

MAUT • APBM

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

FALL GENERAL MEETING November 12, 2015

MINUTES

1. Call to Order

The meeting was called to order at 12:15 pm. David Lowther, President, welcomed Full, Associate, Retired Members and visitors to the MAUT Fall General Meeting and reminded them to sign the attendance record.

The reports from the Executive, Council and Constituency Chairs were posted on the website. The authors presented brief summaries and answered questions. Speakers from the audience were asked to identify themselves, use the microphone, and indicate their status as Full, Associate, or Retired members prior to submitting their questions and comments.

A total of 70 attendees signed in including 54 full members, 10 retired members, 4 guests and the 2 MAUT Officers. The quorum for General Membership Meetings of 100 full members was not achieved. Any issue requiring a binding vote would be decided by a referendum. D. Lowther reported that a link to the live webcast is available:

<http://bcooltv.mcgill.ca/Viewer/?EventID=20151119193>

2. Adoption of the Agenda

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

J. Galaty / J. Richardson - Adopted Unanimously

3. Minutes of the April 24, 2015 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 and have been posted. Reports and appendices have been added to these Minutes.

T. Hébert / S. Algieri – Adopted Unanimously

4. President's Report [D. Lowther]

D. Lowther updated members on the status of the MAUT Statement of Academic Freedom. MAUT Council approved the Statement which was forwarded to the Principal who responded with changes. A further draft was prepared by the MAUT Ad Hoc Committee on Academic Freedom and sent to Principal Fortier with a request for a meeting to discuss further differences. The goal is to arrive at a collegial statement which will be brought to Senate.

He also reported the results of the Fall Break Member Survey, which was sent to the ListServ, were forwarded to the Administration. He thanked members for their input.

He spoke about collegial governance at the University. There have been several meetings with members of the Administration which provide them with a heads-up on MAUT's concerns. MAUT Executive Members and Working Groups have been involved in various discussions with the Administration: the absence of any non-arbitration appeal process in the Regulations Relating to the Employment of Academic Staff pertaining to cases of dismissal; proposed revisions to the Policy on Safe Disclosure; and the McGill Commitment Document. Recently, an MAUT Working Group has met collegially with the Administration to discuss proposed changes to the Policy on the Investigation of Research Misconduct. The document will eventually come to Senate.

In meetings with the Principal and Provost and the President, President-Elect and VP Finance, the agenda included the permanent residency issue which affects both newly-hired and established academics. He asked members to forward their input on the IT cyclical review which will be also addressed under Other Business.

MAUT has implemented a formal process for Ad Hoc Consultations with MAUT, which defines the terms under which University administrators or other parties can be deemed to have consulted MAUT on a particular issue.

Academics are in the third year of the current Salary Policy and the MAUT caucus of the CASC [Committee on Academic Staff Compensation] has been assured that the June 2016 commitment will be upheld. The MAUT caucus will be working on the next three-year academic salary policy.

He noted the formation of the MURA [McGill Association of University Retirees], an Association whose members would consist of retired McGill employees who, at the time of their employment, were either members or eligible for membership in MAUT, MUNASA, MUNACA and SEIU. K. GowriSankaran will address this issue in his report.

D. Lowther reported that the document on the MAUT website which provides the text of the MAUT Constitution and By-Laws is being updated to reflect all the changes previously approved by the General Meeting and Council. The revised document will be posted soon. He thanked M. Richard for his input. He also noted the mandates of the MAUT Standing Committees have been updated to reflect the individual committee activities and their membership.

5. Presentation: M. Maltais, [FQPPU, Comité sur le financement des universités – CFU] on university financing and research in Québec with a particular focus on McGill

D. Lowther welcomed M. Maltais. The title of his report was Finances and Administration of Québec's universities and is posted on the website.

[http://www.mcgill.ca/maut/files/maut/fqppu - mcgill_general_2015-11-12.pdf](http://www.mcgill.ca/maut/files/maut/fqppu_-_mcgill_general_2015-11-12.pdf)

The presentation began with an overview of the CFU's mandate from its inception in 2006 and its perspective and goals. The intention was to examine investments in universities, to understand the language used in reports from government and administration sources, and produce a critique on university governance. The presentation will also include information on operating and restricted funds, the Capital Assets, and four sources of revenue. The presentation had particular references to McGill, its current situation, and expected trends.

M. Maltais referred to graphs demonstrating the growth of FTES [Full-time equivalent students]

from 1991 to 2015 in the first, second and third cycles. The next graphs provided the numbers of academic staff during these years and a comparison of the FTES figures [grad and post-grad] to actual academic staff. He noted the accelerated growth of the FTES [51.4%], compared to working academics [14.7%], and commented on the unequal distribution of resources, the consequences of the imbalance of the FTES to professors, the increased bureaucracy and the building maintenance and management that has not kept up to date.

M. Maltais presented information on the unrestricted and restricted operating funds from 1997 to 2013 and their sources. He included comparative charts with the sources of income in 1997-1998 and in 2011-2012. He next looked at the revenues and expenses of the Capital Assets Fund [CAF] in Québec universities from 1997-98 to 2012-13. This item had graphs demonstrating income that was calculated both with and without funding from other sources and included a comparison of the total sources of income in 1997-98 and in 2012-13. The conclusions noted were the declining share of the provincial contribution, the increasing share of contributions from other funds, an increasing share of federal or private sources, and indirect taxing of the operating costs.

He then focused on comparative statistics for McGill. The graphs showed the growth of FTES from 1992-2015, including first, second and third cycles, a corresponding slide for academics from 1992-2012, and the ratio of FTES to professors from 1992-2012. Other graphs illustrated the Québec Universities Wage Bill evolution from 1997-2012 [in constant \$K] and compared it to a similar period at McGill. He also provided McGill's wage bill relative shares for 1997-98, for 2009-10, and 2011-12.

M. Maltais presented timelines of budget cuts from 2012-13 to 2015-16 and summarized the needs and challenges facing the University:

- Recurring annual cuts (\$276M)
- Cumulative cuts since 2012-13 (\$736.7M)
- Underfunding data acknowledged by university rectors (\$800M) and professors (\$249M), and Québec Premier Couillard

He invited members to view to a video presentation of the latest report on actual numbers on university financing of operating funds, buildings, maintenance and research:

<http://www.assnat.qc.ca/fr/video-audio/AudioVideo-54509.html>

His final slide was a link to the CFU's latest issue and report:

http://archives.fqppu.org/assets/files/themes/financement/fonctionnement2013_finalrevise.pdf

K. Hastings reiterated the importance of the FQPPU research. He referred to slide #44 which outlined the significant decline in the cost of administration in 2010. He asked if the CFU reporting was more accurate before or after 2010 with reference to the cost of administration. M. Maltais noted that at the end of September 2015, reports will be presented to the government and clarifying details will be available.

R. Sieber asked about the increase in the ratio of professors and students and if the numbers for academics included lecturers, adjunct professors, Teaching Assistants, and graduate students. M. Maltais noted that university funding is calculated according to the number of students and that all universities are competing for the same pot. The purpose of the Report is to promote the value of university teaching and academics to the general public.

B. Gillon, Past-President who also served on the CFU, thanked M. Maltais [UQAR], M. Umbriaco [TÉLUQ], J-R St-Jacques [UL] and É. Maltais [UL] for the work done by this committee and its report. The audience applauded.

6. Auditor's Report [P. Gagnon, CA]

P. Gagnon, CA, presented the MAUT Auditor's Report and the financial statements for MAUT's fiscal year: September 01/14 to August 31/15. It is an unrestricted report as all supporting documents were in order and the administration of MAUT funds followed accounting regulations. He noted the revenues and expenses for MAUT's past fiscal year were higher. He presented the Balance Sheet for the Association and noted there were no legal expenses. The only change was in the fair market value of the investments. This year there is an excess of \$95K. He emphasized that MAUT needs to reach a sufficient level of funds to support any future legal case. He estimated this would need to be between \$700K and \$800K. [NB: The total cost for the last legal case was \$612K and \$300K came from the CAUT Academic Freedom Fund.]

P. Gagnon commented that MAUT's finances are healthy and improving every year.

7. Staff Benefits Advisory Committee Report [SBAC Representative A. Shrier]

A. Shrier, MAUT representative on the SBAC [Staff Benefits Advisory Committee] reported that E. Zorychta, and N. Acheson, constituency representative for Retired Members, are also on the SBAC. MAUT has three seats and the Association intends to keep them. He noted the MAUT members on the SBAC have medical expertise. Almost all employee groups are represented on the Committee which takes care of the Health and Dental Plans. The Administration also has seats on the SBAC. The proposed rates for 2016 for both plans will be presented shortly for approval by member-constituencies. The Health and Benefits Plan is self-financed; increases are based on costs and premiums on claims. The costs are shared equally by the University and members. A. Shrier noted that several years ago, HR announced a change in the Retirees' Benefits that would take effect in June 2016. There was no discussion and it was passed by Board of Governors. The Retirees would pay 70% of their Health costs and 100% of their Dental costs. Since that time, all proposed changes to the SBSC plans concerning compensation must first come to the CASC [Committee on Academic Staff Compensation] for discussion before being sent to the Board of Governors for approval of the University's portion. A. Shrier noted there is transparency and regular scrutiny by an independent expert consultant from Towers Watson.

There will be an increase in the cost of the Health Care Plan due to the rising charges for new and effective pharmaceuticals and the LAP [Large Amount Pooling] insurance policy which takes care of major claims over \$75K for drugs and travel insurance. The premium for the Dental Plan has also increased since the accumulated surplus, which was previously applied against rising costs, has been reduced.

The Health Care Plan premium will increase by 10.8% and the Dental Care Plan by 14.4%. He commented that the rate of increase is reasonable for the coverage provided. He invited members to refer to the SBAC website for more information.

Al Shrier noted that AMURE [Association of McGill University Research Employees] now has a seat on the SBAC. The newly formed MURA [McGill University Retirees' Association] is requesting a seat on the SBAC.

There was a letter sent on October 28/15 to the Provost, the VP Administration and Finance,

and the Chair of the SBAC, which was signed by the representatives of the member Constituencies: MAUT, AMURE, MUNASA, MUNACA, and SEIU. The letter supported the addition of a seat for Retired Members. The letter also provided details that retirees cost less than non-retirees.

A. Deutsch thanked MAUT's Representatives on the SBAC. He reiterated the principle that, in the past, all employees paid the same rates. Contributions both for those subsidizing and those being subsidized would even out over the years. He noted that a consultant was hired at \$50K to report what economists at McGill could have done for free that life insurance, health, and dental costs are higher for retired people. The recent report proposed that retired people should pay more. He emphasized the need to be alert to issues such as the redistribution of costs to older people who have shouldered the burden for many years and that a community approach should be maintained for the Health and Dental Plans. A. Shrier noted in the recent past, changes to the Plans were presented by the SBAC administration representatives directly to the Board of Governors for approval without consultation with the SBAC member constituencies. This situation has been rectified and now all SBAC proposals for Health and Benefits must come to the CASC for consultation and discussion.

E. Zorychta supported the concept of universal coverage and warned against splitting up the McGill community based on age in reference to the Benefits Plans. She noted that new, promising, and more costly drugs, which are improvements over what is currently available, will soon be on the market. She contrasted the increase in their costs with the quality of life that they could offer and reduced hospital stays. She strongly recommended that community coverage be maintained and continuance with the excellent Health and Benefits Plan for everyone.

8. Reports from Executive and Chair, Librarians' Section

President-Elect Terry Hébert

T. Hébert report focused on two items: (a) basic science funding in Canada and its adverse effect on curiosity-driven investigation, including biomedical and humanities research, and (b) challenges faced by academics dealing with constraints imposed by Québec's dual immigration system and the necessity of French language acquisition for residency.

T. Hébert referred to his and R. Capek's article in the MAUT October 2015 Newsletter concerning the emphasis on and funding for applied research to the detriment of curiosity-driven basic research. He has requested that the Administration come up with a "Made-at-McGill" response.

https://www.mcgill.ca/maut/files/maut/basic_science_funding_maut_newsletter.pdf

He noted the lack of funding for new investigators, and that the federal government will in the future support industry directly and academic research indirectly. He noted there is no provision to repair or maintain core equipment. He called upon the University to respond to this situation and protect young faculty who are in need of funding. He commented on the distribution of university funds and referred to M. Maltais' earlier presentation on how budgets are distributed. He proposed that the stakeholders look at these issues and that McGill lead these discussions with the governments.

Concerning the heightened requirements for French language acquisition, he spoke about the challenges faced by non-permanent residents including difficulties with extended health care coverage and the Québec points system for residency that disadvantages women over age 43

with no children or partners. He emphasized that MAUT will bring these issues to the Administration who have stated that they are ready to provide assistance. He acknowledged the challenges faced by tenure-track academics and the hours required to follow Continuing Education French classes in order to pass the language requirements.

A.Campbell, Associate Provost, noted that O. Castillo, Certified Immigration Consultant, is working with Academic Personnel to ensure that new faculty, including those on tenure track, receive information and guidance in dealing with the requirements.

T. Hébert commented on what the University should do: (a) better inform new hires, (b) offer more opportunities to learn French, (c) deal with insurance issues, and (d) protect tenured and untenured faculty without permanent residency. He proposed that MAUT organize a Forum to address these issues and possibly come up with more solutions.

VP Communications [Al Shrier]

A.Shrier listed the Communications Committee members: G. Gore, A. Miller-Nesbitt, J. Aitkens, and himself.

G. Gore, A. Miller-Nesbitt and J. Aitkens are members of the MAUT-LS and editors for the MAUT website and Newsletter, in conjunction with the VP Communications.

There have been updates for the website. There is a section devoted to News and Reports and Current Issues, the MAUT-LS [Librarians' Section] and the MAUT-RS (Retirees' Section).

He noted that K. Hastings (VP Finance), A. Saroyan (VP Internal), M. Richard (MAUT Council) and J. Varga (MAUT Legal Counsel) have worked on updating documents, including the MAUT Constitution and By-Laws. These will be posted shortly on the website. Also posted are: the membership and mandates of the Standing Committees, MAUT announcements, survey and election results, and information on MAUT-LS and the MAUT-RS

MAUT now publishes an electronic Newsletter, created by J. Day, and Council has approved a Procedure for Publishing the Newsletter. He expects that MAUT will produce two Newsletters per semester. Minutes from Council and General Membership Meetings are posted on the website.

VP Internal [A. Saroyan]

A.Saroyan reported that the position of the VP Internal is to be generally responsible for MAUT's participation in the internal affairs of the University.

To this effect, there has been collaboration with Executive, Council and the membership at large to form working groups that have undertaken tasks related to MAUT's internal business and interactions, including consultation on policies with the University Administration. There is now a By-Law on Consultation with MAUT that provides specific details on what is considered consultation with the Association. MAUT has also sent out surveys via the Listserv and reported results to the Administration and the membership. She asked members to comment on the initiative that MAUT is striving to attain concerning input from the membership through surveys.

A.Saroyan listed the activities for 2014-2015 which involved collaboration in working groups:

- Filling in vacant positions in MAUT and University Standing Committees
- ToRs for MAUT Standing Committees

- Scrutinizing revisions to Regulations on Sabbatic Leaves, Leaves of Absence and Appeals for Tenure
- Documenting issues related to pensions and services provided by Morneau-Shepell

VP External [A. van den Berg]

FQPPU [Fédération québécoise des professeurs et professeures d'université]

A. van den Berg referred to the report from M. Maltais [FQPPU – CFU], indicated the data will be available on the website, and thanked him for the extensive research. Information from the FQPPU is available on its website on the data distribution of funding to faculties, professors and lecturers. There will be a forthcoming database on Québec faculty salaries. The FQPPU has asked for nominations to the Conseil supérieur de l'éducation and its Commission de l'enseignement et de la recherche universitaires.

J-M Lafortune [new President] has indicated that FQPPU will publish a Bi-Annual Bulletin.

The FQPPU has organized a series of fora on working conditions for academics and subsequently published a series of reports:

- (1) The Juggling Act: Thriving or Surviving?
- (2) Collegiality and Management: Organizing or being organized?
- (3) Research and Creation: Conducting quality research and creating, or overproducing?

Copies of these books are available from the MAUT Office. The Fédération has requested a candidate to sit on the nominating committee to award the Guy-Rocher prize for exceptional merit in defending academics' rights and promoting academic freedom. A. van den Berg asked the membership to forward the names of potential nominees.

The FQPPU is organizing a Forum with ACFAS [Association francophone pour le savoir] on managerial practices in universities in May 2016. A. van den Berg proposed that MAUT also organize a Forum on this topic.

The Fédération will produce a series of short videos celebrating academia in which particularly successful/interesting colleagues will be profiled. A. van den Berg asked for volunteers who would be willing to be the subject of such a video.

At its next Conseil in February, the Fédération will set aside some time to discuss and compare best practices of the member organizations with respect to informing and mentoring their membership. M. Richard has forwarded the procedures used in the Libraries to mentor new librarians.

The Ministry of Education has invited P. Yachnin, [Arts] to sit on a groupe de travail sur la formation doctorale. P. Yachnin will represent university professors in general and report back to Council.

CAUT [Canadian Association of University Teachers]

The CAUT will provide workshops for members on various topics upon request.

Following the decision on the legal case of a dismissed member and CAUT's contribution of

\$300K, over the past three years MAUT has made regular contributions to the CAUT Academic Freedom Fund. B. Gillon [Past-President and Chair of the AD Hoc Committee on Academic Freedom] has been nominated for the CAUT Committee on Academic Freedom. CAUT will hold a Harry Crowe Foundation Conference in February 2016 on Academic Freedom in the Managed University: Conflict, Controversy, and Control.

A. van den Berg noted that FQPPU and CAUT will forward information / data bases on academic salaries in Canadian universities. These data can be accessed through the members-only section. Passwords are available from the MAUT Office. Both FQPPU and CAUT provide regular reports on University issues to their membership.

H. Etemad asked about governance issues and the decisions made by the members of the Board of Governors. He referred to the current membership as predominately wealthy and successful CEOs and the exertion of more managerial and corporate influence at the level of University decisions. He asked A. van den Berg, as VP External, to look into the issue of increasing corporate and managerial trends in the University. A. van den Berg agreed.

A. Deutsch thanked A. van den Berg and noted that CAUT was founded at the Faculty Club in the 1950's to address issues of Academic Freedom when the private correspondence of Harry Crowe was intercepted and the author was fired. He asked what CAUT, a national association, does for us and if it speaks on our behalf. He noted that the CAUT was set up as a national lobby group but now the power resides in the provincial association. He asked whether MAUT should evaluate continuing its membership in CAUT, as it is a major expenditure item. He proposed that MAUT periodically evaluate all its major expenditures.

A. van den Berg noted that CAUT had provided \$300K from its Academic Freedom Fund to help defray the legal costs for a dismissed member.

M. Richard noted that McGill Librarians are convinced of the value of CAUT, which came to their defense a few years ago when their academic freedom and working conditions were under severe attack from a senior Administrator. After failing to resolve the situation through internal mechanisms and MAUT intervention, the librarians brought the matter to the attention of CAUT, which set up an Ad Hoc Investigatory Committee into the Situation of Academic Librarians at McGill University. A few months after the Committee submitted its confidential report, the Administrator in question left McGill.

J. Galaty noted that McGill is an Anglophone university in a Francophone province. He commented on the appropriateness of MAUT belonging to both national and provincial associations. He noted the AUCC previously gathered information on salaries that would be disseminated for planning purposes and asked who now would provide this information. A. van den Berg replied that the FQPPU and CAUT databases will be providing this to member associations and unions.

VP-Finance [K. Hastings]

K. Hastings reported that MAUT finances are in good shape and that annual revenues healthily cover normal annual expenses. He noted the projected surplus for this year [Sept 01/14 to Aug 31/15] is slightly higher. MAUT has accumulated assets of about \$640K and the Finance Committee has discussed what would be considered a prudent amount for the Association to maintain, keeping in mind possible future legal cases. This Committee is also expected to address the annual amount of the membership fees.

Chair, MAUT Librarians' Section [E. Duffy]

E. Duffy reported the Librarians' Section is working to develop a collective awareness of its contribution to the University. He noted that 81% of eligible librarians are MAUT members and increased recruitment is an ongoing goal. On December 09/15, the Professional Issues Committee [PIC] is organizing a workshop that will provide librarians with an overview of research methodologies and advice on how to choose those appropriate to their work. The Nominating Committee is organizing elections for positions on the PIC.

The Executive of the MAUT-LS hold monthly meetings to address current issues. There are also regular meetings with the Trenholme Dean of Libraries. These are collegial and productive discussions on topics such as: the merit process, sabbatic leaves, support for research activities, establishment of the criteria for procedures for promotion to Full Librarian, filling positions on committees, and the Administration's plans for the new underground book storage facility and for a reconfiguration of the McLennan-Redpath Library complex.

The MAUT-LS will hold its Fall General Meeting on November 20, 2015.

E. Duffy noted that librarians play important roles within MAUT: on Council both as a member and as a constituency Chair, as MAUT Advisors, as members of the Communications Committee and editors for the MAUT website and Newsletter, and on the Membership Committee, the Tenure & Mentoring Committee and the Ad Hoc Committee on Academic Freedom.

9. Membership Committee and Upcoming Social Events [S. Algieri]

S. Algieri introduced the members of the committee and thanked MAUT Council for its support. He reported great results for the September 17/15 Welcome Gathering and the October 4/15 Octoberfest Apple Picking. The attendance increased in comparison to 2014 and invitations were sent to all eligible academics and librarians at the University. He emphasized the importance of MAUT's presence at the University. S. Algieri praised the work of the Membership Committee members who are reaching out to recruit adjunct members to represent the eight faculties not currently on the Committee. Referring to the Committee members, he paraphrased W. Churchill: "Never has so much been done by so few for so many." The goal is to have personal recruiters, per faculty, reach out to non-members of the McGill community and promote the Association. He noted that the FGM was being recorded for posterity and that it features the extensive work done by Executive, Council and Constituency Chairs.

S. Algieri displayed the poster advertising the upcoming Winter Magic Bruch, in collaboration with the Faculty Club, on January 17, 2016 and invited members and their families to RSVP early on as seating is limited.

10. Chair, MAUT-Retirees' Section and MURA [K. GowriSankaran]

K. GowriSankaran referred to the traditional activities organized by the Executive of the MAUT-RS [MAUT-Retirees' Section]. These included the highly successful bridge program, luncheons at the McGill and Macdonald Campus Faculty Clubs with guest speakers, and guided tours. He thanked the retiring members of the Executive, in particular J. Dealy, under whose chairmanship the MAUT-RS was established. K. GowriSankaran welcomed the new Executive members.

There has been a major recruitment effort to invite both retired and recently retired academics and librarians to join the MAUT-RS.

K. GowriSankaran referred to the newly established MURA [McGill University Retirees' Association] whose members will come from MAUT, MUNASA, MUNACA and SEIU retirees. The MAUT-RS will donate a fixed sum to the MURA, with the understanding that all members of the MAUT-RS will automatically become MURA members for the next year without paying additional fees.

He noted that N. Acheson is a Retired MAUT Member and retiree representative on the SBAC [Staff Benefits Advisory Committee]. He noted that approximately 25% of the members of the McGill Health and Dental Plan are retirees. MAUT currently has three seats on the SBAC and he emphasized that retirees should be represented.

11. Other Business

(a) Update on permanent residency and the language laws for new professors

D. Lowther noted that T. Hébert covered this item in his President-Elect's report.

(b) MAUT Survey re: IT Cyclical Review

D. Lowther reminded members to respond to the Survey that is taking place from November 09-26/2015 and forward their input and comments on Information Technology needs for academics and librarians as end users and indicate what could be improved. MAUT will be submitting its report on December 01/15. He asked for volunteers to attend this meeting.

11. Adjournment

D. Lowther reminded members that a cocktail reception would immediately follow the FGM. He called for a motion to adjourn. T. Hébert moved to adjourn the FGM, seconded by K. Hastings. Unanimously approved. The meeting adjourned at 2:12 pm.

Respectfully submitted,

Honore Kerwin-Borrelli
MAUT Administrative Officer