

MAUT • APBM

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

SPRING GENERAL MEETING April 24, 2015

MINUTES

1. Call to Order

The meeting was called to order at 12:13 pm. Bruce Lennox, President, welcomed Full, Associate, Retired Members and visitors to the MAUT Spring General Meeting and reminded them to sign the attendance record. He remarked the full Agenda which includes Open Discussion items on Family Care, moderated by A. Moores, and Career Progression, Development and Mentoring, moderated by A. Shrier and A. Kirk.

The Executive and Council reports are posted on the website and these Officers will present brief summaries and answer questions. Speakers from the audience are asked to identify themselves when using the mike, and to indicate their status as full, associate, or retired members prior to questions and comments.

A total of 100 attendees signed in including 85 full members, 13 retired members, and the 2 MAUT Officers. The quorum for General Membership Meetings of 100 full members was not achieved. Any issue requiring a vote would be decided by a referendum.

2. Adoption of the Agenda

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

T. Moore / M. Richard - Adopted Unanimously

3. Minutes of the November 13, 2014 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.

K. Hastings / E. Zorychta – Adopted Unanimously

4. 2015 Election Results [Chief Returning Officer – R. Janda]

R. Janda presented the results of the 2015 MAUT Elections. The Elections focused on members of Council. There were five two-year Council positions to be filled as well as a single one-year position. R. Janda listed the Returning Council Officers, the Newly-Elected, the Council member with a one-year position and the Constituency Councilors. He named the five, acclaimed Executive Officers and the continuing Executive Officers: the President and Past-President. He named the faculties and other constituencies represented by Council and Executive members: Science, Engineering, Medicine, Music, Arts, Education, Libraries, Architecture and Retirees.

He also noted the faculties that were not represented: FAES, Continuing Studies, Dentistry, Law, Management, and Religious Studies. B. Lennox congratulated Council and Executive

Members and thanked R. Janda. The list of newly-elected Executive and Councilors is on the website. B. Lennox commented on the number of dossiers during the past year and the co-operation between the Executive and Council members.

5. President's Report [B. Lennox]

B. Lennox referred to the PowerPoint outline of MAUT's on-going dossiers.

- **Statement of Academic Freedom**

MAUT held a Referendum on its Statement of Academic Freedom. The consultation with the membership took place from May 21/14 to May 28/14. There were 204 respondents with the result that 87.7% supported MAUT's Statement. The document is currently under discussion with the Principal and Provost. The MAUT ad hoc Committee on Academic Freedom, whose members are: J. Aitkens, D. Cere, J. Galaty, B. Gillon (chair) and I. Henderson will comment on the revisions and collegially work with the Administration to plan the incorporation of this document into the University Regulations.

- **Collegial Governance**

B. Lennox commented that collegial consultations, involving academics and administration, are upfront, effective, transparent and lead to resolutions. He referred to the ad hoc Committee [chaired by A. Saroyan] which met with Assoc. Provost L. White to review the Draft Regulations concerning Sabbatical Leaves and Leaves of Absence, prior to their presentation at Senate.

There has also been an ad hoc Committee to review the Regulations on Appeals of Tenure Decisions. The results of these collegial consultations led to a series of revisions which were approved by Senate.

There have been discussions with the Provost's Office concerning the French language requirements for permanent residency and how these affect academics.

The recent MAUT survey concerning family care requirements provided specific information on members' needs and has been submitted to the Administration. There is now a Sub-Committee on Family Care, part of the Joint Senate Board Committee on Equity. This is chaired by A. Moores, MAUT member, and originator of the survey. She will lead an Open Discussion on Family Care. There is a new staff position in the Provost's Office that will coordinate family care information for McGill staff.

MAUT is actively involved in the monthly Citizens' Council meetings and has participated in a survey of its members concerning the Principal's Plans for the University. The results will be posted.

- **Opening Lines of Communication**

Throughout the year, the Principal, Provost, Deans, and Associate and Deputy Provosts attend Council meetings to discuss various governance questions. These collegial dialogues are informative and allow for sharing of perspectives, concerns, and positive outcomes. There are also regularly scheduled meetings with the Principal and Provost that are attended by the President, Past-President and President-Elect. MAUT has hosted *Coffee and Conversation with the Principal* events that are open to all members.

- **Committee on Academic Staff Compensation (CASC)**

The six MAUT representatives on the CASC have been reassured that the Administration will

keep its commitment to the current three-year salary policy, despite provincial budget cuts. The CASC has received information comparing the University's total compensation package to those offered to other members of the U15. MAUT sent members a FAQ following the Financial Statement presented to the Board of Governors and the release of the Principal's Report of the Board Meeting.

- **MAUT Business**

B. Lennox reviewed several areas that are addressed at Executive and Council meetings. These included: (a) implementing an effective communication strategy [Electronic Newsletter] developed by VP Communications A. Shrier and the Communications Committee; (b) clarifying 'consultations with MAUT': on April 16/15, Council passed a By-Law on Consultations which outlines the process; (c) MAUT organized a member survey for the selection of a new Provost and Council presented its findings to the Advisory Committee for the Selection of a New Provost; (d) J. Varga, the Legal and Professional Officer is available for assistance and advising for MAUT members; and (e) the Membership Committee organized four successful events for members and their families. These events have reinforced the community-building aspects of the Association. A full report will follow. B. Lennox commented on real-time responses from the Administration which recognizes that MAUT is the voice of the academic community.

6. SBAC – Staff Benefits Advisory Committee Report [A. Shrier]

A. Shrier introduced MAUT's SBAC Representatives for 2014-2015. They are E. Zorychta, N. Acheson and himself.

There is an annual assessment of the self-financing Health and Dental Plans. The premiums are adjusted each year to cover members' claims and the University pays 50% of the costs. The representatives on the SBAC are from the various employee groups as well as the Administration. He noted a consultant provides an annual report of all aspects and costs of the plans: (a) costs related to categories of claims; (b) analyses of comparative plans from other providers; (c) and projected costs of new therapies. Manulife handles the administration of these plans. He noted the SBAC is diligent; there are no hidden or unreasonable costs; and the plan coverage is excellent. The Board of Governors must approve any fee increase and the representative from Towers Watson provides oversight. The reasons for the recent increases are due to the large out of country claims and the LAP [Large Amount Pooling] Insurance that was necessary to cover claims in excess of \$75K. He noted that after 2016, new retirees will pay full dental costs and 70% of health costs.

He listed a comparison of the premiums for the last three years for the Health and Dental Plans for single and family coverage.

He then compared the current composition of the SBAC with one that has been proposed. The main concern in the proposed composition was that MAUT could lose one of its representatives. Both MAUT Executive and Council members voted that MAUT should keep its three members. AMURE is asking for a seat on the SBAC and it is anticipated that MURA, the recently-constituted Retirees' Association, will also request a seat.

M. Richard asked whether members are aware of deadlines when submitting dental claims.

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

D. Lowther reported on his involvement with (a) CASC discussions; and (b) on working with the ad hoc committees on proposed revisions to the Regulations on Sabbatic Leaves for Tenured

and Tenure-Track Academic Staff, to the Regulation on Leaves of Absence for Tenure-Track and Tenured Academic Staff, and on the proposed Regulations on the Appeals of Tenure Decisions.

He has also been involved with Pension Plan discussions and, along with the President and Past-President, has discussed the Conflict of Interests Policy with the Principal and Provost. The expectation is there will be changes to the current document as it has been described as unnecessarily invasive.

8. Vice-President Communications Report [A. Shrier]

A. Shrier listed the members of the Communications Committee: G. Gore, A. Miller-Nesbitt, J. Aitkens, T. Hébert and himself. G. Gore, A. Miller-Nesbitt and J. Aitkens are also the website editors and the editors of the MAUT Newsletter.

The website has been updated. A. Saroyan, VP Internal, chaired a Working Group that sent an updated list of members serving on MAUT's Standing Committees to Council for approval. This list is posted on the website. J. Varga, Legal and Professional Officer, is updating the MAUT Constitution to add recent amendments and By-Laws. The Council Minutes and General Meeting Minutes and appendices are posted on the web, along with announcements and election results.

He reported that J. Day and the Communications Committee have set up an electronic Newsletter template with links to information on the website. There will be no more paper editions. The Communications Committee has established a Publications Procedure for the MAUT Newsletter which was approved by Council in February 2015.

The Communications Committee is investigating additional means of communicating with members.

9. Vice-President Internal's Report [A. Saroyan]

The Vice President Internal is responsible for MAUT participation in the internal affairs of the University. Tasks are undertaken in small working groups and relate to MAUT's internal business and interactions with the University Administration.

A. Saroyan referred to the activities relating to MAUT's internal business. This included filling in vacant positions on MAUT Standing Committees. In conjunction with K. Hastings, Past-President, the VP Internal prepared a document, a By-Law on *ad hoc* Consultation with MAUT. A draft will be presented to Council and the final document will be posted on the website. The VP Internal was part of a Working Group that updated the Terms of Reference for MAUT Standing Committees, which were approved at the April 16/15 Council meeting.

As V-P Internal, A. Saroyan chaired a Working Group to fill in positions on University Standing Committees on which MAUT has representation and another MAUT Working Group to scrutinize revisions to the Regulations on Sabbatic Leaves for Tenured and Tenure-Track Academic Staff and Leaves of Absence for Tenured and Tenure-Track Academic Staff. Associate Provost White has used the Working Group's recommendations to revise the proposals that will go to Senate.

A question was asked about Morneau Shepell's [MS] handling of members' pensions. A. Saroyan has documented issues related to pensions and services provided by MS. At age 65,

members' pensions are handled by MS. Members have only received general statements and commented on the lack of detailed information concerning the status of their investments. There are difficulties accessing real-time data. Members under age 65 who belong to the McGill University Pension Plan [MUPP] have also commented about needing information about their options. The compiled comments will be part of an on-going conversation between MAUT and HR.

T. Velk asked about the timing of the change in the benefit reimbursement rate and whether the rate is age or wage [currently employed] dependent. A. Shrier noted that those who retired before 2016 would maintain their current benefits status but full-time employees, whatever their age, who retired after 2016, would be subject to the new regulations and the University would no longer cover 50% of the claims submitted.

10. Vice-Principal External's Report [A. van den Berg]

- **FQPPU and CAUT news**

A. van den Berg commented about comparative salary databases that are no longer available from Statistics Canada but have been requested from CAUT and FQPPU. The latter has compiled a searchable database of all collective agreements of member organizations. A formal request will be sent to CAUT for similar data.

At the FQPPU *Conseil* on April 16/15, a major issue was the cuts in university funding as announced in the Québec budget. The new FQPPU President, Jean-Marie Lafortune, succeeds Max Roy and there is a new slate of Officers.

The FQPPU is holding a series of fora on working conditions in academia and will be publishing three brief reports on Working Conditions for Professors in Québec Universities:

- 01: The Juggling Act: Thriving or Surviving? *Already published and distributed*
- 02: Collegiality & Management: Organizing or Being Organized? *Just published*
- 03: Research & Creation – Conducting Quality Research & Creating or Overproducing? *To be published*

These can be ordered from the MAUT Office.

The FQPPU asked its member Associations and Unions to nominate candidates for positions on the *Conseil supérieur de l'éducation du Québec* and on the *Commission de l'enseignement et de la recherche universitaires*. Two candidates, A. Breuleux [Education] and D. Guitton [Neuroscience] have agreed to be nominated.

At the CAUT Council in November 2014, the Association announced a series of workshops that were open to members. Among these were workshops on communications, health, and safety. He invited those interested in the workshops to contact the MAUT Office for more information. A. van den Berg referred members to links published in the MAUT Newsletter for more information.

At the MAUT Meeting on April 16/15, Council adopted a motion to make an annual contribution to the CAUT's Academic Freedom Fund of \$5,000, subject to annual review.

MAUT has nominated B. Gillon, Chair of MAUT's ad hoc Committee on Academic Freedom to serve as a member of CAUT's Committee on Academic Freedom.

A. van den Berg listed several CAUT areas of interest. Among those: (a) support to bring back the long-form census, (b) the CAUT's response to the federal government's science, technology and innovation strategy and (c) an analysis of the implications of Bill-51.

He mentioned the CAUT Almanac of Post-Secondary Education in Canada 2014-15 has the latest data on the finances of Canadian universities through its Post-Secondary Institutions Financial Reportings System. He also remarked that the McGill Pension Fund will not be regulated under Bill 51.

11. Vice-Principal Finance's Report [C. Ragan, presented by B. Lennox]

B. Lennox presented the Report on MAUT's Budget and the Association's sources of revenues and expenses. MAUT dues, paid to the national and provincial associations, are the largest single expense. MAUT has an average operating surplus of roughly \$50,000.

MAUT has accumulated some financial assets to the amount of: \$550,000. This figure is made up of cash accounts at McGill, at the Royal Bank of Canada, and holdings in four selected mutual funds. The Auditor's Report states the Association's finances are well-managed.

MAUT has recently discussed lowering the mil rate and reducing MAUT members' dues. C. Ragan has suggested this issue should be discussed only when the Association's accumulated assets are closer to \$600,000. This figure is considered to be sufficient to support any potential and future legal challenges.

C. Ragan's report presented four scenarios to illustrate: (a) the budgetary implications of possible fee reductions, (b) the resulting projected membership dues, and (c) the projected annual surplus or deficit.

There was also a Budget document that compared the projected revenues and expenses for 2015 with the actual figures for the years 2010 to 2015.

12. Report: Chair Librarians' Section [LS] [Tara Mawhinney]

T. Mawhinney reported the goals for the LS were to focus on research support for librarians and on outreach initiatives for prospective librarian members.

There were Research Support Workshops organized by the Professional Issues Committee [PIC] and discussions about having an annual McGill librarian research symposium to connect with the larger community. T. Mawhinney reported on discussions with the Dean of Libraries to establish a librarians' research grant and with the Travel Desk to have article processing charges accepted as Professional Development Fund Expenses.

There are currently 54 members of the Librarians' Section and new members are invited to MAUT's social events and the PIC Workshops. The LS recently participated in the survey on the possible reappointment of the Dean of Libraries and has asked members to nominate candidates to serve on CAUT committees.

There are monthly discussions with the Dean of Libraries. Two ad hoc Committees were recently created: (a) to improve the current performance evaluation form and (b) to develop a mentoring program for Librarians. Current issues for librarians are (a) exploring solutions to archive electronic files and (b) investigating means to store software. Another initiative will assist

librarians in planning their sabbaticals.

Librarian Senator M. Richard has been actively involved with the changes to the Sabbatical Leave Regulations and the Leave of Absence Regulations. The Communications Committee [G. Gore, J. Aiken and A. Miller-Nesbitt] are the editors of the online MAUT Newsletter.

13. Report: Chair Membership Committee [S. Algieri]

S. Algieri reported the goal of the Membership Committee is to create a greater awareness of the incredible role that MAUT plays throughout the McGill University Community, the services the Association provides, and to increase the membership. He commented: *'so much has been done for so many by so few.'*

A series of four social events were planned: Welcome Gathering in September 2014, Octoberfest Apple Picking in October 2014, Winterlude Brunch in January 2015 and a Redpath Museum Visit in March 2015. He presented an impact assessment of the non-members who attended these events and the percentage of those potential members who joined the Association. He thanked Council for their support and asked members to reach out to their colleagues and promote the Association.

S. Algieri also presented topics that the Membership Committee will address. These included: (a) eligibility for membership in MAUT, (b) strategies to target specific Faculties, (c) creating new incentives to join the Association, (d) the merits of MAUT Representatives addressing individual Faculty Councils, and (e) hosting members-only MAUT events. He commented the goal of the Committee is to enhance the contribution that MAUT has made and continues to make to the University Community.

15. Report: Chair MAUT Retirees' Section [MAUT-RS] [K. GowriSankaran]

K. GowriSankaran reported on the successful bridge program which takes place on alternate Tuesdays and is organized by D. Thomas-Edding. The Retirees' Section hosts three luncheon events at the McGill and Macdonald Faculty Clubs, which are opportunities for retired colleagues to reconnect and enjoy speakers' presentations. D. Canning has organized events at the Redpath and Pointe à Callière Museums.

K. GowriSankaran noted the MAUT-RS has been the driving force behind the creation of MURA [McGill University Retirees' Association] which encompasses all McGill employees [MAUT MUNASA, MUNACA and SEIU]. There is an Interim Executive Committee that will oversee administrative issues for MURA. In June 2015, MURA will hold a General Meeting that will formally launch the new Association.

The MAUT-RS has taken the position that, with some financial arrangements, the members of the MAUT-RS will automatically be members of MURA. The MAUT-RS will continue to exist and offer programs and activities.

16. Open Discussion Items

• Family Care [A. Moores]

B. Lennox introduced A. Moores who will discuss her mandate as Chair of the newly-created Sub-Committee on Family Care. A. Moores reported that MAUT has been active on the daycare front and this initiative is now supported by the Joint Senate-Board Committee on Equity, chaired by Associate Provost L. White [Policies, Procedures and Equity]. It recently

established a Sub-Committee on Family Care. The Sub-Committee includes representatives from PGSS, SSMU, Staff Associations, and Unions. There will be a position created to oversee childcare issues and the Committee is asking the university community for input on daycare problems and creative solutions.

At this point, a person who will report to HR has been named to assist all academics with childcare and school issues. The Sub-Committee has requested input on establishing the mandate for this position. There is the possibility that a second position will also be created to operate at staff and student levels.

Concerning Family Care, the University is also looking for input from people with experience in dealing with these issues.

B. Lennox asked what the Committee envisages as the day-to day role and activities for the person appointed by HR. The clarification concerning the title and mandate will be coming from A.P. L. White. A. Moores indicated the new position will entail face-to-face meetings with parents concerning their needs, an active role in finding solutions, and visits to near-by daycares to collect data.

E. Zorychta asked if the current CPE will be expanded. Several years ago there was a MAUT initiative that provided funds for a feasibility study to expand the Daycare, possibly using the soon-to-be vacated space at the RVH. However, the provincial government refused to consider funding more downtown daycare places. Another suggestion was to investigate connections with local and private daycares. E. Zorychta commented on keeping an eye on developments at the Royal Victoria Hospital as it has tremendous potential. She also recommended that the Committee look into making the staff in the Daycare part of McGill, as they are currently not eligible for benefits or pension contributions.

B. Lennox asked how many private daycares exist in the downtown area. These data are not available. According to the recent survey results, A. Moores noted that people were open to agreements with private daycares, if available spots could be found in the downtown area.

K. Hastings inquired about the integration of eldercare in family care and commented on the hours spent taking care of elderly parents. He noted similarities between child and eldercare, asked about overlap, and whether the two issues were related.

A. Moores commented they were different realities and the Committee was created to include both elder and child care. There are some similarities but currently childcare has some built-in mechanisms such as maternity and paternity leaves of absence and stopping the tenure clock. At this point, the resources available are focused on childcare but that does not exclude the possibility of expanding the mandate.

J. Galaty emphasized this is a crucial time for new hires and that accurate information on childcare issues must be readily available. G. Wilczek commented about previous daycare solutions for medical doctors that were organized by hospitals. B. Lennox thanked A. Moores and noted that the MAUT Newsletter would ask members for their input. He emphasized the importance of publicizing this initiative as it is time to capitalize on these recent developments.

- **Career progression, Development and Mentoring [A. Shrier, A. Kirk]**

A. Shrier and A. Kirk addressed the following topics: (a) the benefits of holding the rank of full

professor, (b) if associate professors have been encouraged to apply for a promotion; (c) what obstacles could impede one's career development, (d) what support would be needed, and (e) are their unwritten rules regarding senior vs. junior assistant professor promotions.

A.Kirk noted the higher percentage of associate in comparison to full professors and proposed discussions as per the topics noted above. A. Kirk remarked the under-representation of female full professors possibly resulting from a lack of mentoring. A. Shrier noted that AP N. Cook held a series of Academic Leadership Forums [ALFs]. One was for associate professors, attended by a large percentage of female academics. One issue raised was that associate professors often served as chairs and their administrative duties cut into time that could be focused on preparing for a promotion. A. Kirk commented that newly-tenured academics should be encouraged to start building their portfolios and acknowledged the extra time to build a dossier while preparing grant applications and publishing. A. Kirk noted the financial impact of losing five thousand dollars per year by not applying for promotion. The general feeling is that deans should encourage chairs to support assistant professors to apply for full professorship.

16. Other Business

B. Lennox thanked A. Moores, A. Shrier and A. Kirk. As Past-President, he handed the *virtual* gavel over to D. Lowther who thanked B. Lennox for his commitment, energy and dedication to the Association over the past year. D. Lowther is looking forward to the next twelve months as President.

17. Adjournment

D. Lowther called for a motion to adjourn. A. Saroyan moved to adjourn the General Meeting. Seconded by K. Hastings. Unanimously approved. The meeting adjourned at 1:48 pm.

Respectfully submitted,

Honore Kerwin-Borrelli
Administrative Officer