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# MAUT

## Council Meeting

### MINUTES

Friday, January 30, 2015

McGill Faculty Club 12:00 noon

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

B. Lennox called the meeting to order at 12:13 pm. He welcomed Provost Masi. The Council Meeting went into the Closed Session.

## Open Session

### 1 Agenda and Minutes

There were two changes to the Agenda: A. van den Berg proposed moving #6- CAUT News to #9b and D. Covo added #9c, Safe Disclosure Update. A. Saroyan moved to accept the Agenda as amended. Seconded by D. Lowther. Council agreed unanimously.

The Draft Minutes to the December 9, 2014 Council Meeting were circulated. J. Cooperstock moved to accept the Minutes. Seconded by E. Shor. Council agreed unanimously and the Minutes were approved.

### 2 Business Arising

There was no Business Arising.

#### 1. Revision of Tenure Appeal Regulations

Alenoush Saroyan, Chair of the ad hoc Committee to Review these Revisions, commented on the methodology used in these consultations with Associate Provost, L. White [Policies, Procedures & Equity]. The meetings with L. White addressed MAUT's concerns, and the document was revised in subsequent reiterations and brought back to the Ad Hoc Committee for further internal discussions. There were additional meetings with the Associate Provost.

The data for the appeal cohorts from 2011/12, 2012/13 and 2013/14 were projected in the PowerPoint Presentation, as were issues listed alongside the suggested /agreed upon changes and other agreed-upon issues. The ad hoc Committee will prepare a summary document for the Associate Provost. Several issues were addressed:

- The definition of an Advisor was discussed and the term 'active' was removed. Advisor means a member of the University community who has agreed to act in an advisory capacity.
- There will be future discussions concerning re-appointment regulations and until that time, the current rules will be used.
- There must be written substantive reasons for a denial of tenure.
- There are recommendations to provide similar wording in the Regulations for Librarians.
- A hearing sub-committee will decide if an appeal should go forward and if the original UTC report will be sent on to a new UTC. If the grounds for appeal are met, there will be a new Ad Hoc UTC consisting of people with relevant expertise who could receive the original report.

- The hearing sub-committee will decide the merits of the case and whether the original UTC followed the rules.
- The Appellant must be given at least 37 weeks' notice.
- The hearing and deliberations are confidential. The wording of the grounds for appeal has not been changed.

These changes will be sent to Associate Provost White, in anticipation of a revised version. If a previous version is sent to Senate, then MAUT Senators could voice their concerns. B. Lennox asked Council to forward their feedback to A. Saroyan and the Working Group. B. Lennox thanked the ad hoc Review Committee.

### **3a. Winterlude - January 18, 2015**

B. Lennox thanked the Membership Committee for a successful event.

### **3b. Meeting with the Principal and Provost – January 27, 2015**

B. Lennox commented that permanent residency issues were discussed. More details are expected. He suggested that if a profile existed of the academics affected by these issues, solutions could be found.

## **2. Spring Forums**

Council proposed a March Forum on the Merit Process and Salary Policy [led by K. Hastings] and a May Forum on MOOCs and alternate teaching methods [led by A. Saroyan]. B. Lennox asked Council to propose speakers for these two events.

Council emphasized that detailed data on the merit distribution based on gender, faculty and rank must be available. Possible agenda items could include: theories of merit: pro & con; data at McGill, and whether or not the merit process is working. Currently MOOCs are available on Chemistry, Natural Disasters, and Management.

## **3. E-MAUT update and status**

Al Shrier discussed the next edition of E-MAUT. The Communications Committee had drafted a protocol concerning the frequency, content and workflow of the E-MAUTs. A. Shrier noted that guidelines and criteria would be developed over time and in the absence of the VP Communications, the President will have the final approval. He outlined the protocol:

- Frequency – 4 times a year [more if necessary]
- Content – provided by MAUT Executive and Council
- Workflow: - call for content; specified deadline; content to include headline, article and links; content compiled by H.Kerwin-Borrelli; first draft to VP Communications, then to Exec and Council; final E-MAUT sent to ListServ.

Note: The updated Protocol will be sent to Council Members for feedback and A. Shrier will bring a motion for approval at the next Council. K. Hastings proposed that the title of the next edition could be: E-MAUT: the Electronic Newsletter of the McGill Association of University Teachers.

## **4. CAUT News – moved to 9b**

## **5. Update – Chair, Nominating Committee**

K. Hastings noted the upcoming MAUT elections for 2015. The Call for Nominations document will be sent out shortly. [February 10/15] and the Nominations must reach the MAUT Office by

March 10/15 at 5:00 pm. The Elections will take place from March 25/15 to April 01/15. He encouraged current Council members to run again and noted that the Nominating Committee is looking to encourage a gender balance and to have a representative from the MAC campus.

**6. Update – Citizen’s Council Meeting with Principal Fortier (January 06/15)**

This meeting was chaired by B. Lennox. The guests were the Principal and VP Finance & Administration, M. Di Grappa. The Agenda was framed around the Citizen’s Council survey. The Principal addressed each issued raised.

**7. Update – Coffee & Conversation with Principal Fortier (January 22/15)**

The topics addressed included the role of representatives and representation. The Principal commented that a low response rate to a survey is not necessarily negative and could indicate a level of satisfaction. The Principal continues to speak to McGill community groups. The Principal referred to a meeting in Québec City on January 21/15 and developments affecting Universities. Questions were asked about the number of women in higher administrative positions and on updates on nearby Daycare options for academics at McGill. K. Hastings remarked about the successful PGSS prototype. Incoming Provost Manfredi will be invited to address Council.

**9b. CAUT News**

This item was not discussed.

**9c. Safe Disclosure Update**

This item was not discussed

**8. Adjournment**

Axel van den Berg moved to adjourn the meeting. Seconded by K. Hastings. Unanimously approved. Council adjourned at 2:29 pm.