

# MAUT • APBM

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

**FALL GENERAL MEETING November 17, 2017**

## **MINUTES**

### **1. Call to Order and Welcome**

Alenoush Saroyan, President, called the meeting to order at 12:03 pm. and welcomed Full, Associate, Retired Members and visitors to the MAUT Fall General Meeting. She reminded everyone to register.

The agenda and reports from the Executive, Council, and Constituency Chairs are posted on the website. The authors presented brief summaries and answered questions. Speakers from the audience were asked to identify themselves and use the microphone when submitting their questions and comments.

A total of 57 guests signed in including (44) Full members and (1) Auditor P. Gagnon, 8 Retired members, the 3 MAUT Officers and 1 staff.

### **2. Adoption of Agenda**

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

**T. Hébert / A. Shrier - Adopted Unanimously**

### **3. Minutes of the April 19, 2017 Spring 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. Reports and appendices are on the website.

**D. Lowther / K. Hastings – Adopted Unanimously**

### **4. President's Report [A. Saroyan]**

A. Saroyan reported the majority of MAUT's activities respond to members' requests and MAUT has been proactive in these initiatives which are guided by three principles:

- To ensure MAUT's undertakings are in line with its mandate;
- To be pro-active and identify issues and their impact on all academic staff and to respond to emerging issues relating to academic life, working environment and conditions and general wellbeing. Currently on the pro-active front is the Working

- Group on the Selection of Deans and the motions on divestment from fossil fuels;
- To ensure that MAUT's initiatives benefit all members, individuals in different age groups, career trajectories and ranks.

A. Saroyan noted the incredible amount of work done by the Executive, Council, Standing, *ad hoc* committee members and Working Groups and referred to her report on the web for the complete list of areas where MAUT is involved. She noted a few examples: the breadth of work includes Consultation, both initiated by MAUT and in response to requests from the Administration, the on-going input into the Regulations Relating to the Employment of Academic Staff, revisions to these and other Regulations, the Agreement with McGill University Retiree Association [MURA] and the annual Agreement with Kids and Company to ensure daycare for MAUT members, the number of Fora and Workshops, advising on cases such as harassment, tenure, workload, conflict of interest, reappointment etc., involvement on Committees that influence Policy Changes and other issues on the Association's radar, to name just a few.

MAUT is always looking for interested members/volunteers who are willing to devote their time and expertise on these and future initiatives.

A. Saroyan asked members to forward additional issues to Executive and Council that MAUT will put on its radar. Currently MAUT is looking into the following:

- Pay equity for research assistants
- Salary differential between TT academics and CAS non-unionized colleagues
- Campus development plans and the need for MAUT's input
- Campus security [level of training of security people and response time to urgent situations]

A. Saroyan thanked H. Kerwin-Borrelli [Administrative Officer] J. Varga [Legal and Professional Officer] and J-A Watier [Membership Engagement Officer] for ensuring our institutional memory and the seamless functioning of MAUT's organization of volunteers. She thanked all volunteers who have contributed to MAUT's organization. A. Saroyan reminded Members of MAUT's By-Law on Consultation. Currently there are on-going consultations which require input from volunteer Working Groups.

R. Sieber commented on MAUT's defined Consultation By-Law and that MAUT needs more volunteers to populate *ad hoc* Working Groups to address issues and forward recommendations to the Administration. Members who volunteer their time are greatly appreciated.

## **5. Auditor's Report**

The following reports, presented by P. Gagnon, CPA CA, included MAUT's Financial Statements for its fiscal year ending August 31, 2017. Also projected were the actual budget figures for the 2017 financial year, and the projected budget for the 2018. P. Gagnon presented comparison data on actual data from 2013 to 2017. These reports

are on the website. P. Gagnon noted there are no restrictions on the Audited Statement. He reviewed the details of each category for Revenues and Expenses. MAUT has Unrestricted Net Assets of \$781,168 for 2017. He commented that MAUT's bookkeeping is well-documented and reported.

## **6. Reports from the Executive**

### **a. Past-President [T. Hébert]**

As Chair of the Nominating Committee, T. Hébert reported that MAUT's 2018 Elections would take place in Spring 2018. In February 2018, a Call for Nominations will be sent to all eligible MAUT members through the ListServ and offer them (a) the opportunity to apply for positions on the Executive and Council and (b) to nominate candidates. The Nominating Committee will meet in January 2018 to start the process and contact potential nominees.

On June 20<sup>th</sup>, 2017 MAUT held a Workshop on Fundamental Science following the publication of the Naylor Report and its recommendations to support fundamental research. What began as a grassroots movement has galvanized to involve students and academics. It was widely publicized on social media. On November 23, 2017 [Parliament Hill Day], CAUT has organized a one-day lobby to meet the Minister of Science and Federal MPs providing the opportunity for U15 members to promote key issues.

T. Hébert reported that MAUT is following the issues of health care for non-resident staff with the Administration. Clarity on coverage is essential and Deans are required to communicate the latest information when hiring non-resident staff. AP A. Campbell will forward information on these issues to individual faculty members affected.

B. Reed emphasized the information on health care for non-resident staff should be posted on the website and on MAUT's Twitter and Facebook. He also commented on the issues faced by non-resident academics who must pass a French language efficiency test. G. Coleman noted that McGill has hired a lawyer, immigration officer, and residency expert to assist staff with issues in getting residency status and commented on McGill's improvements in these areas.

### **b. President-Elect [A. van den Berg]**

#### **• Academic Freedom Forum**

On October 26<sup>th</sup>, 2017, MAUT held a Forum on Academic Freedom to discuss issues that arose following A. Potter's resignation as Director of the McGill Institute for the Study of Canada. The keynote speaker, Prof. N. Guppy, [Sociology and Senior Advisor on Academic Freedom to the Provosts at UBC], began with a question that was subsequently addressed by fellow panelists: *"Is there a justification for imposing limits on what an academic administrator may say in public, limits that would not apply to a regular professor in exercising his/her academic freedom?"* A. van den Berg reported the panelists presented an excellent range of opinions that can be viewed on YouTube and there will be a link to the forum in the Newsletter. The fellow panelists were: B.

Gillon [McGill], Y. Gingras [UQAM], E. Haque [York], J. Levy, R. Sieber and D. Weinstock [McGill].

Following this Forum, MAUT will focus on strengthening and safeguarding McGill's current Statement on Academic Freedom. Members of the Executive and the *ad hoc* Committee on Academic Freedom will work on issues including the distinction between administrative and academic mandates.

- **The Campaign to Overcome Administrative Overload**

A. van den Berg reported that MAUT's survey, distributed to members, solicited details about their administrative overload experiences, their most unnecessary and pressing complaints, and asked for suggestions and possible solutions. The site received more than 126 responses on the first day. The *ad hoc Working Group on Administrative Overload* (A. van den Berg (President-Elect), S. Severson (Library), R. Sieber (Geography), and N. Hall (Education & VP Communications)) will analyze the results and report on major themes. Following this, a proposal is in the works to invite representatives from MAUT, MUNASA, MUNACA and the Administration to form a standing committee and look into solutions for these issues and change current practices. A. van den Berg asked for volunteers to join this committee. He reminded members to complete the survey.

- **Travel Management Program**

A. van den Berg reported that VP Finance Y. Beauchamp has issued new revisions to the Travel Management Program which exempted academic staff and librarians from mandatory use of *Vision*, the University contracted Travel Company for academic and research purposes. He thanked Catherine Lu, MAUT's representative on the Steering Committee of the Travel Management Program, for her work on getting the administration to implement the changes requested by MAUT and faculty.

- c. VP Finance [K. Hastings]**

K. Hastings, Chair, thanked the fellow members of the Finance Committee: J. Bartlett, Mo Chaudhury, A. Saroyan, R. Sieber and A. van den Berg. He provided a financial snapshot of the Association for the coming year. The Association needs to have enough revenue to cover the costs of potential legal bills as happened in previous years when the mil rate was increased to 0.65%. This level of revenue has now been achieved. The bulk of MAUT's annual revenues comes from members' dues and is (\$736K). Another amount (\$45K) comes from the Provost's Office for teaching releases/research assistance for members of the Executive and the Chair of the Librarians' Section. There is \$4K in investment income which brings MAUT's total accumulated assets to (\$785K)

Concerning expenses, CAUT and FQPPU members' dues amounted to (\$300K) and salaries amounted to (\$227K). MAUT had an annual surplus of (\$68K), which P. Gagnon considered appropriate for an Association of this size. Council decided to reduce the membership dues from 0.65% of salary to 0.58%, effective September 2017. This was offset by academics' salary increase in June 2017. There is an anticipated deficit next year of \$65K with the hiring of the Membership Engagement Officer. The

Finance Committee will re-evaluate MAUT's financial position in three years and is optimistic that recent initiatives will have positive effects for the Association.

In August 2018, MAUT hired Jo-Anne Watier, Membership Engagement Officer. The long-term financial plan is that deficits anticipated for FY 2018 would be offset by an increase in membership generated by the new MAUT Officer working with the Executive and Membership Committees. An estimated increase of 150 members is anticipated. The cost of hiring the Membership Engagement Officer is an investment in MAUT's future and an augmented staff will provide more services for members.

There are also on-going discussions between MAUT and MURA [McGill University Retirees Association] on a Memorandum of Agreement that would enable members of MAUT-Retirees Section to join MURA for a nominal charge.

**d. VP Internal [P. Rohrbach]**

P. Rohrbach reported on a busy year for Executive, Council and Working Groups as many regulations and policies have been or are in the process of being revised. She thanked members of the various working groups and asked members to consider volunteering their time.

- *Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law.* The Working Group members are S. Gaskin, R. Sieber, J. Ruglis, P. Rohrbach and T. Hébert. Senate approved this policy on May 15, 2017 and the Board of Governors on May 25, 2017.
- *Regulations Relating to the Employment of Academic Staff.* The Working Group members are: K. Hastings, R. Janda, J. Galaty, P. Caines, P. Rohrbach, A. Saroyan and J. Varga. Revisions to this document are on-going and have been forwarded to AP A. Campbell.
- *Conduct of Research.* The Working Group members are: V. Talwar, M. Nahon, D. Titone, T. Hébert, P. Rohrbach and A. Saroyan. This document was initially brought forward by students. Work on this dossier included meetings with AP A. Campbell and Past-VPIR R. Goldstein and is on-going.
- *Service Portfolio Guidelines.* A Working Group composed of R. Canuel and P. Rohrbach are working on the *service* part, the third section of this three-part Portfolio which includes Teaching and Research Components. This is in relation to the *Regulations Relating to the Employment of Academic Staff*. MAUT has been consulted and asked to put together the guidelines to this service portfolio. AP A. Campbell is involved with this dossier which will come to Council.
- *Travel Management Program.* P. Rohrbach thanked A. van den Berg and C. Lu for their work on this dossier that proved to be complicated and lengthy. The result is faculty members can continue to book their travel for research and teaching without obligatory use of Vision Travel.

**e. VP External [J. Mauzeroll]**

**CAUT**

J. Mauzeroll reported that 4 representatives from McGill attended the recent CAUT Council [May 4-7, 2017]. As in past years, in June 2017, MAUT donated \$5K to the CAUT Academic Freedom Fund. Several years ago, CAUT gave \$300K to offset legal bills incurred to defend a dismissed MAUT member. MAUT pays membership fees of \$156K per annum to CAUT to support its activities.

Discussion at the May 2017 CAUT Council meeting was on the use of bibliometrics for tenure assessment, the war on science in the US, and ongoing investigations related to academic freedom in the Universities of Ottawa, Dalhousie, Lethbridge, Carleton and Niagara.

CAUT has launched an investigation on academic freedom issues at McGill following the resignation of A. Potter from the McGill Institute for the Study of Canada.

The next CAUT Council will take place on November 24-26, 2017.

**FQPPU**

**Meeting in Montreal, October 19-20, 2017**

J. Mauzeroll reported on the recent FQPPU's lobbying efforts, the majority of which focused on initiatives mostly relevant to UQ universities. FQPPU is lobbying the government to get basic funding grants (\$10K) for all professors at Universities in Québec.

The FQPPU wants to limit the importance of bibliometric evaluation and promote the importance of service.

Currently the FQPPU has launched a promotional campaign to improve public opinion about academics. This is expected to cost \$300K. The FQPPU will be coming to McGill to film academics. R. Sieber asked if the FQPPU would also film academics from minority groups.

There was a discussion related to *Elearning* [TeluQ] which was formed to increase accessibility and enhanced learning. Minister David is expected to announce the provincial government will invest millions in this initiative which is a TeluQ proposal, not originating from FQPPU.

The MAUT Survey on Administrative Overload was well received by FQPPU and the Federation has asked to have access to the questions and share the survey results with other universities in Québec. The Federation has committed to lobbying the different funding agencies to prepare similar surveys to identify "irritants" which would be sent to universities throughout the province.

FQPPU has commissioned a study to evaluate the gender equity landscape of

administrators in Québec universities. It includes the top level administrators and compares the current standing to a similar survey in 1993. Today, the average percentage of women occupying these positions across the province is 40%. McGill's score is 30%, while in 1993, it was 0%.

At the *Conseil*, there was a presentation of the preliminary results concerning salary discrepancies between faculty across Canada. The results indicated that unionized universities have less salary inequalities than non-unionized.

On November 23, 2017 [Parliament Hill Day], there is a one-day CAUT lobby event to meet the Minister of Science and Federal MPs providing the opportunity for members to promote key issues such as support for fundamental research and the implementation of the recommendations of the Naylor Report. J. Mauzeroll recommended that members connect with their MPs, register and attend.

**f. VP Communications [N. Hall]**  
**Social Media (Twitter/ Facebook, YouTube, LinkedIn)**

N. Hall reported on the increase in MAUT Facebook (776 followers) and Twitter (368 followers). While the ListServ contacts members only, these social media feeds serve as MAUT's online face to the general public, providing sources on topical issues, as well as MAUT's own positions and advocacy efforts, announcing and documenting highlights on the Association's events, curated higher education news and professional development content from leading online sources. N. Hall requested that members forward their news / personal accomplishments which will be shared on MAUT social media websites.

These social media accounts have afforded online connections and sharing agreements with other McGill media, faculty associations and unions across Canada and Canadian higher education associations.

Concerning administration access to MAUT social media accounts, Twitter, etc., this is currently limited to the VP Communications. Facebook administration is limited to the VP Communications and the Membership Engagement Officer who is contributing to the curation of shared professional development across platforms and the recent creation of MAUT's LinkedIn account which is managed in cooperation with VP Communications.

The MAUT YouTube account was recently created for two purposes: (1) to provide online video coverage of MAUT sponsored public events and (2) to provide members with video coverage of MAUT meetings for personal online viewing. Future MAUT events will not be live-streamed and guests and attendees at future events will be informed of (a) the possibility of their voice and image being made available and also (b) their possibility to opt out. Future Newsletter publications will have links to various MAUT events.

## **Website**

The administrators for the MAUT website are currently G. Gore, J-A Watier and N. Hall, VP Communications. Information from the McGill Office of Communications and External Relations indicate significant website traffic. This platform is a useful resource/repository for MAUT communications.

## **Varia**

The Communications Committee: Nathan Hall (Chair), G. Gore, A. Ibrahim and G. Oegema met in June 2017. Subsequent meetings included the Engagement Officer and dealt with website and social media management. On the Committee's radar is a draft of best practices to maximize efficiency and impact for MAUT's platforms. The Fall MAUT Newsletter provided updates for MAUT members on the Association's involvement in issues such as the Naylor Report and the Travel Management Program. The Administrative Overload Survey, launched in November 2017, will be analyzed by A. van den Berg, N. Hall, S. Severson and R. Sieber.

N. Hall thanked former VP Communications G. Gore for her support concerning all aspects of MAUT communications and responsibilities. This sentiment is echoed by the MAUT Officers.

## **7. Salary and Staff Benefits [A. Saroyan and A. Shrier]**

### **CASC**

A. Saroyan noted the representatives on the Committee on Academic Staff Compensation (CASC): T. Hébert, A. van den Berg, K. Hastings, C. Lu, J. Hurtubise, A. Saroyan and J. Varga, as resource person.

There is a 3-year salary agreement (2016-2019) which includes annual raises of (a) 3.5%, (b) 2.5% and (c) 2% and includes a 0.75% ATB increase in (a) and (b). There is the possibility of discussing a higher increase in year 3 if the budget situation improves.

The Supplemental Notional Agreement (SNA) will terminate in Spring 2018. The CASC addressed gender equity pay concerns at the associate level. Changes have been made to the Professional Development Fund (PDF) following MAUT's persistence to allow expenses for computer hardware and software. Discussions are under way with respect to the management of the fund and access for individuals to their accounts. The Working Group Subcommittee in CASC is to develop proposals for mid-term and long-term planning to achieve McGill's mid group position among the U15. Currently McGill is in the 11<sup>th</sup> position.

E. Shor referred to previous GM reports that MAUT was working to be among the top 5 to 7 universities in the U15. A. Saroyan noted the University had to pay back \$25M to the government due to the discrepancy in projected enrollments and yield. Research provided by J. Varga noted the expected increase next year among U15 universities is 3%. This information will be used in continued discussions with the CASC.

K. Hastings commented that if McGill were to lose ground, then the discussion would be



about greater increases. E. Shor referred to the agreement with former Provost L. Vinet. The current global picture is to get McGill to the mid position among the U15. A. Saroyan noted the data on comparatives has been presented to the Provost and the CASC.

T. Duchaine asked for clarity concerning merit and salary increases. A. Saroyan noted this information is sent yearly by the Administration. T. Duchaine remarked on the Cost of Living differences in cities. A. Saroyan noted the lowest merit category and ATB must cover the Cost of Living. These details will be clarified in a Newsletter.

J. Galaty commented on the suspension of the SNA. A. Saroyan noted the Board of Governors always had the right to suspend the agreement. He commented there should be no change in academic compensation without discussion with the CASC. A. Saroyan has asked the VP Finance Y. Beauchamp for data from SNA's inception on the costs and number of beneficiaries in the Agreement. She noted this information would affect not only Plan A but also Plan B members who joined after 2008.

J. Galaty referred to the SNA as a safety valve for faculty who would continue working past age 65 and not receive university contributions to their pensions. He remarked that very few cash payments have been made to members. He emphasized that consultations should have occurred before the termination date and urged MAUT to pursue this issue. A. Saroyan noted no consultations had occurred and MAUT is active on this issue.

E. Zorychta commented on this age discriminatory practice to stop pension contributions for academics past age 65 who are still working alongside colleagues. The SNA only contributes half of what a regular pension contribution would be.

### **SBAC**

A. Shrier noted the MAUT representatives on the Staff Benefits Advisory Committee (SBAC): E. Zorychta, T. Duchaine and A. Shrier. The windows of communication are through CASC and the VP Finance and then to the Board of Governors.

A. Shrier reported the Health and Dental Plans are self-financing. For academics in the Pre-Retirement category, the costs are shared 50/50 between the employee and employer. After Retirement, the sharing is: 70/30 Retiree/Employer for Health and 100% Retiree for Dental.

There are increased rates for 2018. The Health Plan will increase by 2.5% and the Dental Plan by 0.3%. A. Shrier presented the 2018 changes for single and family coverage for the Health and Dental Plans. There is a generic component to the Health Plan dealing with the increased cost of insurance and Large Amount Pooling (LAP) insurance taken out for claims over \$75k. He noted the LAP claims have tripled over the past 4 years and exceeded \$1M / year. A. Shrier noted that vendors/providers are reviewed on a regular basis.

A. Shrier reported on Long Term Disability figures. This amounts to \$0.901/\$1000 of monthly earnings and there is a 10% increase in rates as of January 2018. He presented a chart with figures on annual salaries, the current bi-weekly rate and the January 2018 rate. The university coverage for members on 6-month Short Term Disability is 100%.

### **Optional Life Insurance**

There will be a 15% raise in January 2018. He noted for an academic (aged 50) with \$100K of optional insurance, the increase will be from \$9.30/month to \$10.70/month.

### **Members with Temporary Residence in Canada**

He noted health insurance coverage abroad for academics with temporary residence status is valid for 21 days. More information can be accessed on McGill HR and RAMQ websites.

## **8. Report from Executive and Chair, Librarians' Section Report [S. Severson]**

S. Severson reported that 78% of Librarians are MAUT members.

The goals for the Executive [LS] were to continue promoting engagement in collegial governance by encouraging participation in Library Council, the regulatory frameworks concerning promotion and tenure and improving research and sabbatical culture. There are monthly meetings to discuss members' concerns, quarterly meetings with Dean C. Cook and involvement in MAUT and CAUT activities. The Executive members are: S. Severson (Chair), N. Waters (Chair-Elect), J. Boruff (Past-Chair) and A. Senior (Secretary-Treasurer).

An ad-hoc subcommittee of the Professional Issues Committee (PIC) completed a report in May 2017 on a summary of the requirements for promotion to the rank of Full Librarian which was presented to Dean C. Cook and C. Urbain, Director of Academic Affairs. The report is on the MAUT-LS website.

The PIC is finalizing the second iteration of the Librarian Research Survey to assess the current research landscape for McGill Librarians. Planned events are designed to provide feedback on early-stage research projects, encourage skill swapping and facilitate research collaborations.

R. Canuel is on the MAUT working group to create Guidelines for the Development of a Service Portfolio. The rank of Assistant Librarian was named in the 2015 Pay Equity Report and the MAUT-LS is paying attention to progress on this issue and contributing on future committees.

## **9. Report from Chair MAUT-Retirees' Section [K. GowriSankaran]**

K. GowriSankaran reported on the very popular Bridge Activity for Retirees that takes place on Tuesdays at the Faculty Club. There was a successful Retirees' lunch, in

collaboration with MURA, with guest speaker A. Greer, Professor and Canada Research Chair in Colonial North America, who spoke about the 350<sup>th</sup> anniversary and “Montreal, 1642: Indigenous contexts and French contexts”.

K. GowriSankaran noted the anticipated MAUT-MURA Memorandum of Agreement is almost concluded. He referred to a win-win agreement and thanked the MAUT and MURA members who worked on this dossier.

#### **10. Membership Committee and Upcoming Social Events [T. Hébert for S. Algieri]**

T. Hébert reported on the Membership Committee’s successful efforts to engage MAUT members.

The Welcome Gathering at the Faculty Club on September 7, 2017 was open to all academics at McGill. The total attendance was 124 including guests and children and 18 potential new members received application forms.

The Octoberfest Apple Picking was held on October 1, 2017 at Tadjia Hall (Macdonald Campus). This event was also open to all academics and their families. The total attendance was 263 and 13 potential new members received application forms.

MAUT’s Guide to the University was held on November 7, 2017 at the Faculty Club. This event was open to all academics and its purpose was to frame what happens at the University and direct members to sources of information. The total attendance was 30 and 9 potential new members received application forms.

The Membership Committee has an approved 2017-2018 budget of \$28K for publications and events. This amount is the same as approved budgets for two previous years. The Committee is well within its current budget. The total spent to date [2017-2018] is \$17,114.45.

Upcoming events include MAUT’s Winter Brunch on January 21, 2018 at the Faculty Club which is open to members and families.

The MAUT Family Discovery Event, “Bees, Honey, Flowers and You”, will be held on April 20, 2018 at the Redpath Museum is open to members and families.

MAUT’s Tenure, Renewal and Mentoring Workshop on April 20, 2018 will take place at the Faculty Club and is a members-only event.

The current membership is 1137 which includes Full, Associate, Retired and New Members on a year-long dues-free holiday. As of September 1, 2017, 19 new members have joined the Association. On September 1, 2017, MAUT membership dues were reduced from 0.65% to 0.58% of salary.

The 2017-2018 Committee members are: S. Algieri (Chair), G. Gore, T. Mawhinney, K.

Zien, K. Hastings, T. Hébert, H. Kerwin-Borrelli, J-A Watier and J. Varga.

**11. Open Session: Divestment motions, merits, ways to move forward**  
**[T. Hébert]**

• **Divestment Motions**

The texts of both motions are posted on the MAUT website. T. Hébert noted that MAUT does not want to be on the wrong side of history. He thanked G. Mikkelson, P. Caines and K. Zien for their work on the divestment issues.

The first motion is for MAUT to divest its financial holdings from “all direct investments in companies whose primary business is the extraction, distribution, and/or sale of fossil fuels; and from all mutual funds that directly invest in such companies”.

The second motion refers to encouraging the divestment of the McGill University Pension Plan [MUPP] and the McGill University Endowment Fund in such companies. These motions have been passed by MAUT Council.

T. Hébert noted this symbolic gesture sends a message to the membership and the Administration. He opened the floor for discussion.

S. Lovejoy congratulated MAUT on passing these motions and commented it was not just a symbolic gesture, but a moral and political issue. The Association has chosen to lead by example. He has worked on climate dossiers and the key factor is the carbon budget in the atmosphere and the necessity to keep 80% of fossil fuels in the ground. He noted a recent study stated the tar sands is one of the dirtiest sources of fossil fuels and that 85% has to be kept in the ground.

G. Mikkelson thanked MAUT for taking leadership and passing these motions. He referred to research that shows divestment works. He noted that previous requests to the Administration were answered by a need for an orderly transition from fossil fuels. He stressed the necessity for taking action now.

D. Etzion supported MAUT’s motions and from a financial perspective, noted that green funds perform well and there is little financial risk involved in divestment.

P. Caines congratulated Council on passing these motions and that MAUT’s ethical position is consistent with the University’s previous divestments in tobacco and South Africa. He referred to recent studies that 80% of fossil fuel resources must remain in the ground. He noted the greening of Canadian industries is crucial.

J. Coulton commended MAUT for passing these motions and asked about next steps and bringing these issues to the Board of Governors. T. Hébert emphasized the MAUT Finance Committee is evaluating how to alter its own investments.

E. Zorychta noted that MAUT Executive and Council should officially send letters and

communicate its motions on divestment to the Senate and Board of Governors.

**12. Adjournment**

T. Hébert called for motion to adjourn the Fall General Meeting. K. Hastings moved the motion which was seconded by R. Sieber and adopted unanimously. The meeting adjourned at 1:48 pm.

**13. Cocktails**

T. Hébert invited members to a cocktail reception in the Faculty Club Foyer.

Respectfully submitted,

Honore Kerwin-Borrelli  
MAUT Administrative Officer