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# MAUT Council Meeting

## APPROVED MINUTES

Wednesday, January 25, 2017

McGill Faculty Club 12:00 noon

Present:

Executive: T. Hébert, D. Lowther, 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. Jordan, D. Titone, C. Riches, V. Raghavan

Regrets: E. Shor, S. Algieri, K. GowriSankaran

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

Guests: S. Severson, A. Dysert

Terry Hébert called the meeting to order at 12:08pm.

- **Approval of Agenda**

Council reviewed the Agenda for the January 25, 2017 Council Meeting. There were no changes. R. Sieber moved to approve the Agenda. Seconded by K. Hastings. Council approved unanimously.

- **Approval of Minutes**

The Minutes of the November 9<sup>th</sup>, 2016 meeting were reviewed. There were no changes. D. Lowther moved to accept the Minutes. Seconded by A. Saroyan. Council approved unanimously. The Minutes of the December 14<sup>th</sup>, 2016 were sent out for an e-vote approval. There were 2 abstentions and the rest of the Council members approved. S. Gaskin moved to approve the Minutes of the December 14/2016 meeting. Seconded A. van den Berg. Council approved and two sets of Minutes were posted to the website.

- **Business Arising from the Minutes**

- **Update: MURA related information [M. Richard]**

Marc Richard updated Council on discussions with MURA [McGill University Retiree Association] held on December 19, 2016, and circulated the document "MURA-Related Update and Questions for MAUT Council." Over the course of the Winter/Spring 2017 semester, MAUT Council will be asked for its input on the possible establishment of a memorandum of understanding (MOU) between MAUT and MURA. Under this MOU, MAUT would extend some sort of long-term financial support to MURA, in exchange for which retired academic staff who wish to become members of MURA could do so at no cost to themselves. As a first step in this consultation process, M. Richard presented Council with the following process-related questions:

**Question I:**

*Does MAUT Council agree that MAUT Council is the appropriate body for the final approval by MAUT of an eventual MAUT-MURA memorandum of understanding (MOU), prior to its signature by the signing officers of both associations?*

**Question II:**

*Assuming that MAUT Council agrees (in the previous question) that MAUT Council is indeed the appropriate body which would give final MAUT approval to the MAUT-MURA MOU prior to its signature, does MAUT Council believe that it should consult an MAUT General Meeting about the matter beforehand, or perhaps even seek an endorsement of the proposed MOU by an MAUT General Meeting?*

Regarding the first question, Council concurred that Council is indeed the appropriate body to give this approval before the MOU is signed by the two associations.

Regarding the second question, Council felt that it would be appropriate to consult the next MAUT General Meeting about the matter before Council holds its formal approval vote on the MOU. The consultation at the General Meeting would involve getting the opinions of the membership; it would not involve a vote, because the General Meeting does not have any specific approval rights over agreements such as the MOU. The next General Meeting is scheduled for April 19, 2017.

Renée Sieber asked whether the By-Laws would have to be changed and whether the proposed MOU would have financial implications. M. Richard answered that the two MAUT By-law changes which were adopted in December 2016 are the only ones required, and that no changes to the MAUT Constitution are needed. The financial terms of the MOU are still being worked out, but M. Richard noted that the MOU is not intended to change the status or the finances of the retirees' section of MAUT. T. Hébert commented that the discussions on dividing responsibilities for retirees between the two associations had worked well.

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

Susan Gaskin referred to Section 22 of the Report: Policy against Sexual Violence and within four months of this Policy coming into effect, an *ad hoc* committee will initiate a study of Sexual Violence at the University. Prof. Shaheen Shariff will chair this committee and the results will be publicized and shared with the McGill Community.

Susan Gaskin reported the meetings of the *ad hoc* Committee on Harassment Policy Amendments are continuing.

Terry Hébert thanked the Committee members for their updates to Council. He noted that MAUT is acutely aware of the importance of these issues.

- **Update on information to members re: Research Assistant Pay Equity [K. Hastings, T. Duchaine]**

Thomas Duchaine commented on the feedback to the letter sent to the ListServ on Nov.11/2016. MAUT's goal was to come to a settlement that would mitigate potential loss of positions. He noted if no action is taken, positions will be lost. T. Duchaine said several strongly worded letters and emails have been received by the MAUT Office, which will be forwarded to the Provost.

The message from the Association is that MAUT is not interfering with pay equity settlements but wishes to preserve jobs. MAUT has proposed that the University provide bridge funding for PI's caught off guard by the Pay Equity Settlement, an initiative originated by the Québec government. The Provost has said that nothing can be done while negotiations with AMURE are on-going.

The strategy envisioned by the working group to date is:

- To identify affected groups and ask them to write letters and emails to the Provost and cc MAUT

- To ask department chairs to write letters outlining the difficulties they will encounter
- To bring these issues to the Board of Governors and ask for assistance
- To inquire how other universities deal with PE settlements
- Better consultation with the Faculty of Medicine, among others, is severely affected as full time Research Assistants are paid from grants
- To get accurate numbers of research assistants from AMURE's S. Corey

Thomas Duchaine commented:

- Though not every unit is affected, the discussion must be continued and widespread
- Stakeholders must be identified and their centers must be contacted
- The ListServ message could be rewritten and reframed to clarify that MAUT is not protesting pay equity settlements, but wishes to represent those affected and assist in bringing these issues to an agreement
- The need to investigate how other universities have solved this problem
- Research Assistants are needed to retain the high level of research at McGill
- MAUT's efforts and constructive intentions aim to arrive at a clear and fair settlement and the Association will be on record as promoting a solution.

Renée Sieber emphasized that care must be taken with phrasing the issues and that an open summit / discussion could address these concerns from both perspectives. T. Duchaine and R. Sieber will meet to discuss possible strategy and next steps.

- **Updated information about AMUSE [R. Sieber]**

Bradley Powell [Internal Affairs - AMUSE] will be invited to Council on March 15/2017 to discuss the results of the vote and the contract with the University.

#### 4. **President's Report [T. Hébert]**

- **CASC Update - Pre Meeting Working Group**

There is an upcoming CASC meeting on Feb 16/17. To date, the *pre-CASC ad hoc Committee* [which includes MAUT members] has not met to discuss long term plans. No minutes from previous CASC meetings have been circulated. The next pre-CASC meeting is scheduled for February 8<sup>th</sup>, 2017.

- **Merit Exercise and Parental Leave**

Terry Hébert noted that the issue of the merit eligibility of academic staff on maternity/parental leave has been resolved. He also noted the total salary increase over the next three years would be 7.5%. However, if the University were to slip in its ratings, the increases will be renegotiated.

- **Coffee and Conversation Reminder [February 2, 2017]**

The publicity for this event has been sent out twice. T. Hébert reminded Executive and Council members to register. There is no set topic for this informal conversation.

- **Update on Forum on Helping Students to Write [March 31, 2017]**

The title of the MAUT Forum with the Writing Centre is:

**Beyond "Awkward":  
Strategies for Improving Your Students' Writing**

The cost for preparations to date is: \$500.00. The Forum will take place in the Billiard Room. Drs. Sue Laver and Diane Dechief of the McGill Writing Centre will be the moderators.

- **Professor Emeritus D. Morton and Photos**

Professor Morton has an extensive collection of WW II photos that he wishes to donate to McGill and is seeking advice on where they might reside. It was suggested that the Library's Rare Books and Special Collections (RBSC) Division or the Archives might be the best option. It was also suggested that Professor Morton contact Christopher Lyons, the Head of RBSC, as a first step.

## 5. **President-Elect's Report [A. Saroyan]**

- **Update on proposed changes to the Professional Development Fund**

Alenoush Saroyan reported the annual increment is now \$750.00 which can be accumulated for two years only. At this point, the Administration has not removed the ineligibility of computers. She inquired how other universities handle this issue and has received several email requests for clarification. The response from the Administration is these costs are given as part of salary and are taxable. A. Saroyan asked J. Varga to investigate this situation.

Council discussed:

- How are computer purchases dealt with in other universities?
- Is there an interpretation of federal and provincial laws that disqualify computer and software purchases for professional development?
- Are such purchases funneled through departments?

- **Update on Nomination for Media Award**

Alenoush Saroyan has nominated Prof. V. Talwar [Associate Professor, Graduate Programs, Faculty of Education] for the Principal's Award for Media.

Prof. T. Flanagan [Department of Educational and Counselling Psychology, Faculty of Education] has been nominated for the CAUT Equity Award.

- **Update on Consultation re: Employment Regulations**

Prof. Saroyan noted the *ad hoc* consultation was formed following the termination of an MAUT member. The current members of the *ad hoc Consultation Committee* are: J. Galaty, R. Janda, K. Hastings, A. Saroyan and J. Varga. K. Hastings, J. Varga and A. Saroyan will meet at 2:00 pm on January 25<sup>th</sup>, 2017 at the Faculty Club.

- **Update on Plans for Forum on Tenure and Mentoring [April 19, 2017]**

The Tenure and Mentoring Committee will meet on February 8<sup>th</sup>, 2017. The Committee is also looking into a Mentoring Forum as a future, independent event, in addition to the Forum scheduled for April 19<sup>th</sup>, 2017

- **Update on Spring General Meeting including Open Forum Concept [April 19<sup>th</sup>, 2017]**

There have been concerns expressed about low attendance at the General Meetings and the lack of member engagement. A. Saroyan noted the use of clickers recorded opinions instantly and provided opportunities to contribute to discussions. MAUT's goal is to have better attendance and participation at the GMs.

The discussion continued with these suggestions:

- *Open Forum* on broad topics of interest as part of the upcoming GM [salaries and salary policy]
- Recruiting MAUT representatives per department and asking for feedback on topics for discussion
- MAUT representatives to send meeting reminders re: issues to be discussed at the GM
- Engaging members re: responses to MAUT's messages
- Publicizing the dates of the GMs in advance to avoid conflicts with faculty and departmental meetings

## 6. **Past-President's Report [D. Lowther]**

- **Update on Nominating Committee Initiatives**

David Lowther reported the Nominating Committee is working on a slate of candidates and has sent emails to Council members asking for suggestions.

## 7. **VP Finance's Report [K. Hastings]**

- **Update on McGill Communities Council meeting**

Ken Hastings reminded Council that in 2012 MAUT initiated the McGill Communities Council [MCC] following the events of November 2011. He circulated the draft letter to Council members that would be sent to the McGill Board of Governors [BoG] with the intention of beginning a dialogue on several issues including the following:

- Looking at the current composition of the BoG and a proposal to include representatives from the broader university community
- Participation in the nomination process that would include community input in nominating and selecting External Board members
- Consideration of revisions to current decision-making processes, including financial and operational decisions that affect the McGill community
- Request for a meeting with the members of the BoG to initiate an open dialogue

The draft letter listed the member associations of the MCC who will sign this letter. Ken Hastings moved the following:

*Be it resolved that MAUT Council approves the appearance of MAUT as a signatory association of the draft letter from the McGill Communities Council to the Board of Governors entitled "Jan 22 draft for circulation to MAUT Council" on condition that the phrase "... and the underrepresentation of certain university constituencies." Be amended to read "...and the representation of university constituencies."*

Terry Hébert seconded the motion. Council agreed unanimously.

**See Appendix I for full text**

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

Ken Hastings circulated updated documents [as of Jan. 23/17] that provided the financial background for a discussion of a possible reduction in the MAUT membership dues mil rate.

The documents included:

- the financial aspects relating to the proposed employment of a Membership Engagement Officer
- The financial implications of a possible reduction in the MAUT membership dues mil rate
- MAUT: Juggling possible increases in expenses and decreases in revenues

He noted that following Council discussions, the issue will be taken to the General Meeting for a decision. The feedback from the members would require changes to the Constitution. Council discussed the following:

- To drop the link between reducing the mil rate to the performance of the proposed Membership Engagement Officer
- The optics of dropping the mil rate to various levels
- Terry Hébert will write a proposal that will be discussed at the upcoming General Meeting [April 19/17] when Council will consult the membership

## **8. VP Communications [G. Gore]**

### **• Kids and Co. poster and publicity**

Gen Gore noted the Kids and Company poster was sent to Deans, Chairs and Administrative Officers with MAUT's request to post it prominently. Publicity was emailed to the McGill community and an article appeared in *What's New @ McGill*. A follow up article will appear in the upcoming MAUT Newsletter. An interview with MAUT academics concerning the history of MAUT's involvement with finding daycare spots will appear in the on-line Reporter.

### **• MAUT Survey on use of out-of-pocket funds to subsidize research at McGill: Results and Summary of Comments**

Gen Gore circulated the following documents to Council: Results from the Survey and Themes from the Comments and Some Limitations. Council reviewed these documents and commented on the following:

- Difficult and inconvenient to get refunds – structural problems in reimbursement process
- Travel advances from the University were complicated – many obstacles
- Some researchers don't submit claims – too much work
- The need for a coherent funding policy for people to conduct their research
- AECs have little connection with researchers - more staff assistance needed
- Not enough support for getting and managing research grants
- A proposal to *cast a broader net* by developing and sending a 2<sup>nd</sup> survey for more information
- The follow-up survey would request details on the increased workload for academics
- To frame the analysis and collect data on the structural problems academics encounter in managing grant funds and why some academics will use their own funds
- Message sent to MAUT members [text drafted by T. Hébert, A. Bateman]
- Intention of 2<sup>nd</sup> survey publicized in Newsletter with a request for members' input
- Survey results as agenda items on meetings with Administration

### **• Signing posts on MAUT Facebook page**

Gen Gore suggested that posts to the MAUT Facebook page be signed by the individual writing the post, to make it clear that posts are not necessarily representative of the views of MAUT as an Association.

### **• Sending messages to all academics and /versus MAUTFORUM: proposal to reduce duplicate messages**

Members of Council did not feel that double posting messages to the ListServ and to all academics was a problem. Jill Boruff suggested spacing them out by a day to reduce the immediate appearance of duplication and catch people who many have missed the post the first time.

- **Next Newsletter: March 29, 2017**

Gen Gore asked Council to forward their articles.

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

- **Update on nominations to CAUT's Standing Committees**

Axel van den Berg noted that B. Gillon is on the CAUT's Academic Freedom Committee. P. Rohrbach has been nominated to CAUT's Equity Committee and T. Mawhinney to CAUT's Librarians and Archivists Committee. He also noted that MAUT had registered six members to attend the CAUT Equity Conference but it has been cancelled.

- **Update on nomination to FQPPU's Executive Committee**

At this point, A. van den Berg asked Council to forward their suggestions for candidates to serve on the Committee. [NB: Dan Guitton has agreed to be nominated.]

- **Cancelled CAUT Forum for Presidents [Jan 20-21/2017] and possible future conference cancellations**

Axel van den Berg noted the strike by CAUT employees is on-going.

## 10. Other Business

- **Nominations to University Committees**

Terry Hébert reminded Council to forward the names of candidates for 2 vacancies on the University Appeals Committee and 3 on the Committee on the Investigation of Research Misconduct to his attention. Council is asked to provide the names of two candidates per position. He noted these candidates should be first approached to ascertain they are willing to serve.

- **Medical Insurance and Residency Issues for McGill Academics**

Terry Hébert noted these issues have not been resolved and that he will be meeting with G. Coleman and A. van den Berg to discuss out of country insurance issues and with S. Hyde to discuss residency issues.

Concerning the Travel Management Program, Prof. C. Lu will meet with the Steering Committee on Jan 26/2017.

## 11. Adjournment

Terry Hébert called for a motion to adjourn. A. van den Berg moved to adjourn the meeting. Seconded by R. Sieber. The meeting adjourned at 2:35 pm.

## Appendix I

*From: The McGill Communities Council (MCC)*

*To: The McGill Board of Governors (BoG)*

*January 25, 2017*

*Dear Governors,*

*The McGill Communities Council (MCC) is a group composed of representatives from each of the major campus unions and associations. It was formed to foster community-wide dialogue on collegiality and governance at the university, as one of several recommendations of a multilateral committee convened by MAUT in 2012 in response to the campus events of November 2011.*

We are writing today in the hope of stimulating dialogue on a key governance body: the McGill University Board of Governors. There have been expressions of concern regarding the relationship of the Board and the broader university community, including a recent research report from the Students' Society of McGill University (SSMU), entitled [A Seat at the Table: An Analysis of the McGill University Board of Governors](#). While the MCC member associations do not necessarily share every view contained in that report, we feel that it does identify several general themes whose discussion would be of broad interest:

**1. Composition:** We feel that it would be mutually beneficial to review this composition with attention to members-at-large representation from a wide spectrum of economic and social sectors; the personal diversity of Governors; and the representation of university constituencies.

**2. Nominations:** Candidate development, evaluation, appointment, and succession-planning for external Governors is currently conducted internally by the Nominating, Governance and Ethics (NGE) Committee. Given that Quebec legislation only imposes requirements for a standalone Governance and Ethics Committee, we feel that there is room to expand community input and participation in the committee process for nominating and selecting external Board members.

**3. Decision-making:** We feel that several revisions to Board regulations would help to increase the accessibility of university governance to our McGill communities. This includes reducing the use of closed sessions to a minimum; enhancing the ability of individual governors to raise motions and issues; and increasing opportunities for consultation and community input in major financial and operational decisions affecting the academic mission.

In closing, we are respectfully asking to meet with members of the Board in order to discuss the above themes, with the mutual interest of developing more engaging governance channels on campus. Furthermore, we would like to emphasize the importance of community leadership in identifying innovative improvements. Given McGill University's reputation for academic excellence, we hope that the Board will welcome this opportunity for open dialogue regarding the best means to improve upon existing successes.

Signed,

**Member Associations of the McGill Communities Council**

(respective associations listed below, pending executive or council approval)

Students' Society of McGill University (SSMU);  
Post Graduate Students Association (PGSS);  
McGill Association for Continued Education Studies (MACES);  
McGill Association for University Teachers (MAUT);  
McGill Course Lecturers and Instructors Union (MCLIU);  
Association for McGill University Research Employees (AMURE); and  
Association for McGill University Support Employees (AMUSE).