

MAUT

Joint Council Meeting

MINUTES

Wednesday, May 8, 2013

McGill Faculty Club 12:00 noon

Present:	
Executive:	A. Shrier, K. Hastings, J. Galaty, C. Riches, B. Lennox, G. Mikkelson, B. Reed
Council:	K. Hashimoto, M. Zannis-Hadjopoulos, S. Rankin, L. Kloda, L. Glass, K. GowriSankaran, K. Siddiqi, A. Paré, R. Sieber, M. Nahon., A. Kirk
Regrets:	B. Gillon, C. Ragan, P. Rohrbach, N. Ives, K. Norget, A. Moores, P. Caines, H. Durham, R. Myles, D. Lowther, D. Harpp
MAUT Staff:	H. Kerwin-Borrelli, J. Varga
Guests:	C. Lu

1-2. Adoption of the Agenda/Overview of the Agenda

K. Hastings called the meeting to order at 12:12 pm. Council, guests and MAUT Officers introduced themselves. K. Hastings noted that exiting Executive Members [B. Gillon, C. Riches, A. Shrier and D. Harpp] would soon receive their MAUT mugs. He welcomed new and returning Council members: A. Paré, H. Durham, A. Kirk, M. Nahon, R. Sieber, L. Kloda and K. GowriSankaran. He thanked J. Galaty for his years of service and welcomed B. Lennox as President-Elect. He noted that the Council Agendas will be circulated one week before the meetings. If there are changes or additions to the agenda, these will be addressed at the Council meeting.

There were several discussion items: Executive compensation /course-research release; the open letter from J. Galaty and B. Gillon, and election of Council members. Council agreed to discuss the election results first. K. GowriSankaran moved to adopt the revised Agenda. Seconded by B. Lennox.

Approved: Unanimously

3. Business Arising

3.1 Election results and Executive Committee Recommendations (K. Hastings)

K. Hastings referred to the composition of Council which included 5 new Council members elected for a two-year term. The Councilors elected for 2013-2015 are: H. Durham, A. Kirk, M. Nahon, A. Paré and R. Sieber. The returning Councilors in the second year of their two-year term which began in 2012 are: P. Caines, L. Glass, K. Hashimoto, A. Moores and K. Siddiqi. The MAUT Council now has 10 members, as specified in the Constitution. K. Hastings noted when the results of the 2012 Election were announced at the Spring GM in April 2012, there was a tie vote for last position and an additional person, whose identity was not revealed at any time, was co-opted. Neither Council nor the candidates themselves knew the identities of the elected/co-opted people.

K. Hastings noted that there was a technical problem as a co-opted person should only serve one year. At its May 01/13 meeting, the Executive had proposed that the above named 10 Councilors could now be deemed elected, which would solve the technical problem. In subsequent years, Council will ensure there are only 5 new Councilors elected to replace the exiting 5 members. K. Hastings indicated that Council could propose a motion to declare the 10 current Councilors elected including those who are beginning and completing their terms.

Added in revision, Bruce Reed pointed out the following:

The Constitution sets out clearly that if a council member is elected to executive office he or she is deemed to resign his or her council seat from the date at which the new executive takes office (at the Spring General meeting after the election), and an election is to take place for the remainder of his or her term. In the spring of 2012, a call went out for nominations for 6 council positions, even though only five positions were vacant. Caroline Riches, who had one year left to serve on council, was acclaimed into an executive office at that election. Association Members were asked to vote for 7 council members on the ballot. It was announced that there was a tie for 7th place and hence one of the two candidates who tied had been coopted to serve on council.

However, even if we accept adding the election of the replacement of Carolyn Riches to the list of open positions, there were only six open positions, so the two candidates who were seventh and eighth were not filling any vacant position.

Greg Michelson has now been elected to the Exec from Council and it is being suggested that the members coopted for last year remain on council instead of an election being held as the Constitution requires. This seems completely inappropriate.

There was a motion from the floor:

B. Lennox moved that Council deem all current ten members to be elected, with each to serve the remaining part of their 2-year term. Seconded by A. Shrier.

A discussion followed. G. Mikkelson commented the motion at the May 01/13 Executive meeting included a reference to the Constitution. (Note: The Motion at Executive was:

1. The Executive Committee affirms its commitment to the MAUT Constitution, in particular that Council consists of 10 Full Members (excluding constituency representation and Executive), with 5 Full Members being elected each year to serve two year terms.
2. The current composition of the Council corresponds to this commitment.
3. The Executive Committee recommends that all ten current Full Members be deemed elected members, with each to serve the remainder of their respective two year terms.)

G. Mikkelson also noted that at the May 01/13 Joint Executive meeting there was a coherent, rational reconstruction of what happened at Elections 2012. He noted that of the remaining Council members [2011-2013 cohort], there were 2 positions that would be vacant in the 2012-2013 year, which meant that 7 positions were called for: 5 to serve two-year terms and 2 others to serve out the one year remaining in the original cohort's term. B. Lennox commented that the Council motion corresponded to the gist and spirit of the prior Executive motion.

K. Hastings referred to the SGM Minutes of April 2012 when the results were announced by R. Janda, the Chief Returning Officer. There was no objection at that time and the minutes were approved. He noted that mistakes had been made in the past but that Council should not now be making similar mistakes. He stressed the importance of following the Constitution and not to relive the past. M. Nahon inquired what would be done to replace G. Mikkelson and K. Norget on the current Council. However, in the present context, with 10 Councilors remaining, their departures do not create "vacancies". A. Kirk commented that with many things Council could be working on to benefit MAUT members, it would be best not to spend lost of time on an internal debate.

J. Galaty stressed the unproductivity of going back. There could have been other ways to proceed, but judgments were made in good faith and all Council members have served in good faith. K. GowriSankaran proposed that the two elected/co-opted members step out during discussion to resolve this impasse. R. Sieber stressed the importance of following the Constitution. A. Saroyan commented that there are two issues: the constitutional process and the outcome, both of which require time to resolve. MAUT must not make the same mistakes and should move on with what the Association should be doing.

G. Mikkelson noted the rational reconstruction of what took place during the 2012 election, including the server problems. He commented that if the Constitution is followed, there would be no risk of fluctuating numbers. There would be no more than 10 and never less than 10 Councilors.

A. Shrier note the number of vacancies on Council may fluctuate because of Councilors' moves to Executive positions and / or Councilors' resignations. What is necessary is to present a full slate of choices.

K. Hastings noted the report given at the SGM in 2012 should have indicated the tie and that one was elected to serve a two year term and another, co-opted Councilor would serve a one-year term. He noted the past cannot be changed. K. Gowrisankaran called the question. The Council motion was re-read aloud. The vote showed 6 approved the motion, 5 disapproved and 2 abstained. The motion passed.

4. Adoption of the Minutes

The minutes of the April 10/2013 Council meeting were presented. K. GowriSankaran moved to adopt the minutes; seconded by K. Siddiqi. The minutes were approved. K. Hastings asked Council to forward any minor corrections to the Office.

Approved: Unanimously

5. Report from pre-Senate, pre-BoG, and pre-CASC caucuses (A. Shrier)

K. Hastings noted that MAUT intends to ask committee Chairs and Caucuses to present reports at regular Council Meetings. A. Shrier reported on eight past MAUT Caucus Pre-Senate meetings that are held in the Faculty Club. An invitation is extended to all Senators to attend these sessions. At most of these pre-Senate meetings, there are ~24 attendees, most of which are Senators, including undergraduate and graduate students, professors, librarians and non-academic staff. A. Shrier commented on informative meetings and open discussions on the agenda, documents and strategies.

Concerning the pre-BoG meetings, two were held during the last year to discuss the open session documents. A. Shrier noted that K. Hastings and former V-P David Harpp are Governors, which makes for good communications at these meetings.

Concerning the Pre-CASC meetings, there have been 8 meetings to date this year and more are scheduled. There is much preparation prior [Pre-CASC] to CASC meetings. J. Galbraith, an advisor to the MAUT caucus, was honored at the recent Advisors' Dinner.

3. Business Arising Continued

3.2 Nominating Committee

K. Hastings noted that the composition of the Nominating Committee should perhaps be dealt with immediately following elections because it could happen that a second election might have to be held soon after, e.g., if a vacancy was created by election of a Council member to the Executive. M. Nahon noted that in the interest of time this item could be skipped. K. Hastings agreed, noting that that, with the passing of the above Motion on the current Council composition, there would be no need for a second election this year. It will be left for future Council meetings to consider the question of the timing of the appointment of the Nominating Committee, and also the Finance Committee, whose Chair (like the Chair of Nominating) is held ex officio by a member of the Executive who in principle may have just been elected. (This was not the case in the past election in which V-P Finance C. Ragan was re-elected.)

3.3 Executive Compensation [Course Release / Research Funds]

K. Hastings noted that for the third year in a row, course release/research funds have been made available to Executive members in recognition of the time commitment that their positions require. There is a core allotment of \$30K from the Provost along with an additional \$10K that, as of last year, was matched by Council's authorization to allocate an additional \$10K, which brought the total amount of funds available for 2012/13 to \$50K.

K. Hastings proposed that Council once again approve \$10K for Executive course relief/research funding, for 2013/14. B. Lennox moved the motion which was seconded by A. Paré. A discussion followed. C. Ragan [V-P Finance] who was unable to attend, had indicated by email that he would approve this motion, but that he would expect that discussion of any other items with a significant financial component should occur at a meeting where the V-P Finance could be present. R. Sieber commented that it would be worth considering for the future whether MAUT should be independent of the administration in terms of Executive course release/research funding. A. Shrier commented that the Provost's allocation recognizes MAUT's service and contribution to the University.

The vote was called: Pro: 13; Con: 0; Abstention: 1. The motion passed.

6. Council Activities in the new Academic Year

6.1 Best day of the week for Council Meetings

A Doodle poll will be circulated to choose the best weekly meeting day for Council members. Choices will be offered for the first and the second semesters. [Note: Council members responded with their preferences and alternating Tuesdays and Thursdays were chosen for Executive and Council meetings in Semester 2.]

6.2 Bringing Committee Compositions, Reports etc. before Council

K. Hastings discussed ways to structure the requirement that Council appoint and receive reports from the Standing Committees. A working group was formed at the May 01 Executive meeting [K. Hastings, G. Mikkelson & A. Saroyan] to review the membership and terms of reference of the MAUT committees and is scheduled to report at the Council meeting in October 2013. It was suggested that the working group request a brief summary from the chair of each committee and based on these submissions, Council might choose to request more information and/or hear oral reports from the Chairs of particular committees. Council noted the significant number of Internal and Ad Hoc committees, questioned the need for that many, and suggested that several could be collapsed. A. Shrier noted that over the past year, discussion on MAUT committees was often overlooked as other issues/motions predominated. He noted that some committees could be defunct and should be retired. It was concluded that the Working Group thoroughly review the list of committees and ask for individual written summaries. Choices will then be made on the basis of these summaries. M. Nahon pointed out that in addition to reviewing the mandates and composition of standing committees, it should also consider those of the non-standing committees.

6.3 Planning for the Council Orientation [August 28/13]

The Orientation Session will take place at the McGill Faculty Club. Council quickly reviewed the Agenda for last year's session and proposed some changes. S. Rankin suggested that a slot be created for the Librarians' Section Report.

6.4 Idea of a Compensation Retreat for Council

K. Hastings proposed a Council Retreat based on presentations from MAUT members serving on the CASC, SBAC and PAC. The Retreat would deal with the current content of compensation-related discussions and the processes involved. L. Glass commented on the discontent expressed in recent meetings and the need to understand where everyone is coming from. He proposed that focus groups meet independently with the purpose of integrating the different points of view and bringing back their suggestions to future meetings.

A. Saroyan commented that the MAUT retreat could look at all concerns expressed. She proposed a survey to ask for the membership's input and members' concerns which could form the discussion at the Retreat.

A. Paré noted that concerns were already expressed in Council debates and proposed a more public conversation, beginning with the committee structure. G. Mikkelson proposed in the context of the MAUT retreat that the relationship with CAUT and

FOPPU also be brought into the discussion. He suggested that the idea of academic compensation also include non-academic compensation. K. Hastings noted there would be overlap with pensions and benefits.

A. Kirk commented the Compensation Retreat should provide information on:

- (a) who the committee members are and a list of their constraints;
- (b) what are the issues and who gets what from these committees

He suggested that MAUT move soon and request members' feedback.

3.4 Open Letter: J. Galaty and B. Gillon

In response to the letter circulated by J. Galaty and B. Gillon, K. Hastings mentioned that he will release an end-of-the month President's report [May 2013] via the ListServ. Here are several of the issues that he will address:

- There is an organized group at MAUT.

He noted its existence and that the group circulated an email list of candidates prior to the election. K. Hastings noted several positive points since an organized group would be engaged in the process.

- Was there deliberate secrecy?

The slate of preferred candidates circulated in emails did not reach all members, which may have given an impression of secrecy. However, apart from the member ListServ, which would have been inappropriate, almost any list will be incomplete.

- The organized group want to change the way that MAUT functions, particularly regarding the role of Council:

The Constitution provides a key role for Council.

- The organized group is working toward the unionization of faculty.

This may or may not be a fact – but it is not particularly relevant.

- Unionization is bad.

His personal opinion is that it would not be the best move for MAUT. However, if members want to form a union, the members' wishes will prevail.

3.5 Use of MAUT ListServ

J. Galaty noted the letter, which he and B. Gillon signed and circulated, was sent to inform faculty members prior to the recent vote on pension issues and the MAUT election. The letter was sent to alert faculty to the implications of their choices. He referred to the use of the term "secret" and that while the issue itself was not "secret", the average academic may not have all the information.

G. Mikkelson stated his view that Executive has dominated Council and that if Council drives issues, it is closer to democracy and transparency. M. Nahon suggested that MAUT could adopt a similar arrangement to the current one at the U of T, based on Memoranda of Agreement. He objected to the Galaty/Gillon letter and asked how the recipient list was generated. J. Galaty noted that he and B. Gillon had built their own recipient list.

R. Sieber referred to the confusing use of the term "Past-Presidents" instead of "Former-Presidents" and that the letter cast aspersions on elected Council members.

Al Shrier noted the Executive carries the bulk of the work and invited Council to get more involved. He commented on the increased turnout at elections.

7. Discussion

7.1 Statement on Legal Case

This will be discussed at a future meeting.

8. Adjournment

Ken Hastings called for a motion to adjourn.

Approved: Mikkelson/Saroyan

The meeting adjourned at 2:25pm.
