly general meetings also)*
- *Will also cross-post Naylor report session to FB video to utilize/increase engagement on that platform*
- *Live feeds via YouTube/FB discouraged due to presently low online engagement/attendance*
- *Meetings to be recorded need to inform attendees of agreement to have their image/voice broadcast online*
- *Likely not possible to host videos on MAUT website for general meetings (or recorded meetings of a sensitive nature) despite new password option due to lack of space*
- *Mailing list responsibilities delegated principally to Honore Kerwin-Borrelli and Gen Gore for time being*
- *Can promote work of students, lab successes, prof. publications, etc.*
- *Mass email to MAUT forthcoming to inform of FB/TW accounts (can draft when ready)*

## 10. VP External Report [J. Mauzeroll]

### • CAUT Issue: MAUT's Contribution to the CAUT's Academic Freedom Fund

K. Hastings proposed the following motion that was seconded by A. van den Berg. NB: Council can approve a gift of up to \$5,000 without going to a General Meeting.

*Be it resolved that MAUT contribute \$5,000 to the CAUT Academic Freedom Fund during the 2017/18 academic year.*

Council approved unanimously.

## 11. Other Business

### • S. Algieri [Membership Issues Motion to approve funds]

S. Algieri presented the Membership Committee's request for funds for the 2017/18 social/informational events:

*Be it resolved that a budget of \$28,000.00 be approved for MAUT's Membership Committee to organize MAUT Social and Info Events for the Academic Year 2017-18:*

1. \$1,000.00/Update, print and distribute MAUT Pamphlets.
2. \$2,000.00/Print and distribute postcards advertising 2017-18 MAUT Social and Info Events.
3. \$25,000.00/MAUT-sponsored Social and Info Events (5).

Moved by S. Algieri and Seconded by K. Hastings. Council approved unanimously.

- **Noise Disturbance**

K. Hastings noted the construction noise disturbances on campus and mentioned the Stewart Biology Building. He noted that several academics have been displaced during this construction period.

Council suggested that A. Saroyan write to (a) VP Y. Beauchamp [Administration and Finance] (b) to Secretary-General E. Rogowska and (c) to the Board of Governors' Building and Properties Committee concerning advance notice of campus planning and the displacement of academics during this construction time. There are also complaints about air quality, dust, shaking and noise.

R. Sieber noted that the MCC and MUNACA had drafted a letter about the adverse effects of this disturbance and will send this proposed letter to N. Hall for possible adaptation by MAUT. Council then began the Closed Session. E. Zorychta left the Council meeting.

## **12. Adjournment**

A. Saroyan asked for a motion to adjourn. R. Sieber moved to adjourn the meeting. Seconded by A. van den Berg. Council approved unanimously. The meeting adjourned at 2:20 pm.

Appendices I through VIII

<..\2016-2017\Council June 14 2017\Docs Sent 1\PDF of Chair Responses\2016-17 annual report - MAUT Collegiality Committee.pdf>

<..\2016-2017\Council June 14 2017\Docs Sent 1\PDF of Chair Responses\2016-17 annual report - MAUT Communications Committee.pdf>

<..\2016-2017\Council June 14 2017\Docs Sent 1\PDF of Chair Responses\2016-17 annual report - MAUT Faculty Club Committee.pdf>

<..\2016-2017\Council June 14 2017\Docs Sent 1\PDF of Chair Responses\2016-17 annual report - MAUT Non-discrimination Committee.pdf>

<..\2016-2017\Council June 14 2017\Docs Sent 1\PDF of Chair Responses\2016-17 annual report - MAUT Finance Committee.pdf>

<..\2016-2017\Council June 14 2017\Docs Sent 1\PDF of Chair Responses\2016-17 annual report - MAUT Retiree Committee.docx.pdf>

[..\2016-2017\Council June 14 2017\Docs Sent 1\PDF of Chair Responses\2016-17 annual report - MAUT Tenure and Mentoring Committee.pdf](#)

[..\2016-2017\Council June 14 2017\Docs Sent 1\PDF of Chair Responses\MAUT Membership Committee Annual Report 2016-2017.pdf](#)