



## **MAUT Council Meeting**

Wednesday, December 18, 2019 at 12:00 pm  
McGill Faculty Club

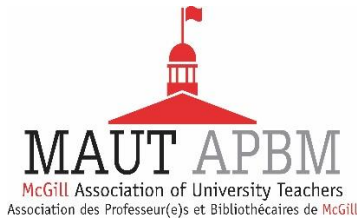
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### **APPROVED AGENDA**

- 1 Approval of Agenda
- 2 Approval of Minutes of November 13, 2019
- 3 Business Arising from the Minutes
- 4 President's Report [P. Rohrbach]
  - i. Salary Forum – Nov 12, 2019
  - ii. Working Group on Salary Equity - update
  - iii. Donation of \$500 to CAUT refugee fund
  - iv. Executive Fall reports to Council
- 5 Past-President's Report [A. van den Berg]
  - i. Regulations Relating to Academic Staff Grievance and Discipline update
- 6 President-Elect [G. Mikkelson]
- 7 VP Internal Report [S. Gaskin]
  - i. RVH
- 8 VP External Report [J. Mauzeroll]
- 9 VP Finance Report [D. Etzion]
  - i. 2018-2019 Auditors' report
- 10 VP Communications Report [N. Hall]
  - i. MAUT New Researcher Award
- 11 Other Business
- 12 Adjournment

Resolution:

Be it resolved that an election be held, as soon as is practical, to fill the President-Elect vacancy to be created by the resignation of Greg Mikkelson as of February 1<sup>st</sup>, 2020.



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Attendees:	<u>MAUT Executive Officers</u> Axel van den Berg, Past-President Greg Mikkelson, President-Elect Janine Mauzeroll, VP External Dror Etzion, VP Finance	<u>MAUT Council Members</u> Lisa Munter Renée Sieber Eran Shor Nate Quitoriano Caroline Riches Steve Jordan James Coulton, RAC Ada Sinacore
Guests:	Joan Hobbins, MAUT member Jan Bajcsy, MAUT member Ken Hastings, Interim Past-President	
MAUT Office:	Jo-Anne Watier, Membership Engagement Officer & Recording Officer Honore Kerwin-Borrrelli, Administrative Officer Joseph Varga, Professional and Legal Officer	
Regrets:	Petra Rohrbach, President Susan Gaskin, VP Internal Jessica Lange, Librarians' Section Chair Thomas Duchaine	Nathan C. Hall, VP Communications Sandra T. Hyde Laura Gonnerman

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### Approved Minutes of the Meeting

A. van den Berg called the meeting to order at 12:10 pm.

**1. Approval of the Agenda of the Council Meeting of December 18, 2019**

R. Sieber moved to approve the agenda, seconded by J. Mauzeroll. Council approved unanimously.

**2. Approval of the Minutes of the Council Meeting of November 13, 2019**

A. van den Berg moved to have the Minutes approved at the next Council meeting due to the late submission.

**3. Business Arising from the Minutes**

There was nothing to report.

**4. President's Report (A. van den Berg on behalf of P. Rohrbach)**

**i. Salary Forum – November 12, 2019**

A. van den Berg reported that the Provost mentioned at the Salary Forum that the intention is to raise academic salaries to 3.5% for each of the three upcoming years but is still under consideration.

Meanwhile, CAUT will be coming out with their report and their increases will be lower with the University of Alberta with zero increase.

**ii. Working Group on Salary Equity – Update**

The Salary Equity report prepared in conjunction with P. Rohrbach, A. Campbell and the working group will be made available soon and will be presented at Senate and Council. The essentials of the report cover faculty salary differences, controlling for rank, discipline, years to PhD, etc. There is no significant difference in salary between women and men up until the 90 percentile where men have more advantage. Other findings from the report include why it takes women longer to get promoted by approximately three years in Arts and Medicine and how the LBGTQ are gaining more opportunities.

**iii. Donation of \$500 to CAUT Refugee Fund**

CAUT sent out an appeal requesting donations in support of a Columbian professor seeking refugee status who received death threats from paramilitary groups in Colombia because of his trade union activities and has a death threat on his life. MAUT pledge \$500 to this fund.

**iv. Executive Fall Reports to Council**

A. van den Berg reminded Council that although the Fall General meeting no longer convenes, the Executive must still submit their fall reports as per the Constitution.

**5. Past-President's Report (A. van den Berg)**

**i. Regulations Relating to Academic Staff Grievance and Discipline update**

A. van den Berg reported that some progress has been made on the proposed draft. However, McGill decided to create a separate set of regulations after J. Varga and M. Richard combed through the regulations and were near completion.

**6. President-Elect Report (G. Mikkelson)**

G. Mikkelson reported that he has worked on the following three topics in the past year: Reduced Load Appointments, Divestment and Dean Selection. He is currently reviewing certain aspects of the MAUT Constitution with fellow Executive, D. Etzion and invited Council members to join if they were interested and to clarify decisions made at the General Meeting rather than between Council and the membership. A meeting is planned for January 2020 to clarify and amend the Constitution.

**7. VP Internal (S. Gaskin)**

There was nothing to report.

**8. VP External (J. Mauzeroll)**

**i. CAUT 87<sup>th</sup> Council Meeting**

- The \$500 donation for the refugee fund was granted to CAUT in November.
- Potter affair remains on the docket.
- Dean, President and Vice-President selection
- On-line harassment

*Please refer to Appendix 1 for full report by J. Mauzeroll*

**9. VP Finance (D. Etzion)**

**i. 2018-2019 Auditors Report**

D. Etzion presented the Financial Report as of August 31, 2019 to Council. He explained the investment trend from the beginning of the year to the end and how MAUT lost some funds. This was also affected by the divestment of investments. The numbers will stabilize over the course of the year. Because the way auditing in Quebec is changing there are now three levels of auditing, the first being the most expensive which MAUT does not need given the size of the organization. Predicted loss for 2019-09-01 to 2020-08-31 approximately \$20,000 - \$30,000. It's important not to stockpile our profit as to stay off the radar with the government.

**10. VP Communications (N. Hall)**

There was nothing to report

**11. Other Business**

G. Mikkelson announced his departure from McGill and read his letter of resignation to Council stating his decision to leave the university. His official departure is as of February 1, 2020. Council supported his decision and thanked him for his services to both the university and MAUT.

Following G. Mikkelson's announcement, A. van den Berg expressed the necessity of holding an election to replace MAUT's President-Elect as soon as possible. The Constitution states that there should be two elections. K. Hastings will preside as Past-President in the new year (replacing A. van den Berg on sabbatic leave) and will run the elections with J. Varga. *A. van den Berg moved to begin the nomination process, R. Sieber seconded, Council discussed, all voted in favor with one abstention. Resolution was accepted and a motion passed.*

**12. Adjournment**

A. van den Berg called for a motion to adjourn the meeting. R. Sieber moved to adjourn, seconded by N. Quitoriano. Meeting adjourned at 1:06 pm.

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Respectfully submitted by Jo-Anne Watier, Recording Officer

[\*Appendix 1 – 8.i CAUT Report\*](#)

[\*Appendix 2 – 9.i MAUT Financial Statement\*](#)