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# MAUT Council Meeting

## MINUTES

Thursday, April 17, 2014

McGill Faculty Club 12:00 noon

Present:	
Executive:	K. Hastings, A. Saroyan, G. Mikkelson, A. Shrier
Council:	H. Durham, A. Paré, K. Siddiqi, L. Kloda, A. Moores, P. Caines, K. Hashimoto,
Regrets:	B. Lennox, K. GowriSankaran, L. Glass, R. Sieber, C. Ragan, M. Nahon, A. Kirk
MAUT Staff:	H. Kerwin-Borrelli
Regrets:	J. Varga
Guests:	D. Lowther, A. Khadra, A. Van den Berg

K. Hastings called the meeting to order at 12:13 pm.

### 1. Adoption of Agenda

Council reviewed the previously circulated (April 10) proposed Agenda. P. Caines asked to add further discussion of the French Language Requirements and G. Mikkelson asked to have the motions on Senate Reform and Salary Inequality he had introduced at the March 10 2014 meeting put on the Agenda for further discussion. With these items added to Business Arising, A. Paré moved to adopt the Agenda. Seconded by A. Saroyan and approved by consensus.

### 2. Approval of Minutes

Council reviewed the Minutes of the November 13, 2013 Meeting. A. Paré suggested a correction for Agenda Item 5 - Discussion: 2014 Merit vs. across-the-board. With this correction, L. Kloda moved to approve the minutes. Seconded by A. Moores. Approved by consensus.

Concerning the Minutes for the December 11, 2013 Council meeting, which had been circulated on short notice, K. Hastings asked Council to review the Minutes as an item of e-business following the April 17, 2014 meeting. [Note: these Minutes were forwarded again to Council on April 18, 2014, with request that suggested corrections be forwarded to H. Kerwin-Borrelli by 5 pm April 27. No changes were proposed. On May 2, 2014 the members of the 2013/14 Council were sent an e-vote poll asking them to vote Yes, No, or Abstain, on the following Motion: *That the Minutes of the December 11, 2013 Council meeting circulated on April 18 be accepted.* The e-vote tally was: Yes 10, No 0, and Abstain 1. Seven of the 18 members of Council as of the April 17 meeting did not respond. The December 11, 2013 Minutes were approved.]

### 3. Reports from Standing Committees and Caucuses

Council received reports, circulated April 14, 2014, from the Finance Committee (by C. Ragan) (Appendix 1) and from the MAUT Caucus of the Committee on Academic Staff Compensation (by K. Hastings) (Appendix 2). No points of discussion were raised by Council.

### 4. 2014 MAUT election: results

In the absence of R. Janda, Chair of the Nominating Committee, K. Hastings presented the results of the 2014 MAUT Election. He noted that the top four candidates for vacant Council positions had received the same number of votes. However as there was no tie for the fifth position, there was no need to introduce a tie-breaking mechanism. He presented a slide naming the five newly-elected Councillors (alphabetically): Jeremy Cooperstock, David Covo, Niky

Kamran, Eran Shor, and Kaleem Siddiqi (re-elected) and the 2 Constituency Councillors Tara Mawhinney (Librarians' Section) and Kohur GowriSankaran (Retirees' Section).

Five Executive Officers were acclaimed: President-Elect David Lowther, VP Internal Alenoush Saroyan, VP External Axel Van den Berg, VP Finance Chris Ragan, and VP Communications Al Shrier. K. Hastings listed the faculties represented on the new Executive and Council: Science, 6, Engineering 4, Medicine 3, Arts 2, Education 2, Libraries 1 and Architecture 1. Faculties not represented are: Agriculture and the Environment, Continuing Studies, Dentistry, Law, Management, Music and Religious Studies. He noted the transition will happen at the Spring General Meeting on April 25, 2014.

A. Moores commented that it would be interesting to know voter participation by faculty in order to develop a strategy for recruitment. [Note: the Omnivox software used by MAUT for the election is anonymous, and no personal data are requested.]

### **5. MAUT Daycare Survey: results**

A. Moores reported on the results of the MAUT Survey on Daycare held March 17-31, 2014. Of the 954 MAUT full members invited to fill out the survey, 288 [30.2%] responded. The questions concerned the responders' current family situation, daycare solutions, access to the McGill Daycare, daycare needs and resolutions, and responders' opinion on McGill's current efforts to support daycare for academic staff. There were 20 pages of comments provided by the responders. The conclusions indicated that many members found it challenging to find daycare solutions, given the current lack of space at McGill, and a significant number urged the University to take action on this matter. [Note: Between 74% and 82% of recent, current and future daycare users felt that McGill should be doing more to develop on-campus solutions.]

On behalf of Council, K. Hastings thanked A. Moores for her work on this timely issue. He noted the survey results would be a full discussion topic at the Spring General Meeting on April 25, 2014. The survey revealed a perception that McGill is letting down new hires. He noted there may be a window of opportunity as indicated by Principal Fortier's plans to acquire the Royal Victoria Hospital, which currently has 80 daycare spots. He emphasized that MAUT should take the lead to advocate for additional daycare spaces available to members.

One proposal was to have a McGill fund raising campaign with proceeds earmarked for daycare issues within the framework of gender equity. A. Shrier noted that if PGSS can successfully increase the availability of on-campus daycare to its members, so can MAUT.

A. Saroyan asked about the nature of the case that MAUT would build using the Daycare Survey data and proposed investigating how McGill could raise funds to support this initiative. One question would be to get a sense of how the membership would feel if MAUT were to open a Daycare and allocate some of MAUT's resources to support this venture. A. Moores will ask members attending the SGM for feedback on this and other issues related to daycare.

A. Khadra [guest] referred to questions in the Survey about the possibility of McGill collaborating with established off-campus daycares and indicated that this could be a useful avenue to pursue. A. Moores noted that some survey responders opted for off-campus daycare

solutions and inquired about the costs involved if McGill were to negotiate with private daycares. P. Caines referred to daycare places in areas such as Mile End and St. Urbain, which could help distribute the problem without generating any space issues within the university.

G. Mikkelson proposed that MAUT or the administration could be an effective information source to provide people who want to use off-campus daycare with a list of options. Responding to this suggestion, A. Moores referred to the [Jan 20/14] application made by the Senate Sub-Committee on Women for support from the Sustainability Projects Fund to engage a Family Resources Coordinator having exactly that suggested function, among others. This application, which was supported by MAUT in the form of a letter from K. Hastings to the Selection Committee (appended to the January 28, 2014 Minutes), was not successful. A. Moores indicated that a re-application would be more likely to succeed if MAUT entered as a financial partner.

K. Siddiqi commented that other universities [Concordia and UQàM] have more daycare spaces, that this initiative could be raised with the new provincial government, that renovations would be very costly, and that funds would have to be raised. He noted he has worked on this initiative for fifteen years and has not seen significant changes. He urged Council to continue its efforts to improve daycare availability for McGill academic staff.

A. Van den Berg (guest and incoming VP External) emphasized the need to post the survey data on the website and proposed that McGill could win support by partly subsidizing daycare fees. P. Caines noted that the new municipal mayor, D. Coderre, is promoting Montreal as an intelligent and dynamic city, that McGill is one of the biggest employers in Montreal, and that one of the mayor's objectives is to bring young families downtown. The mayor could be an ally in MAUT's efforts to increase daycare availability to its members.

## **6. Report of Communications Committee on member discussion forum**

K. Hastings briefly reviewed events surrounding the opening and closing of the OPENMAUTFORUM listserv discussion forum on February 11, 2014 and the subsequent request from Council (March 10, 2014) to the Communications Committee to make a report including recommendations on how to establish an effective open communications forum for MAUT members. T. Hébert of the Communications Committee forwarded a report to K. Hastings on April 9 2014 and this was circulated to Council on April 14 (the report is attached to these minutes as Appendix 3). K. Hastings expressed his appreciation for the breadth of the report, which addressed all aspects of member communications, and suggested that it be discussed at the Spring General Meeting. A key recommendation regarding two-way communication with the membership was that this should be developed in a process that involves consultation with the membership. A. Shrier, incoming VP Communications, noted the report covered many areas and that he would call a meeting of the Communications Committee in early May. He emphasized the benefits of consultation whether by survey or open forum and that the Committee would act by consensus, find the best 'tools', and use Committee members' technical expertise. A. Paré stated that MAUT needs an 'open discussion' on an 'open discussion'.

A. Moores referred to existing discussion *fora* with threads that are easy to follow. This process is used in *My Courses*. A. Shrier said the Committee would meet shortly to discuss a digest and

will consult broadly with the membership. He proposed that the Committee could prepare a one-page information document that could be distributed as a weekly, bi-monthly or monthly digest.

### **7. Statement on Academic Freedom : update**

K. Hastings noted that, following suggestions at the March 25, 2014 Council meeting that CAUT be consulted regarding the adopted MAUT Statement of Academic Freedom, he had forwarded the Statement adopted by Council on March 25 to CAUT and received comments from Executive Director Jim Turk on April 4 and in a follow-up telephone conversation on April 9. K. Hastings relayed Jim Turk's opinion that overall the statement was excellent and also his further comments including a question on the interpretation of "scholarly members" and two specific comments, one of which concerned creative works. K. Hastings noted the original plan, adopted by Council on March 10 and March 25, 2014 was to bring the adopted statement to the Spring General Meeting for endorsement by the membership. Since receiving J. Turk's comments, K. Hastings proposed that the Academic Freedom Committee be given the opportunity to react to those specific comments. As B. Gillon, Chair, would only return to Canada in May, he suggested that the Committee consider the comments and present a possibly revised the statement to the Joint Council meeting in May. The statement could then be presented at the 2014 Fall General Meeting for endorsement by the membership.

*A. Paré moved: that Council refer the Statement of Academic Freedom adopted at its March 25 2014 meeting back to the Committee on Academic Freedom so that the latter can consider comments subsequently received from CAUT. The possibly revised statement will be considered for adoption by Council with subsequent presentation for adoption by the membership at a General Meeting or by referendum. Seconded by A. Saroyan.*

In discussion of this motion Council considered that the CAUT comments were quite specific, and that while it was important for B. Gillon to connect with and discuss details with the committee members, this could perhaps be done by electronic communication. G. Mikkelson stated he would vote against the motion because he did not see the need of the Statement's last sentence dealing with scholarly members whose views might represent their own and not of the university, which he regarded as a limitation. L. Kloda commented that one's own views are often expressed on Twitter. In the case of a statement coming from an academic staff member, they should use a disclaimer. P. Caine noted that if one makes a statement, it is the speaker's responsibility to clarify what is a personal view. A. Saroyan and A. Paré proposed that the Academic Freedom Committee be asked to respond early enough that a possibly revised Statement could be presented at the April 25, 2014 Spring General Meeting, as originally planned in the March 10 and 25 Councils.

A vote was called on the motion on the floor: In favor, 2; opposed, 7; abstained, 1. The motion was defeated.

*A second motion was proposed by H. Durham and seconded by A. Moores: that Council ask the Committee on Academic Freedom to return the possibly revised Statement by the end of the day on April 22, 2014, to enable electronic adoption by the Council on April 23, 2014 and circulation in advance of the April 25 Spring General Meeting.*

Council voted: In favor, 9; opposed, 1; abstained, 1. The motion passed.

[Note: On April 22, 2014, the Committee on Academic Freedom submitted a revised Statement. Council was asked to respond by e-vote to the following question: *Should MAUT Council adopt the revised Statement of Academic Freedom and bring it to the Spring General Meeting on April 25 for adoption by the general membership?* The results were: Yes, 11; No, 3; abstained 2. ( Two of the 18 members of council did not respond.) The motion passed. The revised Statement was presented at the Spring General Meeting.]

#### **8. Newsletter: update**

K. Hastings noted the Executive Committee is acting as an Editorial Committee and authors have forwarded their articles. The plan is to release the Newsletter in advance of the Spring General Meeting. At the SGM, the authors will very briefly review their major topics and 5 minutes would be allowed for members' questions.

#### **9. Plans for the Spring General Meeting**

K. Hasting asked Council for feedback on the proposed SGM agenda. There were two additions, reports from the Chairs of the Librarians' Section and Retirees' Committee. Under Open Discussion items, Council agreed to postpone a discussion on the Principal's Plans for the University, and to add one on the Statement of Academic Freedom. It was suggested to present the DayCare issue toward the end of the meeting.

#### **10. Business arising**

##### **Rescheduling Coffee and Conversation with Principal and MAUT Membership**

The rescheduled date for the Coffee & Conversation with Principal Fortier is May 14, 2014 at 9:00 am at the Faculty Club. This event is to be structured as an open discussion. Notice will be sent out to the membership by the listserv.

##### **Motion on the composition of PAC: update**

K. Hastings referred to the letter sent on April 4, 2014 to Stuart Cobbett, Chair, Board of Governors concerning MAUT's proposed changes to the composition of the Pension Administration Committee. This letter (attached to these minutes as Appendix 4) was previously circulated to Council along with the annotated proposed agenda on April 14.

##### **Referendum on Constitutional Amendments: update**

K. Hastings reported the results of the electronic Referendum on Constitution Amendments which took place from March 21, 2014 to March 31, 2014. There were 150 respondents. The response to Question/Amendment #1: 145 voted yes, 3 voted no.

##### **Amendment 1, to Article VI.1.c.**

Add "whose term ends at the end of the Spring Annual General Meeting after their co option," as shown in context below in *bold italics*.

#### **ARTICLE VI - THE COUNCIL**

1The Council consists of:

- a. the members of the Executive Committee,

- b. ten Full Members elected by Full Members of the Association for two-year terms, with five Full Members being elected each year,
- c. not more than three co-opted Full Members appointed by Council each year, *whose term ends at the end of the Spring Annual General Meeting after their co-option*,

The response to Question/Amendment #2: 142 voted yes, 8 voted no.

**Amendment 2**, to Article VIII.

Add new section VIII.11:

- 11 If, when an election is held, there are vacancies on council for different term lengths, then each candidate for a council seat will be nominated for only one specific term length. A candidate may only be elected for the term length for which the candidate is nominated. Each member can vote for as many candidates for a specific term length as there are vacancies on Council of that term length.

These amendments were thereby adopted and will be entered into the MAUT Constitution.

**French Language Requirements**

K. Hastings noted that B. Lennox has taken the lead on this issue. B. Lennox, K. Hastings, and B. Reed met G. McClure, Associate Provost, Academic Staff and Priority Issues, on February 26, 2014 to discuss the new French Language Requirements to obtain a Certificat de Sélection de Québec (CSQ).

There are two routes to obtaining the CSQ: one is based on experience in Quebec and is associated with the newly-heightened French language mastery requirement. The other approach, based on “points” does not have an explicit language requirement and may be relevant to younger applicants who have young children, and who work in “desirable” fields.

McGill has engaged Montreal International for their expertise in immigration issues and advising McGill Faculty who wish to obtain the CSQ. One suggestion was that McGill have an international lawyer on staff. Council noted that the university and academic staff are caught between Québec’s and Ottawa’s requirements because it is the signal from Ottawa that temporary work permits may be more difficult to renew that has raised the necessity, among those who may not have otherwise done so, to seek permanent residency (for which the CSQ is required).

A. Saroyan noted that an estimated 600 hours of lessons could be required the newly-mandated higher level of fluency. She proposed that the new provincial government be approached to modify the required level. Council felt that the Provost and Principal should do their utmost to accommodate academic staff currently caught in this situation, and to act towards getting the regulations changed.

**Senate Reform and Salary Inequity**

Due to time constraints, these discussions will take place at a later date.

### **11. New Business**

There was no new business.

### **12. Adjournment**

H. Durham moved adjournment, seconded by K. Hashimoto and approved by consensus. The meeting adjourned at 2:15 pm.