

MAUT Joint Council Meeting

Approved MINUTES

May 17, 2017

McGill Faculty Club 12:00 noon

Present:

Executive: A. Saroyan, T. Hébert, D. Lowther, G. Gore, A. van den Berg, J. Mauzeroll, K. Hasting

Council: M. Richard, E. Shor, V. Raghavan, C. Riches, T. Duchaine, J. Ruglis, R. Sieber, S. Jordan, K. Zien, L. Gonnerman, S. Severson

Regrets: S. Algieri, P. Rohrbach, K. GowriSankaran, D. Titone, S. Gaskin, N. Hall

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

Guests:

A. Saroyan called the meeting to order at 12:07 pm.

1. Approval of Agenda

Council reviewed the Agenda for the Joint Council meeting on May 17, 2017. There were no changes. T. Duchaine moved to accept the Agenda. Seconded by S. Jordan. Council approved unanimously.

2. Approval of Minutes

The Minutes of the April 12, 2017 meeting were circulated. D. Lowther moved to approve the Minutes. Seconded by A. van den Berg. Council agreed unanimously. The Minutes were posted on MAUT's website.

3. Business Arising from the Minutes

- **Structure for Fall 2017 Forum on Academic Freedom**

Council agreed that a working group would be struck to set up the structure of the Fall Forum on Academic Freedom. This discussion will continue at the next Council meeting.

4. President's Report [A. Saroyan]

- **MAC Campus Meeting rescheduled to June 07/17**

Council noted the MAC Campus General Meeting has been rescheduled to June 07, 2017 from 10:00 am to 12:00 noon

- **MAUT Executive Meeting scheduled for June 08/17- Room # 303; MAUT Council scheduled for June 14/17 Faculty Club**

Council noted the upcoming dates.

- **Reports from Chairs of Standing Committees and recommendations for committee membership for 2017-2018 – Motion for acceptance to be presented at Council on June 14/17**

A. Saroyan noted that reminders will be sent to the Chairs asking for their year-end reports and their recommendations for committee membership for the year 2017-2018. These reports will be posted on the website. To date, the Reports from the Finance Committee, the Tenure & Mentoring Committee, the Communications Committee and the Membership Committee have been received. K. Hastings noted the committee members have one-year renewable terms that can be approved at the Council meeting. He noted that a staggered approach is suggested to benefit new committee members.

MAUT has received reports from the Chairs of the following committees: Communications, Finance, Membership, and the Tenure & Mentoring. These and other reports from Chairs of

Standing Committees will be addressed at the June 14th, 2017 Council meeting where a motion to accept the reports will be presented.

The Chairs have been asked to forward a proposed list of their committee members for discussion and approval by Council on June 14/17.

- **MAUT support for CAS who are not MAUT members [shifting appointments & merit allocation]**

A. Saroyan reported that to date, two CAS non-MAUT members had asked the Association for assistance with situations concerning shifting appointments that lead to the inability to accumulate service in one type of employment for 6 years, and merit eligibility. MAUT's CAS Committee [chaired by C. Riches] is reviewing and recommending changes to the current CAS regulations. Council proposed that non-MAUT members seeking assistance meet with a working group [to be set up and include T. Duchaine] to discuss these issues:

- Senior Course Lecturers with many years of experience in a department now face a significant or complete loss of teaching courses
- Difficulties encountered when collecting merit
- Practices used in hiring CAS: "recruitment promises" of future tenure-track appointments

MAUT will request data on CAS numbers per faculty and department and the distribution of courses from AP A. Campbell.

Council noted that CAS are covered by MCLIU and most are not eligible for MAUT membership. Depending on individual circumstances, those in the CAS category can either be covered by MCLIU or MAUT, but not both. Clarification is needed as to who would qualify for membership in MCLIU. K. Hastings noted some Course Lecturers could be eligible for MAUT membership if their salary is 50% or greater than a McGill salary for a corresponding rank. S. Jordan proposed that the Association provide advice/services for CAS for the first contact and encourage membership, if applicable. R. Sieber suggested inviting J. Wong, MCLIU Communication and Mobilization Officer, to Council to clarify issues.

- **Circulating Edited Versions of Executive & Council documents prior to meetings**

Council discussed various mechanisms to simplify circulation of the latest, edited versions of documents for Executive and Council meetings.

- **MAUT's proposed representatives on the CASC working group [A. Saroyan, A. Van den Berg, J. Varga] and preliminary discussions on the membership of the 2017-2018 CASC and SBAC**

A. Saroyan named the three proposed members [President, President-Elect & Legal & Professional Officer] on the CASC working group. To date, no meeting has been convened by the Provost. This group will work on McGill's long-term strategy and vision to improve the University's standing within the U15.

A. Saroyan also noted that N. Acheson [retired academic] will need to be replaced on the SBAC. He was one of three MAUT representatives. MURA is lobbying for its own seat for retirees on the SBAC.

A. Saroyan also informed Council that since April 2017, there have been two instances where individuals who are not members of MAUT have made complaints to MAUT concerning insurance coverage. She sought input into the role of MAUT in pursuing complaints from non-members. The general consensus of Council was to pursue

matters that are of general interest and relevant to MAUT members but not specific requests of non-members unless they decide to become members of MAUT.

5. Past-President's Report [T. Hébert]

• MAUT Forum on June 20, 2017 [8:30 am to 12:00 noon] Guests and Details

T. Hébert reported the panelists will reflect a gender balance and speak on issues relating to several granting agencies. Council was asked to forward suggestions for panelists within and outside of the University. The title is: ***Implementing the Recommendations of the Naylor Report***. He noted the invitation has been publicized through Social Media. The attendance to date includes established, mid-career and early-career scientists from various universities. The Naylor Report outlines the necessity for a focused approach to research from the Ministers of Finance and Health, for clarity on policies, on-going political support, and financial assistance. T. Hébert is raising funds for this forum and possible follow-ups. The panelists will speak on topics outlined in the invitation. The main speaker will be Prof. J. Woodgett [Scientific Director, Lunenfeld-Tanenbaum Research Institute, Mount Sinai Hospital, Toronto]. Two panel presentations will be followed by breakout groups. The meeting will be recorded on YouTube.

• SBAC letter to VP Finance Y. Beauchamp – Support for Seat for MURA on SBAC

The members of the SBAC have written a letter to VP Beauchamp listing pertinent facts and the necessity for a seat for Retirees on the SBAC. The letter will be signed by the Association and Union stakeholders on the SBAC and forwarded by courier. MAUT will retain its three seats.

• MURA Update

T. Hébert updated Council on discussions leading to a Memorandum of Understanding [MOA] between McGill University Retirees Association [MURA] and MAUT. MURA membership will be open to all McGill retirees and deal with their issues, including rising benefit costs. The MAUT-Retirees Section will focus on those relating to retired academics. MAUT's annual financial contribution to MURA is being discussed.

• Rescheduled MAUT Forum on Writing "Beyond Awkward" [May 26/2017]

This interactive Forum will take place on May 26/2017. Professors S. Laver and D. Dechief are the moderators.

6. VP Finance [K. Hastings]

• Mil rate update and date of implementation

At the March 23/17 meeting, Council provisionally adopted a motion to reduce the mil rate from its current 6.5 to 5.8, effective September 1, 2017. This proposed motion was discussed at the Spring General Meeting [April 19/17]. The members' feedback [SGM] erred on the side of caution:

- Postponement of the mil rate decrease in case a legal situation arises involving a non-member
- Hiring a new MAUT Membership Engagement Officer on a contractual basis now and postponing the mil rate decrease to January 01/2018
- The dollar value of the mil rate decrease is modest and mostly symbolic
- In anticipation of a period of increased inflation, a conservative approach was suggested

R. Sieber moved to adopt the mil rate change from 6.5 to 5.8 with the implementation date of September 01/17. Seconded by A. Van den Berg.

Council noted the following:

- The members' feedback at the SGM urged caution
- Following the conclusion of the dismissed member's case, MAUT members expect a reduction in the mil rate
- Would MAUT support the legal case of an academic administrator and non-member?

A friendly amendment was proposed by K. Hastings to have the start date postponed to January 01/2018. Council agreed. The original mover and seconder approved. Council continued the discussion on the later implementation date. A vote was called and the friendly motion was defeated by a vote of 8 to 5, with several abstentions.

J. Mauzeroll reintroduced the motion to reduce the mil rate from 6.5 to 5.8, effective September 01/17. Seconded by C. Riches. Council noted the following:

- The optics of keeping MAUT's promise to reduce the mil rate following the conclusion of the legal case involving a dismissed member
- Members with diverse opinions had the opportunity to attend the SGM and provide their input

A vote was called concerning the mil rate decrease and September 01/17 implementation date. Council agreed unanimously and the motion was carried.

- **MCC [McGill Communities Council] Meeting on May 03/17 with BoG members**

K. Hastings reported the guests included S. (Kip) Cobbett, Chair of the BoG, R. Panda, Incoming Chair, and E. Rogowska, McGill Secretary-General. The MCC was convened following the MAUT's GPS Report on the November 2011 riots. K. Hastings noted a good discussion with the Board members on the mechanism for appointing internal and external Board members, the procedure for their selection and Board's evaluation of its annual activities. The expectation is that this meeting is an initial dialogue between the MCC and the Board.

- **Possible MAUT support for MCLIU [McGill Course Lecturers and Instructors Union] "Professionals" issue**

K. Hastings noted that MCLIU possibly has as many members as does MAUT. MCLIU has circulated a letter to McGill associations and unions in the MCC asking for their support for Course Lecturers [CLs] and Instructors, some with years of teaching experience, who hope to retain their jobs. According to MCLIU, the University has misinterpreted Article 15.3 of its Collective Agreement [CA] and is hiring professional, outside of the University, to teach the Career and Professional Development [CPD] courses. In addition, the hiring units at McGill have not been able to reserve courses for their post graduate and Post-Doctoral fellows who need this teaching experience. MCLIU has asked MCC members for a letter to support its petition which the Associations and Unions would send to the Administration.

Council discussed whether MAUT should be involved in a labour dispute between a union and the University. As MAUT does not have all details concerning MCLIU's CA and Article 15.3, the Union will be asked to provide clarification. In particular, MAUT would need to know the following:

- Aspects of the reserve course issues
- Is the disappearance of possible graduate student-taught courses a concern that MAUT can address?
- MAUT's purpose is to support the Association's concerns and would need to have details concerning:
 - Distribution of courses among units

- Interpretation of the term “professionals”
- MCLIU – who does this Union represent at McGill?
- Is this a MAUT issue?
- Information on the reserved courses in School of Continuing Studies
- The current situation is ill-defined – no action can be taken at this point
- How are other Associations and Unions responding to MCLIU’s letter?
- A revised petition/letter is expected

This agenda item will be addressed at the June 2017 Council meeting.

- **Allocation for Course Relief for Executive members [Provost’s and MAUT’s contribution]**

K. Hastings presented the information concerning the annual course relief/research allowance for Executive members and the Chair of the Librarians’ Section. E. Shor proposed:

Be it resolved that Council approve \$27,900 of MAUT funds as Executive course relief/research allowance to supplement the Provost’s allocation for the 2017/18 academic year.

Seconded by M. Richard. A vote was called and Council approved with 1 abstention. MAUT has requested a new account from McGill Accounting that would be under the President’s control, receive funds from the MAUT Account and the Provost, and be used for the agreed-upon transfers.

7. VP Communications [N. Hall]

- **Posting of ListServ Mailing Lists [Ref: CEU President M. Ignatieff]**

N. Hall noted as a follow up to MAUT’s letter of support to President M. Ignatieff and the email campaign for the Central European University [CEU], the links to the email campaign have been posted on the ListServ for members’ information.

8. VP External Report [J. Mauzeroll and former VP External A. van den Berg]

- **CAUT**

Their report noted that CAUT will not re-open the case of MAUT’s dismissed member. CAUT’s current investigation will involve issues about the resignation of A. Potter and possible violations of academic freedom. CAUT is looking for Francophone members, possibly involved in journalism, willing to serve on this investigation. The CAUT proceedings against the University concern the distinction between administrative and academic positions as defined in Statements on Academic Freedom [CAUT’s and others]. The next CAUT Council meeting will take place in November 2017. A. van den Berg noted the following:

- T. Mawhinney will serve on CAUT Librarians and Archivists Committee.
- P. Rohrbach has been elected to CAUT’s Committee on Equity.
- L. Fellows will serve on CAUT’s Clinicians’ Committee.

- **FQPPU**

A. van den Berg noted that the Fédération has been primarily focused on issues of concern to the UQ system. With UdeM [another research-intensive university] rejoining the FQPPU, MAUT’s interests will be on their radar. On April 26/17, MAUT members [A. Saroyan, A vd Berg, B. Robaire, D. Guillon] invited J-M Lafortune [FQPPU President] for an informal lunch. Various topics were discussed including the FQPPU’s position on the A. Potter case, MAUT’s increased influence within the FQPPU since D. Guillon is on the Executive Committee and B. Robaire on the *Gouvernance Committee*. Also discussed were the differences between research-intensive and teaching-oriented universities, the \$10,000 /annual research grant for all Québec professors

campaign, the decision to hold additional informal MAUT/FQPPU discussions, the administrative burden downloaded on the professoriate, the financing of the 360⁰ media campaign to showcase the contributions of university professors to the general public, which will be financed by the Fédération. There will be no mil rate increase for FQPPU dues.

9. Membership Committee Report [S. Algieri - report presented by K. Hastings]

• **Update: Meeting on May 12/17: Event dates for 2017-2018**

K. Hastings presented the events and dates. These included: the Welcome Gathering on September 7/17, the Octoberfest Apple Picking on October 1/17, MAUT's Guide to the Univers(ity) on November 7/17, the Winter Brunch on January 21/18, MAUT's Family Discovery Workshop on April 8/18 and the Tenure & Mentoring Workshop on April 20/18. The Membership Committee will be presenting its budget for the 2017-18 events at the June Council Meeting. K. Hastings noted the Committee will host an event per month in 2017.

10. Other Business

• **K. Hastings' letter to academics in the Neuro Faculty [document for reference only]**

Council received a copy of K. Hastings' recruitment letter to non-member colleagues in Neurology which provided much information about MAUT as an Association. The letter referred to MAUT's involvement in aspects of academic life, including MAUT's purpose, on-going discussions with the Administration on working environment issues, salaries, benefits, governance, consultations, and revisions to regulations. He invited colleagues to join the Association. K. Hastings noted the current PowerPoint presentation featuring MAUT is readily available and can be adapted for presentation per department and faculty meetings.

R. Sieber noted the MCC nominated K. Hastings for McGill's Equity and Community Award. His contributions were recognized at the award event.

11. Adjournment

A. Saroyan called for a motion to adjourn. S. Jordan moved to adjourn the meeting. Seconded by A. van den Berg. Council agreed unanimously. The meeting adjourned at 1:55 pm.