

MAUT Council Meeting

APPROVED MINUTES

Wednesday, December 14, 2016
McGill Faculty Club 12:00 noon

Present:
Executive: A. Saroyan, A. van den Berg, K. Hastings, G. Gore, P. Rohrbach
Council: M. Richard, T. Duchaine, S. Gaskin, J. Ruglis, J. Boruff, R. Sieber, S. Algieri, S. Jordan, K. GowriSankaran, D. Titone
Regrets: T. Hébert, D. Lowther, E. Shor, V. Raghavan, C. Riches
MAUT Staff: H. Kerwin-Borrelli, J. Varga
Guests: L-M Munter, O. Dyens, C. Buddle, L. Winer, M. Gélinas

A. Saroyan called the meeting to order at 12:08pm.

1. Approval of Agenda

Council reviewed the Agenda for the December 14, 2016 Council Meeting. There were no changes. R. Sieber moved to approve the Agenda. Seconded by S. Jordan. Council approved unanimously.

2. Approval of Minutes

The Minutes of the November 9th, 2016 meeting were reviewed. K. Hastings proposed that summaries, background information, circulated for Council's information, appear in the Council Minutes as brief details. These would include motions and approved actions. Council discussed maximalist, minimalist and intermediate ways of taking Minutes and this discussion will be considered at the Executive Meeting. Appended documents would include reports for distribution to the membership. With this in mind, the Minutes of the November 9th, 2016 Council meeting were tabled for approval at the January 25th, 2017 Council meeting.

Meeting documents are distributed to Council members prior to the actual meeting date. Among the suggestions was a proposal for password-protected documents on the website that would be available for Council members only.

3. Business Arising from the Minutes

- **Update: MAUT Ad-hoc Committee Report on Harassment Policy Amendments and Sexual Violence Policy Draft [S. Gaskin, R. Sieber, J. Ruglis]**

S. Gaskin reported the Sexual Violence Policy has been passed by Senate and the Board of Governors and now remains to be implemented. There are two committees – one involved with the Direct Implementation of the Policy and the other with Research. MAUT will be regularly informed of their progress.

S. Gaskin referred to the editorial in the Montreal Gazette by Associate Provost A. Campbell concerning the Sexual Violence Policy: <http://montrealgazette.com/opinion/columnists/opinion-why-canadian-universities-need-a-policy-against-sexual-violence>

The sub-committee will be following the implementation of the Policy in 2017. Under Section 22 of the Policy, a committee will be struck to conduct a "Campus study of sexual violence".

S. Gaskin reported on the job description, posted on the Harassment Website, of the Senior Equity and Inclusion Officer, [SEIO] Me. Pascale Legros: <http://www.mcgill.ca/harass/contact-senior-equity-inclusion-officer>

She commented on the dual and potentially conflicting role of providing support and oversight. R. Sieber asked about MAUT's reaction to this posting and the possibility of further consultations since the Association had reiterated its concerns with the job description of the SEIO. A. Saroyan noted that Council had recommended two separate positions to reflect the distinct responsibilities.

Council discussed the following:

- The process of collecting information/data on the issues encountered
 - The issue of confidentiality – must be arm's length from the Administration, similar to The SEDE [Social Equity & Diversity Education] Office, and The Office of the Ombudsperson, both of which operate at arm's length
 - The SEIO has a two year contract [lack of independence]
 - Where would the SEIO fit in McGill's organizational chart?
 - Who would a client contact? The SEIO or one of the listed Assessors?
- **Update on information to members re: Research Assistant Pay Equity [K. Hastings & T. Duchaine]**

K. Hastings reported on the responses to the November 11, 2016 documents sent to the Listserv by T. Hébert, T. Duchaine and K. Hastings. One responder asked whether the Association was against equity payments, which it is not. The ad hoc working group is considering sending a second, updated message to the ListServ based on members' compiled comments and encouraging them to express their concerns directly to the Provost and "cc" MAUT. The ad hoc working group will continue with these issues. Another concern expressed was the unionization and taxation of Post-Docs and that the Research Investigators would be making EI contributions. K. Hastings noted that while negotiations were on-going, no decisions would be made and emphasized that people's livelihood was at stake. He noted the Régie was in charge of the administration of equity cases and its ruling is expected in August 2017.

- **Updated information about AMUSE – Association of McGill University Support Employees [R. Sieber]**

R. Sieber reported there has been a tentative agreement with the University with the possibility of ratification in January 2017. She commented that while not all Work Study Students [WSS] are members of AMUSE, many are students in Music and were not aware of the work stoppage. She emphasized that job postings should be scrutinized as WSS have been used to replace clerical staff. She noted the challenges in organizing students in AMUSE as neither up-to-date membership lists may not be readily available nor signed contract information. Council asked the following:

- The actual number of AMUSE members
- The number of AMUSE members who actually voted in the referendum
- The definition of "quorum" at official meetings
- How to contact WSS with information about joining AMUSE
- The various job descriptions that would fall under the AMUSE umbrella
- MAUT to keep on top of be aware of "Assistant" positions with varying degrees of academic and staffing requirements
- In some cases, casual employees are performing professional work
- Possible integration of AMUSE and MUNACA – information to be forwarded and process defined

4. President's Report [T. Hébert, presented by A. Saroyan]

○ **MURA-related amendments to By-Laws [for adoption- M. Richard]**

The background information and proposed motions were distributed to Council. M. Richard proposed the three motions, seconded by K. Hastings

*First Motion: **Motion on MAUT-MURA Division of Responsibilities***

Be it resolved: that MAUT Council approve the establishment of a division of responsibilities between MAUT and the McGill University Retiree Association (MURA) on the following basis:

MAUT shall be responsible for representing to the University Administration any issues which pertain exclusively to retired academics, while MURA shall be responsible for representing to the University Administration any retiree-related issues which pertain to all retirees from all employee groups.

In particular, MAUT shall be responsible for the following matters:

- *Any proposed modifications to the Regulations on Retirement of Academic Staff.*
- *The creation or modification of any other Regulations, or any modifications to the University Statutes, which pertain to the subject of retirement and which affect academic staff exclusively.*
- *The creation or modification of any policies, procedures or guidelines which pertain to the subject of retirement and which affect academic staff exclusively.*
- *Any retiree benefits or services which are exclusively applicable to retired academic staff.*
- *Any matters which are discussed at the Committee on Academic Staff Compensation, including those elements of pension issues which fall within CASC's area of responsibility.*
- *Any retirement incentive programs which are exclusively applicable to academic staff.*
- *Any matters pertaining to post-retirement academic appointments.*
- *Any matters pertaining to the right of retired academic staff to teach.*
- *Any matters pertaining to the right of retired academic staff to serve as MAUT Advisors.*

A. Saroyan commented on the very clear division in the agreement between the two Associations. K. GowriSankaran congratulated M. Richard on this important work.

A vote was called and Council approved the motion unanimously.

*Second Motion: **Amendment to the Retiree Affairs Committee Section of the MAUT By-Law Governing Standing Committees***

Be it resolved: that MAUT Council amend the Retiree Affairs Committee Section of the MAUT By-Law Governing Standing Committees by changing the sentence which currently reads "Monitoring and making recommendations related to health and other benefits of MAUT Retired Members, including privileges provided by McGill." to read as follows:

Monitoring and making recommendations related to health and other benefits of MAUT Retired Members, including privileges provided by McGill exclusively to retired academic staff.

A vote was called and Council approved the motion unanimously.

Third Motion: **Amendment to the MAUT By-Law Governing Retired Members**

Be it resolved: that MAUT Council amend the MAUT By-Law Governing Retired Members to read as follows:

The activities involving Retirees are to remain revenue neutral as determined by an annual budgetary process and the ongoing adjustment of Retired Member fees. The fee for participants in the activities organized by the Retiree Affairs Committee shall be determined by the Retiree Affairs Committee.

A vote was called and Council approved the motion unanimously.

5. Presentation by Deputy Provost O. Dyens [Student Life and Learning (SLL) at McGill]

Deputy Provost Dyens introduced his team: C. Buddle, Dean of Students, L. Winer, Director of Teaching & Learning Services and M. Gélinas, Sr. Director of Athletics. His PowerPoint was projected.

DP Dyens presented the 7 units of the SLL and its vision and mission. There are two types of units: Self-funded (1Bs) and University-Funded (1As) and their environments. He continued with SLL's Principles: to support McGill's academic mission, to support the changing natures of both higher education and students and to define reasonable accommodations. He noted the focus is to create healthy and innovative learning environments and to offer support to students on their progress toward autonomy. These initiatives are developed with and available to all academics, Faculties and Sections, students, and the entire McGill community.

C. Buddle noted his office is prepared with processes in place for front line intervention for faculty and students. L. Winer said the T&L Services are equipped support the learning process with updated guidelines including those for mental health and counselling. P. Robhrach emphasized that academics, particularly new faculty, need information about the resources available. O. Dyens commented that communication is an issue that is being addressed and that academics can always write to him directly. He provided a list of contact names for any issues that concern academics and students. Council asked about the following:

- Classroom practices, particularly concerning recorded lectures and academics' intellectual property issues.
- Students' course evaluations and protocol.

- Resources for academics – following the implementation of Universal Design
- Transparency issues and reporting of plagiarism
- Information on cultural practices and expectations for new students
- Protocol for reporting harassment – who to contact and defined process
- Assistance for international students
- Reduction of waiting times for students with health issues
- Advocating for students – Service Point- 1st step – personal contact important - not to just fill out a form and wait
- Who advocates for academics? – Class scheduling issues?
- Communication issues – Proposal: Posters predominantly displayed across campus with one central phone number
- Essential awareness issues to be brought to attention of SLL and faculty councils [publicity]
- Are there budget issues to be considered?
- DP Dyens provided a list of contact names for various services

A. Saroyan thanked DP O. Dyens and his team.

4. President's Report A. Saroyan for T. Hébert [continued]

- **CASC Update**

The information about the salary policy and merit details for the next year is expected to be sent shortly by the Provost. There is no anticipated additional government funding. The Provost agreed to establish a working group from amongst CASC members including MAUT members of the CASC, to provide recommendations on long-term strategy to keep McGill's ranking between 6th to 8th place among the U15 among other issues.

Concerning the Supplementary Notional Agreement, consultations will take place and the pre-CASC working group will make suggestions as to the nature of the consultation. This agreement pertains not only to Part A Pension members, but also to Part B members at the age of 65. Council asked if the SNA is no longer used, what will replace it.

- **Nominations for Advisory Committee for the Possible Reappointment of a Principal and Vice-Chancellor**

Following the results of a Council E-vote, R. Sieber and T. Hébert are MAUT's delegates and P. Rohrbach and D. Lowther are the alternates. These names have been forwarded.

- **Reminder: Publicity for MAUT's Winter Magic Brunch on January 22, 2017**

The publicity was sent to the ListServ on December 19, 2016 and a reminder will be sent in January 2017.

- ***Sexual Violence Policy – Kudos to Susan Gaskin, Renée Sieber and Jessica Ruglis***

On behalf of Council members, A. Saroyan thanked the three members of the working group.

6. President-Elect's Report [A. Saroyan]

- **Update on Fall General Meeting – November 17, 2016**

A. Saroyan noted the turnout was less than quorum and proposed that the date of upcoming general meetings be publicized in the beginning of the year to avoid conflicts with faculty and department-scheduled meetings. Despite the modest turnout, she noted the results of the poll

taken at the FGM has been a discussion topic at various meetings. The video link to the FGM was available for Macdonald campus members who were able to email their questions to VP Internal P. Rohrbach who would relay them to the speakers. Council discussed video-conferencing for the next general meeting. M. Richard noted there is no provision for a virtual quorum in MAUT's Constitution. The discussion will continue concerning the number of general meetings per year [2 at the McGill Faculty Club and 1 at Tadjia Hall].

- **Update on Proposed Changes to the Professional Development Fund [PDF]**

Council discussed the information available concerning the PDF:

- The amount has been raised to \$750.00 per year but can be accumulated for two years instead of the current three year period
- The claims will be handled centrally – not by the departments – lack of personnel to handle these claims
- Transparency and clarity are required – what's covered and what's not
- The interpretation that computer-related expenses are not eligible as per Revenu Québec and Revenue Canada is in question
- J. Varga will research the texts of these laws and how these expenses are handled at other universities [as part of salary/and taxed or not-taxed]
- Conference travel eligibility is not necessarily advantageous for everyone
- Allowable expenses for PIs with grants can be restrictive
- The PDF has been used for necessary software that is not available at McGill

7. Past-President's Report [D. Lowther]

There was no report.

8. VP Finance's Report [K. Hastings]

- **Auditor's Report [Year ending August 31/2016]**

This report was tabled.

- **Consideration of the membership dues mil rate**

This report was also tabled.

9. VP Communications [G. Gore]

- **Update on MAUT presence on social media**

G. Gore reported that work on MAUT's Facebook and Twitter presence is on-going.

The work on publicity and posters for MAUT's agreement with Kids and Company is ongoing.

- **Reminder: MAUT Survey on "Use of Out-of-Pocket Funds to Subsidize Research at McGill"**

A reminder was sent to the ListServ. At this point, there are 222 results. The survey will soon close and a meeting to review the data will take place on December 16/2016.

10. VP External's Report [A. van den Berg]

- **Update on the University's Travel Management Program Steering Committee**

The work is on-going.

- **Report on the CAUT's 81st Council Meeting**

The CAUT is considering to reinstate a committee of inquiry to investigate McGill's firing of a faculty member for research misconduct in 2009. The CAUT's Tenure and Academic Freedom

Committee will decide in the near future whether there are grounds for reinstating this committee of inquiry.

- **CAUT Equity Conference**

Participants who wish to be registered are asked to contact the Office at: maut@mcgill.ca

- **FQPPU: Request for Candidates to sit on FQPPU's Executive Committee**

At this point, MAUT members are being consulted as to whether they wish to be nominated.

11. VP Internal's Report [P. Rohrbach]

- **Update on Tri-Consultation Working Group**

P. Rohrbach reported that three names have been forwarded: Lisa Marie Munter, Jason Tanny and Nate Quitoriano. The working group has been constituted.

12. Other Business

There was no Other Business.

13. Adjournment

M. Richard moved to adjourn the meeting. Seconded by K. Hastings. The meeting adjourned at 2:09 pm