

MAUT • APBM

McGill Association of University Teachers Association des professeur(e)s et
bibliothécaires de McGill

SPRING GENERAL MEETING April 21, 2016

MINUTES

1. Call to Order

The meeting was called to order at 12:18 pm. David Lowther, President, welcomed Full, Associate, Retired Members and visitors to the MAUT Fall General Meeting and reminded them to sign the attendance record.

As the reports from the Executive, Council and Constituency Chairs were posted on the website, the authors presented brief summaries and answered questions. Speakers from the audience were asked to identify themselves, use the microphone, and indicate their status as Full, Associate, or Retired members prior to submitting their questions and comments.

A total of 71 attendees signed in including 59 full members (6 from the Macdonald Campus), 10 retired members, and the 2 MAUT Officers. The quorum for General Membership Meetings of 100 full members was not achieved. Any issue requiring a binding vote would be decided by a referendum. D. Lowther noted a link to the live webcast was available:

<https://youtu.be/17WirBj5VYc>

He welcomed Macdonald Campus members at Tadjia Hall who watched the live broadcast.

2. Adoption of the Agenda

Members reviewed the Agenda. There were no changes or additions. The Agenda was adopted.

T. Hébert / K. Hastings - Adopted Unanimously

3. Minutes of the November 12, 2015 Fall General Membership Meeting

Members reviewed the Minutes which had been posted on the MAUT website, along with the Reports. There were no changes. The Minutes were adopted and have been posted. Reports and appendices have been added to these Minutes.

R. Sieber / A. Saroyan – Adopted Unanimously

4. 2016 Election Results [B. Gillon, Chief Returning Officer, CRO]

D. Lowther thanked B. Gillon [Past-President] for stepping in as CRO. B. Gillon thanked the people who ran and allowed their names to be put forward. He presented the results of the 2016 MAUT Elections. He noted that this April, 246 full members cast their votes in comparison to 249 in 2015.

He listed the five Continuing Councillors, the five Newly-Elected to two-year positions and the two Constituency Councillors. He listed the Acclaimed Executive Officers and the Continuing Executive Officers, the President and Past-President. At this point, the position of President-

Elect had not been filled, and, according to the Constitution, MAUT Council will address this issue at the upcoming Joint Council meeting on May 18th, 2016.

The Power Point presentation listed the faculties and other constituencies represented by Council and Executive members: Arts, FAES, Education, Engineering, Libraries, Medicine, Music, Science, and Retirees.

Also noted were the faculties not represented: Architecture, Continuing Studies, Dentistry, Law, Management and Religious Studies.

The list of newly-elected Executive and Councillors is on the website.

5. President's Report [D. Lowther]

D. Lowther noted his full report is posted on the MAUT website. A bulleted summary was projected and he elaborated on the following topics:

(a) MAUT maintains and enhances communications with the Administration. There are regular meetings with the Principal, Provost, and the three MAUT Presidents.

(b) MAUT meets regularly with other employee groups including MURA, (McGill University Retirees' Association), the Employee Groups Meetings with M. DiGrappa, VP Administration and Finance and Provost C. Manfredi, which are attended by VP Finance K. Hastings, and the monthly meetings with the members of the McGill Communities Council. The Principal also holds regular meetings with all employee groups. Each semester, the MAUT Executive has a luncheon meeting with the Principal.

(c) Since 2011, MAUT's *Ad Hoc committee on Academic Freedom*, chaired by B. Gillon and whose members include, J. Aitkens, D. Cere, J. Galaty and I. Henderson, has been actively involved with developing a Statement of Academic Freedom. MAUT's original Statement, as approved by Council, is posted on the MAUT website. The Ad Hoc Committee forwarded MAUT's Statement to the Administration and there were some iterations. The McGill Statement of Academic Freedom was approved by Senate on March 23, 2016, and by the Board of Governors on April 21, 2016. Note: It is posted on the McGill website along with the McGill University Mission Statement: <http://www.mcgill.ca/secretariat/statement-academic-freedom>

(d) MAUT has been actively involved in promoting collegial governance concerning issues that affect the lives of academics. The upcoming report by A. Saroyan, VP Internal, will provide more details. When MAUT is consulted on changes to current policies and regulations, Council puts together working groups that forward suggestions to the Administration, which have been well received. D. Lowther thanked A. Saroyan and Associate Provost A. Campbell for their work on these issues.

There was some difference of opinion to the Administration's proposed changes to the policies concerning Intellectual Property and Conduct of Research. MAUT will set up a consultation group to review these proposed changes and report back to Council. D. Lowther commented that volunteers are needed to populate these consultation groups and T. Hébert, Incoming President has sent out requests for volunteers.

D. Lowther also noted that the monthly Senate agendas address many issues forwarded by the

Association.

(e) The work done by the MAUT members of the CASC [Committee on Academic Staff Compensation] will be addressed as a separate item.

(f) D. Lowther emphasized that MAUT members have brought members' issues through developed channels to the Administration's attention. He mentioned the lengthy Conflict of Interest Form that was pared down to a briefer, less invasive version. He also noted that members' issues of permanent residency have been forwarded to the Principal who is working with the Government. There has been some progress.

D. Lowther thanked K. Hastings, M. Richard and J. Varga for their work on correcting and updating the MAUT Constitution and the By-Laws. The updates are on the website. He also thanked the members of the consultation working groups, those on the SBAC [Staff Benefits Advisory Committee], the Membership Committee, and J. Varga for Professional and Legal Services. D. Lowther thanked H. Kerwin-Borrelli, Administrative Officer, and J. Varga, Legal and Professional Office for their work over the past year. He thanked members of the Executive and Council and encouraged MAUT members to apply for these positions.

6. President-Elect's Report [T. Hébert]

T. Hébert began by thanking D. Lowther, H. Kerwin-Borrelli and J. Varga. He also thanked K. Hastings and B. Gillon for covering duties of the Past-President. He thanked A. Shrier as exiting VP Communications, A. Saroyan, as exiting VP Internal and continuing VP External, A. van den Berg and continuing VP Finance, K. Hastings. He thanked last year's Council members and commented on a busy and interesting year. He thanked B. Gillon and the Nominating Committee for encouraging a candidate to fill the President-Elect's position.

His report focused on bullet points that outlined his agenda for the coming academic year:

- (a) As President, he will focus on gender and equity issues at the University through MAUT's Diversity Committee and set up a survey that will get members' feedback on outstanding issues.
- (b) He is particularly concerned about providing McGill-based support for young researchers by fostering communications with members of the senior administration which could lead to developing strategies and policies that will improve research funding.
- (c) He is working to involve younger members in Council and the Association's governance issues and committees, including volunteers for the consultation working groups.
- (d) Along with the incoming VP Communications and the Communications Committee, he will be working to establish clearer and more open MAUT communication policies and practices.
- (e) An issue of particular interest is the relative distribution of merit and across-the-board salary increases and how they are determined across and between faculties. He will ask the University for open and clear discussions on how each faculty deals with these salary issues.
- (f) He emphasized that his door will be open to hear members' concerns.

7. SBAC / CASC Reports [A. Shrier and D. Lowther]

SBAC Report

Alvin Shrier listed MAUT's three members of the SBAC [Staff Benefits Advisory Committee: N. Acheson, A. Shrier, and E. Zorychta. He noted the SBAC is a parity committee composed of all

employee groups and representatives from the Administration. The Insurance Plan is self-financing and premiums are related to claims submitted by members. Until now, the University has paid 50% of all claims from employees and retirees. However, he noted that after May 31, 2016, employees who retire will pay 70% of the cost for the Health Plan and 100% for the Dental Plan.

He reminded members of this change in the University's contribution, made initially in 2009, which was not endorsed by the SBAC, but approved by the Board of Governors without any consultation with employee groups. J. Galaty, Past-President, outlined MAUT and other employee groups' objections to this unilateral decision in a letter to the Administration with the result this BoG decision would take effect only on May 31, 2016.

Prof. Shrier noted the SBAC decisions are transparent and there are no hidden costs. The Plans are scrutinized by an independent consultant from Towers Watson.

There will be increased rates for both Health Care [10.8%] and Dental (14.4%) Plans which are occasioned by large claims covered by the Large Amount Pooling Insurance which covers claims for over \$75,000 from individual claimants. The increase in premiums also reflects the cost of new drugs. He referred to the slide with the increases for single and family coverage for health and dental rates.

He addressed the changing membership of the SBAC. AMURE [Association of McGill University Research Employees] has joined the SBAC. Currently, MAUT has three representatives who sit on the SBAC. A proposal has been circulated whereby MAUT would only have two representatives and a seat would be given to the MURA who would represent all McGill retired employees, including academics. MAUT has objected to this proposal and noted that the current three MAUT members are very effective as they are from the Faculty of Medicine and well-versed in dealing with health-related issues. MAUT has also endorsed granting MURA a seat on the SBAC.

He noted that insulin pumps can now be replaced every five years at the same cost level as the Québec provincial plan and that this year the Health and Dental Plans will undergo a vendor review.

There was a proposal from the Administration to "modernize" the Health and Dental plans by instituting Flex Plan options for coverage. He remarked that at face value it may appear interesting but it ultimately serves to decrease employer's costs at the expense of the employees. Concerns were raised by E. Zorychta [MAUT representative on the SBAC] since these proposed changes to universal coverage would not benefit employees. D. Lowther expressed MAUT's concerns on November 25, 2015 in a letter to M. DiGrappa, VP Finance, L. Gervais, Associate VP HR and M. Yalovsky, Chair of the SBAC. The Flex Plan option was rejected by all McGill employee groups which also led to the cancellation of a proposed survey of plan members as suggested by the Administration. A. Shrier noted that costs associated with maintaining universal coverage over an academic lifetime would even out. He also noted that the CASC [Committee on Academic Staff Benefits] must oversee any proposed changes to pensions, salaries and benefits.

R. Sieber proposed replacing the term "modernization" on the projected PowerPoint slide to "Change of Health and Dental Plans".

E. Zorychta noted that if the employer were to freeze their costs and contribution to the current Plans, as new and costly drugs are becoming available, it would spike employee costs. While the Flex Plan option may appeal to young academics and staff without families, it would represent a “divide and conquer strategy” splintering academic solidarity. Any member who would encounter health problems would find their costs increasing while employer’s costs would remain constant. She reiterated that all McGill employee groups have rejected this proposal. She cautioned members that this Flex Plan option could be reintroduced and proposed that MAUT alert members to the facts that what is covered in the current Plans are linked to evidence-based medicine.

J. Boruff (Health Sciences Librarian and Chair-Elect Librarians’ Section) asked how decisions for coverage were made in the past and why some claims were no longer accepted while others were. E. Zorychta noted present coverage in general reflects evidence-based medicine but this comment was challenged. There was a request for coverage for insulin pumps, which was accepted. A. Shrier proposed that further queries be sent to the three MAUT representatives on the SBAC for follow up.

CASC Report

D. Lowther referred to the composition of the CASC [Committee on Academic Staff Compensation] committee as an equal number of MAUT members and representatives from the Administration. It is chaired by the Provost and the VP Finance also attends. The regular CASC meetings are open discussions on salary, benefit policies and merit awards for academic staff. The CASC meets before November each year and determines the salary policy for the coming year. The University abided by the Agreement set up in 2013-2014 with significant salary increases for the 2014, 2015 and 2016 academic years. Prior to November 2016, there will be discussions about the 2017 salary increases and merit awards over the next three years [2017-2018-2019].

One issue arose regarding unpublished Guidelines to Deans and Chairs which explained the allocation of merit. These Guidelines affected those on leaves, including maternity and sabbatical leaves. M. Richard (Librarian) identified this issue which was brought to MAUT and to CASC. MAUT objected and a public document was issued by the Provost to all academic staff. Discussions about merit awards will continue.

As reported earlier, there are possible changes to the Benefits Package and discussions will take place with members of the CASC before any changes are implemented. There are also ongoing benchmarking discussions with sister universities in the U15 to gauge McGill ranking in terms of salaries and benefits. The next meeting is scheduled for September 2016.

J. Galaty (Past-President) commented on the importance of the CASC. He referred to a policy on the exclusion from the merit review of various categories of leaves of absence. D. Lowther remarked this document had been circulated to Deans and Chairs, but not brought to CASC. This issue was brought to the Administration’s attention and they replied with several proposals to deal with various leaves of absence. The next Guidelines Document will be brought to CASC along with an implementation structure and will be publicly available.

T. Velk (Economics) commented that the role of inflation must be taken seriously, as it has significant effects over time. He said the CASC needs to protect academics against the ravages of inflation which erodes salaries over the long run. He proposed a backward calculation to disclose the formulas used for merit and raises. This meant taking a sample of 100 unidentified

academics and using data on their teaching and research in a quantitative way to uncover the implicit weights in their merit calculations.

T. Velk also commented on the change in benefits for retired people that will take effect on May 31st, 2016. He noted these changes came directly to the Board of Governors for approval while circumventing CASC and employee groups. He emphasized this direct approach by the Board of Governors should never be used again.

He also referred to HR's "divide and conquer" strategy in the Flex Plan Proposal and strongly urged MAUT not to support it. He cautioned younger members that over a lifetime of academic service, they will always need a good Benefits Plan.

D. Lowther commented that Incoming President, T. Hébert, is planning a survey on salaries and merit. He reiterated that changes in Benefits must go first to CASC for approval.

8. Reports from Executives

VP Communications [A. Shrier]

Alvin Shrier reported on his second year in this position. He thanked the members of the Communications Committee for their contributions. He outlined the operational policies for publishing the Newsletter. He complimented the Committee on the recent MAUT website updates which include updating the MAUT Constitution, By-Laws, and Committee membership lists. Minutes from General and Council meetings can be accessed, as well as recent Newsletters. He noted that the MAUT webpage is hosted by the University at no cost but left the door open for the possibility of having an outside source provider.

Next, he remarked the close collaboration between the Communications and Membership Committees and recommended more joint meetings per year. He noted the first Newsletter issue per academic year is sent to all academics eligible for membership in MAUT.

There was a Forum on Communications and Media Relations hosted by A. Regnier, CAUT Communications Officer. The recommendation was to use more social media as a communications tool.

He noted the electronic MAUT Newsletter involves little cost, is archived on the MAUT webpage, and available to the university community. The Committee is looking into making the Newsletter mobile device friendly.

VP Internal [A. Saroyan]

Alenoush Saroyan noted the position of VP Internal is responsible for MAUT's participation in the internal affairs of the University and the Administration. Small working groups attend to MAUT's internal business as well as interactions with the Administration.

Formal consultation requests from the Administration are becoming more frequent as MAUT is asked to review proposed changes to policies and forwards revisions and its recommendations to MAUT, expecting quick turn-around time. She noted that to be responsive in a timely manner, MAUT needs volunteers to populate these consultation groups. To this end, it has reached out to members for an expression of interest. Responses have resulted in a data base that indicates members' areas of expertise and their choices of committees to serve on.

Prof. Saroyan referred to MAUT's By-Law on Consultation which clearly stipulates the

Association's and the Administration's roles. MAUT has also surveyed its members on various issues such as the revised Study Break [Fall Break Member Survey] and the possibility of a workshop for academics hosted by the McGill Writing Centre to identify its services to academics who would pass this information on to their students. She noted that MAUT wants to receive members' input, but does not want to tax its membership with too many surveys.

She listed the VP Internal's activities for 2015-2016 which included (a) filling in vacant positions on MAUT and University Standing committees; (b) coordinating and chairing working groups when MAUT is consulted for policy decisions; (c) initiating projects to recommend revisions to University's policies and practices and (d) seeking input from membership regarding new policies and programs. Details of these activities are posted on the MAUT website.

VP External [A. van den Berg]

This report was presented by D. Lowther and began with the activities of the FQPPU [*Fédération Québécoise des Professeures et Professeurs d'Université*].

These included the publication of a biannual Newsletter and a daily press digest on post-secondary education and research. There was a Symposium on University Governance at the May 2016 ACFAS [*Association francophone pour le savoir*] Conference. FQPPU has recently published a new booklet: *Le financement de la recherche universitaire au Québec: évolution et enjeux*, which is available on its website. The *Fédération* has established a committee on digital technology in post-secondary education. D. Lowther noted that Prof. A. Blackett serves on the *Fédération's* Guy-Rocher prize committee.

He then reported on the activities of the CAUT [Canadian Association of University Teachers]. A. van den Berg attended the Spring Council in April 28-May 1/2016. J. Galaty and B. Gillon attended the Harry Crowe Foundation Conference on Academic Freedom which took place on February 26-27, 2016. CAUT's reports and communiqués are available on the MAUT website and the Association has nominated several of its members to CAUT standing committees.

The Québec Ministry of Education has established a *Groupe de travail national sur la formation doctorale*. P. Yachnin [English] is McGill's representative on this committee.

D. Lowther noted that any queries on this report should be sent to axel.vandenberg@mcgill.ca

VP Finance [K. Hastings]

Ken Hastings reported on three topics: (a) MAUT's Financial Condition, (b) Policies and Documentation of Procedures and (c) Safeguarding the Records of the Association. He noted that MAUT's finances are sound as they are approaching a reasonable target for accumulated assets. The Finance Committee is currently examining the balance between the income stream from dues and MAUT's activities (costs). He noted that MAUT is actively pursuing member engagement. He thanked the members of the Finance Committee for their work over the past year.

Concerning policies and documentation of procedures, the Finance Committee is currently reviewing the Regulations for MAUT's Investment Policy which dates from 2005. The Committee will review an outline of MAUT financial procedures. The Committee will also investigate the digital security of the Association's records. Referring to the funds that are currently in MAUT's Royal Bank account, R. Sieber noted that CAUT recently paid one half of the legal costs of a dismissed member. MAUT paid the remaining portion.

9. Librarians' Section Report [Chair, Eamon Duffy]

Eamon Duffy addressed several issues that affected librarians over the past year. Merit distribution with respect to maternity and other leaves was a topic that was brought to Council, CASC and the Administration. He commented on the gender pay gaps between peers that must be addressed. The Library Council now meets regularly to discuss workplace issues. The guidelines for promotion to Full Librarian have been distributed. The Librarians' Section has been addressing the support that is available for librarians' research. There was a recent workshop on research methods. The Librarians' Spring General Meeting will take place on April 27, 2016.

10. Membership Committee Report [Chair, Stefano Algieri]

T. Hébert presented the report. He referred to the 2015-2016 events which included a breakdown of the attendance figures and costs associated with the Welcome Gathering, open to all academics at McGill, and held on September 17, 2015; the Octoberfest Apple Picking held at Tadjia Hall on October 4, 2015, the Winter Magic Brunch on January 17, 2016 and the Redpath Museum Birds and Bird Songs Event for Members' children held on March 20, 2016.

He then listed the regular meetings held by the Membership Committee during the 2015-2016 academic year. He itemized the planned events for the 2016-2017 academic year: the Welcome Gathering in September that will be open to all academics, the Octoberfest Apple-Picking for members and prospective members, and (new this year) MAUT's Guide to the Univers(ity) in October which will be open to all academics, the Winter Magic Bruch in January 2017 for members only and the Redpath Museum event in March 2017 for members' children. These events support and encourage collegiality among members.

Finally, he read the comprehensive list that outlined the Mandate of the Membership Committee and its targeted objectives for the coming year. He noted this social aspect component adds value to the Association.

11. MAUT Retirees' Section Report and MURA [Chair, K. GowriSankaran]

K. GowriSankaran reported on the activities during the 2015-2016 year. On October 15, 2015, the Retirees' Section hosted a luncheon at the Faculty Club with guest speaker, Professor Josip Novakovich, [Creative Writing at Concordia]. This event, as well as others, were carried out in collaboration with MURA [McGill University Retirees' Association]. There was another luncheon on December 2, 2015 that featured Professor Nathalie Cook [McGill-English] and a well-attended concert featuring *I Medici di McGill Orchestra* on April 3, 2016. The luncheon at Tadjia Hall held on June 1, 2015 featured Professor Timothy Geary [Institute of Parasitology].

K. GowriSankaran listed the members of the 2015-2016 Retirees' Section and thanked them for their dedication over the past year.

12. Report from J. Varga, Legal & Professional Officer on Advising

J. Varga referred to the Report on the website and the PowerPoint slide which outlined the following information:

- a. Requests for advice, guidance and support and the topics covered.
- b. Number of formal cases and topics addressed including appeals, the CAUT Ad Hoc Investigatory Committee, discipline, grievances, harassment, reappointments and tenure.
- c. ADVISING Button on the MAUT website.

- d. List of current MAUT Advisors on the website.
- e. Advisors are invited to FQPPU and CAUT training sessions.
- f. Invitation to potential advisors to apply.
- g. An annual general overview of grievance and disciplinary procedures presented to Council.

13. Open Discussion Items [A. Moores]

Audrey Moores thanked MAUT for its February 11, 2016 letter of support to the Royal Victoria Hospital Vision Committee advocating the relocation of the current McGill Child Centre to the RVH site and its expansion and development to create new daycare spots.

<..\President's Correspondence\David Lowther\Moores Daycare\Lowther Support letter for the McGill Childcare Center at the RVH from MAUT Feb 2016.pdf>

a. Family Care

I. Daycare: Benefits, Updates and Initiatives

Audrey Moores reported on the Joint Board Senate Committee on Equity [JSBCE], McGill Subcommittee on Family Care. She presented the activities of this umbrella Subcommittee that was created in Spring 2015. A. Moores chairs the Subcommittee. She listed the committee members which include academics, staff, representatives from PGSS and SSMU, the Faculty Family Care Advisor, and the Family Resources Coordinator-SEDE for staff and students. The Subcommittee submits reports to the JSBCE. A. Moores outlined the Subcommittee guidelines:

- a. Advising on the development and modifications to University policy regarding persons with dependants.
- b. Recommending improvements to the JSBCE.
- c. Conducting evaluations, monitoring the populations that requests assistance, and advocating for this sector.
- d. Advocating and proposing solutions to assist this population.
- e. Creating and maintaining a platform [under development] to gather relevant information for this population: www.mcgill.ca/familycare
- f. Year 1 focused on creating a website and Year 2 will monitor the populations with childcare issues and resolutions.

She noted presentations were made to and contact with newly appointed faculty and librarians by M. Cubano-Guzman [Faculty Relocation Advisor and Family Care Advisor]. There was a Family Care Forum and roundtable discussion on March 29, 2016, which included a presentation by T. Lalonde [Family Resource Coordinator-SEDE] A. Moores also noted that Guidelines to make events child-friendly are available from the PGSS.

II. Kids and Company

There is a proposal currently being discussed for MAUT to apply for a membership in Kids and Company, which provides daycare spots and will guarantee its members a spot within a six-month period. If MAUT chooses to take this membership, its members will have privileged access to daycare spots.

Prof. Moores noted that McGill previously had a contract with Kids and Company [2009] but their services were not widely publicized and used mostly by medical and nursing personnel. McGill did not renew its contract. She reiterated the importance of publicizing and monitoring this initiative for recruitment purposes.

K. Hastings asked if the documents concerning the RVH proposal were readily available. The information is below.

..\President's Correspondence\David Lowther\Moores Daycare\Applications to RVH\rvh_eoi_childcare_final.pdf

R. Sieber inquired whether MAUT would monitor and evaluate the recruitment success of this proposal after a two-year period and then decide whether to continue supporting this initiative. A. Moores referred to a survey that would collect data to clarify “issues”. [Note: Executive and Council will pursue discussions with Kids and Company.

14. Adjournment

T. Hébert, MAUT President, called for the meeting to adjourn and reminded members the cocktail reception would immediately follow.

D. Lowther/ R. Sieber- Adopted Unanimously

The meeting adjourned at 1:45 pm

Respectfully submitted,

Honore Kerwin-Borrelli
MAUT Administrative Officer