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# MAUT

## Council Meeting

### MINUTES

Thursday, November 6, 2014.  
McGill Faculty Club 12:00 noon

Present:	
Executive:	B. Lennox, K. Hastings, D. Lowther, A. van den Berg, C. Ragan
Council:	T. Mawhinney, H. Durham, A. Kirk, E. Shor, T. Moore, K. Siddiqi, J. Cooperstock,
Regrets:	A. Saroyan, A. Shrier, D. Covo, M. Nahon, R. Sieber, N. Kamran, K. GowriSankaran
MAUT Staff:	H. Kerwin-Borrelli, J. Varga

B. Lennox called the meeting to order at 12:13 pm.

#### 1. Adoption of Agenda and Approval of Minutes

Council reviewed the agenda. There were no objections. A. Van den Berg moved to adopt the Agenda. Seconded by D.Lowther. The Agenda was approved.

The Draft Minutes for the Council Meetings on Sept 25/14 and Oct 14/14 will be circulated by email. Comments and corrections to be forwarded to: [maut@mcgill.ca](mailto:maut@mcgill.ca)

Minutes for the January 2014 to April 2014 Council meetings were approved without objection by an e-poll of Council (2013-2014 members) which ended midnight October 14/2014.

*This text was forwarded by K. Hastings (President 2013-2014).*

*Draft minutes for the January 28, February 27, March 10, March 25 and April 17, 2014 Council meetings were circulated to members of the 2013-14 Council on August 11, 2014 with a request for suggested corrections (or a request for an extended time for consideration) to be received by September 8, 2014. No suggested changes, or requests for extension, were received and on October 7, an e-poll to approve the draft minutes was opened, to close at midnight on October 14. At the close of this poll there were two responses, both indicating approval of the minutes. There were no objections. Accordingly the January 28, February 27, March 10, March 25 and April 17, 2014 Council minutes are considered approved as of October 14, 2014.*

#### 2. Business arising from the Minutes

B. Lennox noted the upcoming meeting of the three Presidents with the Principal and Provost on November 14<sup>th</sup>.

MAUT will extend a formal invitation to M. Di Grappa to attend a future Council meeting. B. Lennox noted that members of the Senior Administration are regularly asked to attend Council meetings. The Dean of Students, A. Costopoulos, has been invited to attend the December 9<sup>th</sup> Council meeting.

Recently, as reported by an MAUT member, a decision on plagiarism was not openly circulated to academics and the Dean of Students will be asked to update Council on this issue. H. Durham emphasized that decisions made by the Administration that affect both academics and students must be widely publicized.

On January 22/2015, MAUT will host a "Coffee & Conversation with the Principal" at the Faculty Club. More details will follow.

There has been a verbal invitation to Principal Fortier to attend a Council meeting in February or March to discuss McGill's finances and the 2<sup>nd</sup> phase of the Principal's Plans.

MAUT is planning a Forum on MOOCS and others on Salary Policy [Merit and ATB increases] and Retirement Issues.

### **3. New Business**

#### **a) FGM Agenda – Format: Executive Reports/Chairs: Librarians and Retirees**

The Fall General Meeting will take place on Thursday, November 13<sup>th</sup> with lunch at 11:30 am. The business meeting will begin at 12:00 noon.

B. Lennox reported that the agenda and minutes of the Spring General Meeting on April 25/14 will be posted on the website. As President, he will present an activity report on MAUT issues since the April 25, 2014 SGM. Topics include: the referendum results on the MAUT Statement on Academic Freedom and plans to bring it to Senate, updates on Day Care issues, and examples of collegial governance [Council meetings attended by Administration]. There will be a report of ongoing discussions by the MAUT caucus of the CASC. K. Hastings will report on activities by the Citizen's Council and its upcoming survey on their assessment of the first year of the Principal's Plans. The Auditor will present the report on MAUT's fiscal year: Sept 01/13 to Aug 31/14. A. Shrier will present reports as VP Communications and SBAC representative.

Executive will be asked to forward their reports for posting on the website. Presenters will briefly address the audience and leave time for questions. The Membership Committee will have slides from the September and October MAUT events and a representative [Stefano Algieri] will speak about recruitment initiatives. The Chairs of the Retirees and Librarians Sections will present their reports.

An open discussion on the Provincial Budget was initially planned but was replaced by one on salary policy presented by D. Lowther.

An invitation to the FGM was extended to M. Roy, President FQPPU, who sent his regrets.

#### **b) Update on Administration's Open Forum on McGill's Financial Situation (Oct 27/14)**

K. Hastings reported that:

- (1) the existing salary agreements would be respected;
- (2) re: the \$15M cut to McGill's budget, some of the \$15M would be absorbed by a 2% reduction in the salary mass which would affect the Administration and support staff;
- (3) McGill had a \$9M "budget" item for special projects that will be affected
- (4) in general, the \$15.2M budget cut has not had a significant effect this year;
- (5) other budget cuts are anticipated to be between \$4M-\$12M. MAUT will receive notice as to what the cut will be.

C. Ragan asked if the Administration is anticipating more major budget cuts, the "special projects' budget" is cut, and the salary policy is still intact, why is there no hiring freeze? Council discussed the following:

- (a) What assumptions should members have regarding salary increases and hiring;
- (b) There is no parity committee, that includes academic staff, that decides how many new academics are hired;

- (c) CASC should ask question (b) as this perception invites questions;
- (d) The salary freezes preceded the three-year salary policy;
- (e) The status of the current three-year salary commitment;
- (f) A clear message must be sent that academic staff need higher salaries;
- (g) Data is needed for the number of new hires and their salaries;
- (h) Data is needed on the number of retirements and the effects on units.
- (i) J. Varga will forward recent April/May Senate data on hiring and retirements.

**(b.1) CASC Meeting in October 2014**

B. Lennox reiterated the Principal and Provost's commitment to support the three-year salary policy. Next year's salary increase of 5.7% is intact. There is an uncertainty however regarding the possibility of another round of budget cuts by 2017 and its impact. B. Lennox noted the number of new hires projected for this year is on schedule and the academic renewal plan is on-going.

The CASC members discussed the salary policy for the upcoming year. MAUT has received data concerning 0.75% and 1% ATB. At this point, the Administration has not provided the data for ATB from 1.25% to 1.50% ATB. In the 2014 Merit exercise, academics in Categories 1 and 2 numbered 79%, while those in Category 3 were 9%. E. Shor suggested that the CASC investigate the implications if the entire ATB pot were to be distributed among the total number of academics, whereby everyone would get the same lump sum. He suggested that MAUT ask members' opinion on this issue. B. Lennox noted that a principle has been applied for at least the last 10 years that the value of Category 4 plus that year's ATB would equal cost of living (or inflation).

B. Lennox noted MAUT will hold an upcoming Forum on Merit and Salary Policy that will explore different scenarios. A. Van den Berg commented on the relationship between the categories and the amount per category. K. Siddiqi noted there cannot be more than 50% merit in any category. He proposed that the upcoming Forum address issues that affect all members and include MAUT proposals. K. Siddiqi suggested that MAUT release the different scenarios/data on merit and ATB increases at the FGM for the purpose of clearing up misperceptions. K. Hastings emphasized that MAUT needs data on various scenarios on how the merit process works. J. Varga will forward data on past merit exercises to Council. H. Durham proposed that MAUT use the data generated from these scenarios in the upcoming MAUT Forum on Salary Policy, Merit and ATB. B. Lennox noted that only 2% of academics receive Category 5 merit and that in the last Salary Policy exercise that 98% keep up with inflation.

B. Lennox noted the next salary increase will begin on June 01/15 and the merit exercise will begin in mid-March 2015. The FY 2016 Academic Salary Policy is expected to be released in mid-January 2015.

**c) Q & A from MAUT concerning McGill's financial situation**

Al Shrier, VP Communications, has forwarded information to the ListServ concerning the salary agreement and pension issues. On October 20/14, this included a memorandum from VP M. Di Grappa: *Clarification Regarding McGill's Pension Plan Liability and Year-End Budget Results*".

There will be a Q & A document that will clarify recent financial questions that have arisen following the Principal's Report. [Note: This was distributed on November 7<sup>th</sup>.] Members will be asked for their responses to this latest document.

Council inquired about pension issues and that clarifications are needed following the statements from the firm of Morneau Shepell, McGill's portfolio managers. B. Lennox noted that C. Ragan will attend the upcoming meeting of the PAC and more details will follow. B. Lennox said he had written to Principal Fortier requesting a clarification of the information concerning university finances presented at the Board meeting on October 2, 2014 and in the Principal's October 8/14 Board Highlights note. On October 10<sup>th</sup>, MAUT's CASC members met with L. Gervais and J. D'Agata to discuss issues raised by members regarding the communications about the Financial Statement. He noted that MAUT would follow up with its own set of Q&A's for its members and ask for feedback.

Council emphasized that MAUT's Q&A document be the first in a series that will focus on important issues for members.

K. Hastings remarked that the possibility of rising interest rates and that external economic conditions could improve, which could perhaps mean a reduction in the pension deficit. C. Ragan noted if interest rates do not rise, then another discussion will be necessary.

**d) 2014-2015 MAUT Standing Committee Memberships**

K. Hastings and A. Saroyan, members of the MAUT Working Group to update the membership on MAUT's Standing Committees, contacted the Chairs and received their replies. A document was circulated to Council with the updated information.

K. Hastings moved and H. Durham seconded the membership on the following committees:

**Membership Committee**

Stefano Algieri, Music (Chair)  
Susan Gaskin, Engineering (as of January 1, 2015)  
Ken Hastings, Medicine  
Terry Hebert, Medicine  
Tara Mahwinney, Library  
Debra Titone, Science

**Nominating Committee**

Heather Durham, Medicine  
Ken Hastings, Medicine (Chair)  
Meyer Nahon, Engineering  
Al Shrier, Medicine  
Michael Smith, Arts

**Remuneration Committee**

David Lowther, Engineering  
Ken Hastings, Medicine  
Bruce Lennox, Science (Chair)  
Chris Ragan, Arts

**Retirees Affairs Committee**

Nick Acheson, Medicine  
Darlene Canning, Library  
John Dealy, Engineering  
Kohur GowriSankaran, Science (Chair)

Jim Henderson, Library  
John Hobbins, Library  
Dorothy Thomas-Edding, Medicine

**Tenure and Mentoring Committee**

Alenoush Saroyan, Education  
Gloria Tannenbaum, Medicine  
Lorie Kloda, Libraries  
Andy Kirk, Engineering  
Kaleem Siddiqi, Science

**MAUT Faculty Club Committee**

Edith Zorychta, Medicine, Chair  
Antal Deutsch, Economics  
Kyoko Hashimoto, Music

**MAUT Finance Committee**

Christopher Ragan, Economics, Chair  
David Lowther, Electrical & Computer Engineering  
Bruce Lennox, Chemistry  
Ken Hastings, Neurology & Neurosurgery  
Andrew Kirk, Electrical & Computer Engineering  
Eran Shor, Sociology

K. Siddiqi inquired about the process used in compiling this list. K. Hastings contacted the current chairs and asked if there were changes. Last year a working group composed of G. Mikkelson, A. Saroyan and K. Hastings canvassed MAUT members to generate their list. T. Mawhinney suggested there be a start and end date listed per committee member. K. Hastings will work on a staggered list of dates per committee. K. Hastings and A. Saroyan are also working on terms of reference per committee. The motion passed unanimously.

**e) MAUT Policy on Consultation**

K. Hastings proposed that further discussion of the *MAUT Policy on Ad Hoc Consultation within the University* be postponed to the next meeting.

**f) Report of the Ad Hoc Committee to Review the draft Revisions to (1) Sabbatic Leaves and (2) Leaves of Absence**

The following report was forwarded:

*Deputy Provost Lydia White initiated a request to MAUT regarding revisions made to the Sabbatic Leave and Leave of Absence policies.*

*In its October 14, 2014 meeting, Council authorized a working group comprising Alenoush Saroyan, VP Internal, Timothy Moore, and David Lowther to review the suggested revisions. Input on the revised document was also sought from Marc Richard to ensure that the perspective of librarians was also taken into account.*

The working group found the majority of the revisions superficial and without any consequence for our members. A few revised articles, however, were identified as potentially contentious, with potential implications for our membership. These items were discussed in a subsequent meeting with Depute Provost White, resulting in further additional changes to address MAUT concerns to the satisfaction of the working group.

The significant issues, initially proposed revisions, and revisions following input from the MAUT working group are presented in the table below.

<b>RECOMMENDED CHANGES TO THE <u>SABBATIC LEAVE</u> REGULATION</b>	<b>MAUT CONCERN</b>	<b>AGREED FINAL ACTION</b>
<i>Eligibility: iii. ....have filed a Sabbatic report to the Satisfaction of the University</i>	<b>“Satisfaction of the University” ambiguous without specified criteria.</b>	<b>REMOVE “TO THE SATISFACTION OF UNIVER</b>
<i>Remove Professional development fund as it is not related to Sabbatic Leave</i>	<b>Do not agree unless there is a comparable polity in place</b>	<b>AGREE TO LEAVE IT UNTIL A NEW POLICY ON PL IS DEVELOPED</b>
<i>Standing Committee on Sabbatic Leaves- Articles 4.1.1 and 9.1</i>	<b>Not to introduce wording that would undermine the role of the Standing Committee as MAUT has representation on committee</b>	<b>AGREED</b>
<b>RECOMMENDED CHANGES TO THE <u>LEAVE OF ABSENCE</u> REGULATION</b>	<b>MAUT CONCERN</b>	<b>AGREED FINAL ACTION</b>
<i>Article 5.6. A denial of a request for a leave of absence is without appeal and not subject to grievance.</i>	<b>MAUT Member who believes that he or she has been unfairly treated by the University in regard to the interpretation or application of the LOA policy or has been subject to arbitrary, discriminatory or unreasonable actions in relation to his or her request for a LOA has absolutely no recourse and no remedy.</b>	<b>AGREED TO REMOVE THIS ADDED ITEM</b>

**g) Committee Reports (Membership)**

On behalf of the Membership Committee, K. Hastings presented a report on the two MAUT events: Welcoming Gathering on September 09/14 [100+ participants] and Octoberfest Apple Picking on October 05/14 [231 participants]. There was positive feedback for these two family-oriented events that combined socializing and recruiting. D. Titone forwarded follow-up surveys to members and non-members and the general impression was that these successful events were steps in the right direction for MAUT. One comment was that follow-up surveys should be a regular occurrence.

This proposal was forwarded by K. Hastings and T. Mawhinney and circulated to Council on November 06/14:

***Initial Proposal from Membership Committee for a “Winterlude” social event***

*Tara Mawhinney and Ken Hastings will report from the Membership Committee on 1) an overview of the Fall 2014 social events, their cost and their impacts, and 2) a proposal for a winter family Sunday Brunch event at the Faculty Club, linked to outdoor events and/or a visit to the Redpath Museum on campus, tentatively called “Winterlude” and with a target date of January 18, 2015.*

*For information and initial discussion, with a definite budget proposal to be made at the December Council meeting.*

The Membership Committee is planning a MAUT Winterlude [Winter Themed] Event on January 18<sup>th</sup>, 2015 with brunch for families at the Faculty Club and suggested follow-up outdoor activities [skating and tobogganing on campus] and a visit to the Redpath Museum. Council discussed costs and whether there would be a charge for member and non-member participants.

Various costs and room scenarios were discussed:

- (a) Charging \$10/member and \$5/child;
- (b) Charging \$20/non-member and \$10/child;
- (c) *Members, spouses and children would be free with non-members paying \$5 a head and free for children; (preferred option by consensus)*
- (d) Using the Ballroom and other rooms in the Faculty Club for the Brunch;
- (e) If members and non-members were to pay a fee, what percentage of the total cost would be covered?
- (f) “Winterlude” would not be an income-generating event;
- (g) The event would appeal to members and generate interest among non-members;
- (h) No formal motion for a budget would be made until more information is available [Council meeting on Dec 09/14];
- (i) This initiative is part of the Membership Committee’s goal to recruit and retain members.

**4. Other Business**

The “Coffee and Conversation with the Principal” event is scheduled for January 22<sup>nd</sup>, 2015 at the McGill Faculty Club from 9:00 – 10:00 am. If the Ballroom is unavailable, the Dining Room may be used. More details will follow.

Axel Van den Berg inquired about recent requests for endorsement from the FQPPU and the CAUT. He referred to the CAUT call for an endorsement of an open letter to the Mexican President concerning the plight of Mexican students in Guerrero Province who were reportedly killed, wounded or abducted on September 26/14. E. Shor proposed and A. Kirk seconded the motion that this information be sent to members. Note: The E-MAUT November 2014 included

this information and individual members could forward this letter. The initial E-MAUT also provided links to other postings of interest to members.

K. Hastings forwarded a proposal concerning approval of minutes that could be used for Executive and Council meetings. **[Ref: Nov 06/14 -#1. Adoption of Agenda and Approval of Minutes]** Last year's Council was asked to approve the Council minutes from January to April 2014 and the date of approval would be recorded.

K. Hastings circulated a copy of the Citizen's Council Survey that would be sent to MAUT members to get the community's take on the strengths and potential complications concerning the Principal's Plans. This survey will also be sent to all members of the McGill community. The survey results will be discussed with the Principal at the Citizen's Council meeting on January 6, 2015.

K. Hastings proposed:

*Motion: That MAUT Council endorses the Citizen's Council Survey on the Principal's Plans and encourages MAUT members to participate in this important community effort.*

Seconded by T. Mawhinney. Council unanimously approved. Note: The responses will be anonymous as all members of the McGill community will be invited to participate.

The survey and a reminder were sent to MAUT members via the ListServ. Council's input was requested in the form of a four-question survey which was accessed at the following link: <https://www.surveymonkey.com/s/M9K7S7S>

The deadline date for the survey was 5:00 pm November 21.

E. Shor emphasized that MAUT should be publicizing more information for members concerning the French language requirements for permanent residency. B. Lennox noted the University Policy is posted on the Provost's website, including a tenure holiday.

## **5. Adjournment**

B. Lennox called for the meeting to be adjourned. Council agreed unanimously. The meeting adjourned at 2:13 pm.