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## **MAUT Council Meeting**

### **Approved MINUTES**

September 20, 2017

McGill Faculty Club 12:00 noon

*Present:*

*Executive:* A. Saroyan, T. Hébert, K. Hasting, N. Hall, P. Rohrbach, J. Mauzeroll

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

*Regrets:* A. van den Berg, K. GowriSankaran, T. Duchaine, L. Gonnerman

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

A. Saroyan called the meeting to order at 12:10 pm.

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

Council reviewed the Agenda for the Council meeting on September 20, 2017. A. Saroyan noted the change in the layout of the agenda as it is listed by topics to be addressed instead of by positions. Proposed additions to the agenda included: (a) Follow up on the Error in Foreign Graduate Student Transcripts Report to be addressed under Other Business; (b) Fall General Meeting on November 17/17 to be addressed under Information. With these additions, K. Hastings moved to approve the Agenda. Seconded by T. Hébert. Council approved unanimously.

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

The Minutes of the June 14, 2017 Council Meeting were circulated. S. Gaskin noted a spelling mistake. R. Sieber moved to adopt the minutes as corrected. Seconded by N. Hall. Council agreed. The approved minutes are posted on MAUT's website.

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

- **Follow up to the Error in Foreign Graduate Student Transcripts Report**

Due to time constraints, the text of S. Gaskin's report will be addressed under Other Business.

#### **4. Information**

- **Our new Membership Engagement Officer [Jo-Anne Watier]**

A. Saroyan introduced Jo-Anne Watier who joined the MAUT Office on August 14, 2017 and has been warmly welcomed. She will be actively involved in membership and recruitment initiatives.

- **Co-sponsoring a Speaker [Prof. Malinda Smith – Prof. A. Blackett proposal]**

A. Saroyan remarked the proposed speaker from the University of Alberta [Political Science] has extensive experience with equity issues. A. Saroyan contacted the members of MAUT's Non-Discrimination Committee and received favorable responses to support this initiative. This Co-sponsored Forum would take place in the Spring 2018 term.

Council discussed MAUT's co-sponsorship of this and other events. Reference was made to a previous co-sponsored event with S.E.D.E. [2009] featuring guest speaker Prof. A. Stewart [Dalhousie U.] M. Richard commented that equity issues are aligned with the Association's and that Council, after discussion, has endorsed such initiatives. He also noted MAUT's endorsement lends credibility to such events. The consensus from Council was to proceed with this request and stipulate specific details concerning MAUT's co-sponsorship.

- **PCard issues [E. Shor]**

E. Shor noted that the Administration has taken away PCards from some academics, citing the fallout from the Tri-Council audit recommendations. Questions of eligibility and placement under departmental funds have arisen. Council proposed the following:

- Ask Council members and colleagues for details of their experiences
- Request an explanation of the Administration's reaction to the Tri-Council Audit
- Invite an "expert" to list and explain PCard policies
- Following input from Council, possibly develop a survey for members to forward their issues

- **Mentoring [Survey by Assoc. Provost A. Campbell]**

A. Saroyan has provided initial feedback on this survey concerning mentoring for pre-tenure academics and will add suggestions from Council to the Associate Provost. NB: This is a request, not an official consultation, from the Associate Provost.

Council discussed the following:

- What form of mentorship is currently available at McGill – what is involved?
- Noted: the willingness of the Administration to understand and improve structural issues
- Examining workable models and how they can be adapted
- How mentors and mentees are matched
- Whether the mentoring process is effective at present, and if not, what can be done to improve it?
- The nature of the issues that concern pre-tenured faculty and librarians
- Data needed on mentoring guidance provided and how it can be improved
- Mentorship guides can be obtained from the Libraries [formal mentoring process], Education [Educational Psychology – Ref: J. Derevensky], Pediatrics/Neurology & Neurosurgery [Ref: G. Tannenbaum] and Chemistry.
- Whether mentors are compensated
- The request could be sent to newly-hired academics [1<sup>st</sup> & 2<sup>nd</sup> year] and possibly 3<sup>rd</sup> and 4<sup>th</sup> year academics as the responses will come from target audiences

A. Saroyan added MAUT is planning a workshop specifically for mentors and that there is a Joint Senate/Board Meeting on Mentorship on November 15/17. The theme of the meeting is "Building stronger communities and citizenship through mentorship." A Saroyan has offered to present data from MAUT's annual Tenure, Renewal and Mentoring Workshops.

Specific information will be requested on CAS data at McGill. Council discussed:

- Information needed on the target cohort – good recruitment opportunity
- Addressing the specific needs of CAS academics
- Identify the structural deficiencies faced by CAS and propose possible solutions

- **CAUT Focus Group**

On November 02/17 there will be a focus group meeting at the MAUT Office organized by CAUT. Attending will be representatives from MAUT and Concordia Faculty Associations. CAUT is looking for input on its service to member associations, their satisfaction level with current services, and what can be improved. Members participating on behalf of MAUT are: Caroline Riches, Edith Zorychta, Eran Shor, Petra Rohrbach, Axel van den Berg and Alenoush Saroyan.

- **CAUT Survey of CAS across Canadian Universities**

C. Riches noted on October 20-21/2017, there will be a CAS Conference: “**STRONGER TOGETHER: ACHIEVING FAIRNESS FOR CONTRACT ACADEMIC STAFF**”. C. Riches and P. Rohrbach are attending.

CAUT memo 17:23, circulated to Council, announced a survey on CAS in Canadian Universities. Council was asked to pass this information on to colleagues and discussed the following:

- Specific data will be needed [numbers and contact information] of CAS at McGill
- A request will be made to Assoc. Provost A. Campbell to provide this information which will be used to forward the survey
- The MAUT ListServ does not distinguish CAS members [or any particular group, ex: Retirees] and cannot be used for this purpose

- **Input invited for Selection of:**

- **Dean – School of Continuing Studies [SCS]**

A memo has been circulated to all academics at the university to solicit their comments. K. Hastings noted comments from MCLIU concerning the teaching allotment of courses for this semester. Several lecturers who had taught in the SCS for decades had their number of courses reduced or were not hired. A. Saroyan sent a letter to Provost Manfred requesting clarification. K. Hastings brought up another issue: the casualization of universities in North America and asked for Council’s input on whether MAUT’s input to the advisory group should address this. One recommendation was that the Dean of SCS be an academic and to hire tenure-track professors. J. Varga noted there are multiple rankings for academic staff at McGill. R. Sieber inquired about the mandate for candidates applying for the position of Dean of SCS. S. Jordan mentioned that he is a member of the advisory committee.

- **Deputy Provost – Student Life and Learning [DP-SLL]**

A memo has been circulated to academics at the university to solicit their comments on the possible reappointment of the Deputy Provost. This position [DP-SLL] resulted from a recommendation of the Principal’s Task Force [Principal Emerita H. Munroe-Blum]. Council noted the mandate for this position is completely focused on students. Council discussed the following:

- How does this position differ from that of Dean of Students?
    - Does the original mandate for the DP-SLL still apply?

- **Fall General Meeting [FGM - Nov 17/2017]**

Council focused on planning for the FGM and discussed the following:

- Format for the FGM
- Specific focus
- Involvement of academics at the MAC campus

R. Sieber inquired about numbers. Attendance at General Meetings is a concern across the country. [Attendance at the SGM April 2017 was 74 [including Retired Members] and the quorum requirement is 100.] A. Saroyan noted the SGM followed the Tenure & Mentoring Forum and in the past years has resulted in more faculty attending the SGM.

## **5. MAUT Consultations in Progress**

- **Regulation on the Conduct of Research**

P. Rohrbach commented on aspects of the Regulations for the Conduct of Research which has been contentious including an issue regarding research that could be potentially [not

intentionally] harmful. The document [**Regulation on the Conduct of Research**] has been circulated to Council for further input before responding to the Associate Provost.

- **Employment Regulations**

Several meetings with Assoc. Provost A. Campbell have taken place. The members of this *ad hoc* Committee include: A. Saroyan, K. Hastings, P. Rohrbach, J. Galaty, P. Caines, and R. Janda. Associate Provost A. Campbell and L. Thibault, [General Council, Legal Services] are the counterparts in the discussions.

The purpose is to ensure that the Regulations pertaining to dismissal allow for a peer based disciplinary hearing committee before any final decision is made. The *ad hoc* Committee will meet again and their report will be brought to Council before forwarding to the Associate Provost.

- **Service Portfolio Guidelines**

P. Rohrbach [MAUT], R. Canuel [Libraries] and Associate Provost A. Campbell have been working on these guidelines. MAUT is expecting their report. M. Richard noted that the Service Portfolio Guidelines would constitute Appendix C of the Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff, and that a corresponding Appendix C needs to be added to the Regulations Relating to the Employment of Librarian Staff. He also noted that an Appendix B (Research Portfolio Guidelines) needs to be added to the latter set of regulations, to correspond to the Appendix B which was added last year to the former set of regulations. Council discussed the following:

- What constitutes “service”
- How “service” is weighted – % as part of the three categories for tenure
- How uniform/equal is this “weight” across faculties
- Different faculties have different expectations [Ex. Music and Science]
- When applying for tenure, could “service” be counted as “superior”
- Suggestion to formalize the importance of “service”
- If “service” is depreciated, it will be difficult to populate committees

## **6. Forums and Workshops**

- **Academic Freedom Forum Update**

NB: The upcoming Forum on Academic Freedom will take place on October 26<sup>th</sup>, 2017 at the Faculty Club. Information on the keynote speaker, panelists, and the agenda will be forwarded.

- **Mentoring [MAUT’s Workshop]**

MAUT will host a Forum on Mentoring in Spring 2018.

## **7. Follow up on Initiatives**

- **Welcome Gathering**

The Welcome Gathering on September 7, 2017 was very successful. Children enjoyed the Petting Zoo and Magic Show activities.

- **Update on Support for the Naylor Report**

T. Hébert reported on active engagement from academics and students who will be seeking support from their MPs. There have been several op-eds including those from Principal Fortier. T. Hébert thanked J. Mauzeroll [VP External] and VP Research M. Crago, one of the authors of the Report, who have kept up the momentum. It was suggested that MAUT ask M. Crago what the Association can do to facilitate support for these issues. It was proposed that requests, emphasizing the importance of the recommendations, be made to Charitable Organizations and

Industry Leaders. This issue will be brought to the Board of Governors and kept on the Administration's radar. A. Saroyan will communicate with the Chair of the BoG and actively solicit support for the recommendations of the Naylor Report.

On November 23, 2017, CAUT has organized Parliament Hill Day. This initiative provides an opportunity for a *one-on-one* with individual MPs and another opportunity to solicit their support. At this point, there are five MAUT members who have registered with both CAUT and MAUT for this event. Three of these will also be attending the CAUT Council.

The Newsletter will update members with an article by T. Hébert on MAUT's Forum on the Naylor Report [June 20/2017] and indicate avenues of support.

- **Survey to assess increase in Non-Academic duties**

A. van den Berg will forward a preamble to the survey and proposed questions. J. Mauzeroll will bring this agenda item to the upcoming FQPPU *Conseil fédéral*.

- **Membership Drive**

This initiative is on-going with MAUT events such as the Welcome Gathering and upcoming Octoberfest Apple Picking. Invitations have been sent to all academics eligible for membership in MAUT.

## **8. MAUT-MURA Entente**

T. Hébert updated Council on the following:

- MAUT-RS concerns and how can they be addressed
- MAUT-RS expectations
- What funding will MAUT provide to MURA as a result of this entente
- What are the respective responsibilities: MAUT and MURA
- How often will this entente be reviewed

## **9. Updates on MAUT's Social Media Presence**

N. Hall [VP Communications] forwarded his report:

- Final edits on Newsletter – articles from A. Saroyan, A. van den Berg, K. Hastings, N. Hall, T. Hébert and J-A Watier
- YouTube: previous general meetings uploaded but private (available upon demand to specific users)
- Forthcoming general meetings to be “unlisted” (not searchable but can be shared via email)
- No live feed of general meetings for off-campus faculty (e.g., Macdonald campus)
- Facebook/Twitter: over 700 Facebook followers
- Collaboration with J-A Watier to post images (with permission) to Welcome Gathering/Facebook album
- Connecting with other agencies online (e.g. Universities Canada for live FB feed of Naylor Report panel) - over 350 followers
- Posting faculty development content, reposting Canada/Quebec/McGill content relevant to faculty

J. Ruglis asked about privacy issues and that recorded meetings could dissuade membership participation. A disclaimer will be made at the beginning of general meetings. One possibility was that members could submit written questions. Another concern was visual tagging. M.

Richard noted that Senate meetings are live-streamed but unavailable after the Minutes are approved. This conversation will continue.

## 10. Other Business

- **K. Zien – Motion for the FGM for Council input and consideration – McGill to divest its financial holdings from fossil fuel companies.**

K. Zien introduced the following motion for discussion and Council's information:

*WHEREAS all 196 nations in the United Nations Framework Convention on Climate Change (UNFCCC) have agreed on a target of limiting emissions to a level that would prevent global temperature increase beyond 2 °C above pre-industrial levels, based on research from the Nobel-Prize winning Intergovernmental Panel on Climate Change, in order to "prevent dangerous anthropogenic interference with the climate system"; and*

*WHEREAS the major fossil fuel companies severely impair the global community's ability to adhere to the UNFCCC's protocols, by continuing exploration and extraction of fossil-fuel reserves beyond sustainable limits, and by actively undermining the transition toward renewable and sustainable energy sources; and*

*WHEREAS divestment campaigns have historically been a successful means by which public institutions can apply pressure on and change the practices of regimes and industries engaged in documented social injury; and*

*WHEREAS McGill University has a proud history of socially responsible investment, divesting from companies doing business in South Africa's apartheid regime in 1985, and divesting from tobacco companies in 2007;*

*WHEREAS Cambridge University, the London School of Economics, and 52 other educational institutions in the UK; Stanford, Columbia, and 30 others in the US; University of Laval in Canada, and many other academic bodies around the world have already committed to partial or full divestment;*

*BE IT RESOLVED that the McGill Association of University Teachers (MAUT) divest its financial holdings from companies whose primary business is the extraction and/or distribution and sale of fossil fuels; and*

*BE IT FURTHER RESOLVED that MAUT lobby the university to divest the McGill University Pension Plan from these same fossil fuel companies; and*

*BE IT FURTHER RESOLVED that MAUT call on the university to divest its financial holdings from these same fossil fuel companies.*

Council reviewed the motion:

- Possible improvements in the wording – Council can work with the authors
- Procedural issue: 100 full members must be present [quorum] at a General Meeting[GM]
- The motion must be circulated prior to a GM
- This motion is similar to one circulated in 2013 at a GM
- Council's place is neither to support /or not support the motion but to allow the discussion to take place at the GM
- This motion refers to both MAUT's and the University's holdings
- This motion is outside of normal MAUT business and would require input from the membership – Does this motion exceed MAUT's authority?

- Does this motion exceed the GM's authority, given that the MAUT Constitution stipulates that MAUT policies are set by Council?
- Only full members can make motions
- MAUT could support the intention of the motion to be aired at a GM
- That McGill has a role to play in intellectual and moral leadership and, following the destruction from Hurricanes Irma and Maria, could consider this action
- Council is asked to email their comments to K. Zien

- **Follow up to the Truncation Error in Foreign Graduate Student Transcripts Report**

S. Gaskin noted there has been no further follow up from the Admissions Office about the issue of the truncation error on CGPA calculation of foreign applicants. It was suggested that a question be raised to Senate on the topic. S. Gaskin is to prepare the question. T. Herbert, as Senator, has offered to raise the question at Senate.

Another proposed route is to contact J. Nalbantoglu, Dean of Graduate Studies, and VP Research, M. Crago for support.

R. Sieber noted this error should be noted in the "Death by Forms" survey.

### **11. Adjournment**

R. Sieber called for a motion to adjourn. Seconded by N. Hall. Council agreed unanimously. The meeting adjourned at 2:20 pm.