



MAUT Council Meeting
Wednesday, January 23, 2019
McGill Faculty Club @ 12:00 noon

Attendees:

Executive:

Axel van den Berg, President
Alenoush Saroyan, Past-President
Petra Rohrbach, President-Elect [SKYPE]
Nate Quitoriano, VP Internal
Janine Mauzeroll, VP External
Dror Etzion, VP Finance

Council:

Susan Gaskin
Sandra Hyde
Steve Jordan
Lisa Munter
Caroline Riches
Natalie Waters
Eran Shor
Renée Sieber
Katherine Zien

Guests:

Roe-Min Kok
Michelle Cubano-Guzman (Faculty Relocation Officer)
Madeleine Wilson (SSMU)
Monique Morin (SSMU)
Jacob Shapiro (SSMU)

Absent:

Nathan C. Hall, VP Communications
Thomas Duchaine
Laura Gonnerman

MAUT Office:

Honore Kerwin-Borrelli, Administrative Officer
Joseph Varga, Professional and Legal Officer
Jo-Anne Watier, Membership Engagement Officer

Approved Minutes of the Meeting

NB: Axel van den Berg began the meeting at 12:14pm. Due to inclement weather, several Executive and Council members arrived later. Once the quorum of Council was achieved at 12:40pm, [MAUT Constitution Article VI # 5], the meeting was called to order. Until that time, the attending Council members dealt with agenda items for information. Approvals and Decisions requiring a vote were postponed until 12:40pm.

1. Approval of the Agenda for January 23, 2019 Council Meeting

A. Saroyan moved to approve the agenda, seconded by E. Shor. Approved unanimously.

2. Approval of the Minutes of the December 12, 2018 Council Meeting

D. Etzion moved to approve the Minutes, seconded by N. Waters. Approved unanimously.

3. SSMU: Open Educational Resources Initiative (M. Wilson & M. Morin)

M. Wilson and M. Morin, SSMU guests, reported on this student initiative to replace expensive text books with Open Educational Resources [OERs]. Two documents were circulated: *OERs-quick facts* and *OERs at McGill – Strategic Plan*. The SSMU guests commented on the heavy financial burden on students who purchase hard copy textbooks that have increased in price as much as 88% over the last decade. OERs benefit both students who will be able to access on-line materials and professors who can use these resources to design their courses with the possibility of using multiple textbooks without incurring costs. The Open Access Initiative is created by and supported by universities.

The SSMU guests' strategic plan [Fall 2018] included identifying courses compatible to OERs, connecting with professors, and hiring student assistants to compile compatible on-line resources with those already in place. The students [Winter 2019 plan] would be working to compile OERs for history, mathematics, economics, and chemistry courses. Additional funding would be requested to continue the project. The strategy [Summer 2019/Fall 2019] would be to run OERs in more classes, increase awareness of these resources and their effectiveness, and develop materials that would enable individual professors to use these resources on their own. The goal is to alleviate the financial burden for students and "create a culture" that recognizes the advantages of OERs in learning. Council suggested partnering with McGill's Teaching & Learning Services and that the SSMU guests write an article for the upcoming Newsletter.

R. Sieber commented there were costs associated with open-access textbooks and that these books cannot always be accessed. J. Lange [Scholarly Communications and Repository Librarian] is the Library resource person for this initiative. Council commented that a "win-win" approach should be used when promoting this initiative and that users should be aware of copyright issues involved in this process.

4. Business Arising from the Minutes.

There was no Business Arising.

5. President's Report [A. van den Berg]

5.1 Continuing Potter exchange (2 docs)

A. van den Berg referred to the recent correspondence from CAUT [Dec 14/19] and MAUT's response [Jan 7/19] to clarify the Association's position on CAUT's statement on academic freedom and to keep the communications going. CAUT has indicated its intention to censure the University over its handling of the A. Potter case and insisted that McGill adopt its Statement of Academic Freedom. A. van den Berg referred to email exchanges among MAUT members and M. Richard's comments where CAUT's Statement could be improved. M. Richard emphasized the need to embed McGill's Statement on Academic Freedom in McGill Employment Regulations so as to make the Statement effectively enforceable. Second, MAUT will develop proposals to establish an office or committee of Senate to review academic

freedom cases. J. Varga will obtain information from the U15 universities on how they handled cases concerning academic freedom. The Ad Hoc Committee on Academic Freedom will meet to examine these data and formulate proposals that can be brought to the Principal.

Council commented that academic freedom issues are case-based and not clear cut. Council also noted that MAUT has taken a pragmatic approach, has presented facts supporting its Statement and is continuing the conversation with CAUT. The next Newsletter will inform members of the issues.

5.2 Proposed amendments to the Pension Plan (doc)

There will be more hearings on the proposed changes. The proposal is that Part A members will be able to receive the Supplemental Retirement Benefit Value [SRBV] as an annuity payment equal to 100% of the SRBV owed to them or a lump sum SRBV paid in accordance with the degree of solvency of the Plan that is currently at 86%.

J. Galbraith has volunteered to attend the upcoming hearings and provide clarity on these issues. A. Saroyan emphasized members' concerns must be brought to the CASC.

5.3 Dean Selection Issue

A. van den Berg commented on the three components of this motion. In a meeting with the Principal, it was agreed that MAUT and the administration would collaborate to incorporate the first two components into University regulations. The only concern expressed by the Principal was with the third component and issues about the publication of candidates' names and their ability to interact with the faculty. MAUT's Collegiality Committee will reconsider this component of the initial proposal.

5.4 What to do about Kids & Co. [L. Munter, M. Cubano-Guzman]

A. Moores, [Chair, MAUT's Ad Hoc Committee on Daycare] has resigned. L. Munter has volunteered to Chair the Committee and this motion is reported below. [NB: The update is below.] The issue is whether the contract with Kids & Co, at a cost of \$5,000 per year, should be renewed. Recent information from Kids & Co. indicated this initiative had limited success as a recruitment incentive. In 2014, MAUT's agreement with Kids & Co. fulfilled the need for daycare spots that had been requested by a membership survey, the results of which were presented at that General Meeting. In her resignation message, A. Moores indicated that for the past eight years the QC government policy has been against the creation of downtown CPEs and that McGill has not provided any daycare space. Her recommendation was to lobby the University to provide much needed space.

L. Munter forwarded comprehensive data on daycares in McGill's vicinity, their costs and accessibility for children from infants to pre-kindergarten age. Parents with infants younger than 8 months could experience some difficulty finding a spot. Some parents have even signed up with a daycare during a pregnancy to ensure a spot.

M. Cubano-Guzman noted the University ceased funding for daycare in 2014. She noted new academic employees' first questions concern daycare availabilities. Council noted this information is readily available on the website and McGill academics can use this information without joining MAUT. A. van den Berg proposed that MAUT pressure the University to contribute funds to ease the situation. L. Munter will forward research on daycares run by Concordia, UQAM, and the current CPEs at McGill.

N. Quitariano moved: *that MAUT Council appoint Lisa Munter as Chair of the Ad Hoc MAUT Committee on Daycare.* Seconded by D. Etzion. Council approved unanimously. A. van den Berg commented Council was leaning toward not renewing the contract with Kids & Co. M. Cubano-Guzman commented on the difficulties securing a daycare spot

through *La Place 0-5* which is now starting to manage private as well as public daycares. J. Mauzeroll emphasized putting pressure on McGill to address this need.

A. van den Berg moved: *that MAUT is in favor of not renewing the contract with Kids & Co. right now and to give the Ad Hoc Daycare Committee and Chair, L. Munter, the task of coming up with a proposal / plan for the University to take care of the daycare situation.* Seconded by J. Mauzeroll. Council agreed with 1 abstention [L. Munter].

Council proposed that MAUT and SSMU collaborate to create a daycare. D. Etzion mentioned the possibility that MAUT could contribute financially to this initiative from its reserves.

5.5 Request for support of LGBTQ+ event (doc)

A. van den Berg presented the request from MD Miller for a financial contribution for the *Launch of the Rainbow: the Lavender Celebration of McGill University*. The date has not been determined. In September 2018, MAUT contributed \$500.00. D. Etzion will work on MAUT's policy on donations.

5.6 Jan 10/2019 Employees Groups Meeting

A. van den Berg reported that the issue that MAUT members reported most frequently in connection with administrative overload concerned Expense Reports. The cost to finalize each expense report from start to finish [inputting and processing time] is estimated to be \$150.00. HR Management is aware of the problems but is currently working on the R2R program. Resources to fix the ER issues will not be available until 2020. The Group's recommendation was to find the necessary resources.

5.7 Reminder: Meeting with Y. Beauchamp, R. Couvrette and J. Ouellet on construction nuisance on Campus (Council February 13, 2019)

The results of MAUT's Facilities Survey, with its specific comments, will be forwarded to the three guests prior to the next Council meeting. One possible agenda item will be the updates on the Royal Victoria Building. J. Mauzeroll commented about the conditions at the Pulp and Paper Building and proposed a meeting with the Principal.

5.8 Reminder: Black History Month 2019 Opening Ceremony on January 31st.

This reminder/invitation was forwarded to Executive and Council following the Meeting.

6. Past-President's Report [A. Saroyan]

6.1 Update: employment regulations negotiations

A. Saroyan remarked the negotiations were at a stand still as Resolution #3 concerning who pays for the cost of arbitration and ensuing implications on the equivalency of the arbitration process to a labour tribunal remains to be resolved. Two Plans were discussed: Plan A: The proposal was to convene a meeting with Principal Fortier to convey MAUT expectations that she take a lead in policy formulation and hopefully come to a decision. Plan B: If there is continued resistance, the next step will be to wait for the accepted changes to be brought to Senate for approval and intervene at that point with a motion to adopt a policy similar to one that exists for MUNASA. This would require lobbying MAUT member senators way in advance.

6.2 Elections

MAUT's Call for Nominations will be sent out on January 25th, 2019. Executive members have a one-year term and can put their name forward again if they are interested. Council members whose term has expired can also be nominated or self-nominate for another two-year term appointment or for a position on Executive.

Five Council positions are up for election every year. In addition, the Council position for a representative of the Retiree Members of MAUT is open as the incumbent's term ends in April 2019. A call for nominations for this position will also be sent out shortly. The Chair-Elect of the Librarians' Section becomes the new Chair and Council representative.

7. President-Elect's Report [P. Rohrbach]

7.1 Update on Policy against Sexual Violence

P. Rohrbach reported that bi-weekly meeting with Assoc. Provost A. Campbell are now held on a weekly basis. Most committee members have accepted the details of the current policy though the students have reservations and want complete bans. She commented the term "teaching staff", which would include supervising staff and coaches, will replace "units". On Jan 23rd, P. Rohrbach forwarded the latest updates to Executive and Council and asked for their feedback by January 25th, the date of the next meeting. She noted the Québec government had requested the policy details but McGill has postponed delivery of its Policy until it has been approved by the committee. She noted that special attention should be given to the wording in Section 7 of the document to ensure it is workable in a legal framework.

8. VP Communications [N. Hall]

8.1 Course Evaluations [R. Sieber]

R. Sieber commented on the impact of course evaluations on academics and questioned their usefulness. A proposal was to engage Teaching and Learning Services concerning alternatives to the status quo. R. Sieber will form a committee and propose a more robust definition of course evaluations. R. Sieber will bring back to Council a motion concerning the mandate of the committee she has agreed to chair.

9. VP Internal [N. Quitariano]

9.1 Facilities Survey

N. Quitariano presented a PowerPoint on the MAUT Project Management Survey Results. There were 22 responses to the survey. Responses addressed: rating of overall experience, quotations overruns, satisfaction with the project managers, whether adequate information was provided to academics involved in the projects, sharing of comments about the experience, etc. P. Rohrbach shared her experiences with Facilities at the Macdonald Campus.

9.2 Update on per diem policy

N. Quitariano commented on the current policy on per diems at McGill. Following the Council meeting, J. Varga forwarded a file with information on the per diems used by the U15 universities. There were different rates per university depending on whether the expense claim was within or outside Canada. D. Etzion will bring the per diem issue to CASC.

10. VP Finance Report [D. Etzion]

10.1 December 12, 2018 meeting with PAC representatives about divestment options (doc)

D. Etzion referred to the document exchange between MAUT and the PAC members that was presented at the December 12, 2018 meeting.

11. VP External [J. Mauzeroll]

11.1 CAUT Nominations for Standing, Executive and Equity Committees and Volunteers for an initiative in Pakistan

J. Mauzeroll noted CAUT has issued a Call for Nominations for Committees, for the Equity Award, and for academics to volunteer to help set up a Faculty Professional Development Program for the Higher Education Commission of Pakistan. J. Mauzeroll will attend the CAUT Council in the spring and report to MAUT.

11.2 FQPPU Update

The new president is Jean Portugais. D. Guitton has been re-elected as a Councillor on the Executive. The FQPPU has issued a Winter Bulletin 2019 and the link was forwarded to the membership. A link to the English version of this Bulletin will appear in the Newsletter.

12. Proposed amendment of Librarians' Section by-laws [N. Waters]

N. Waters forward the document to Council for information concerning the proposed amendments to the Secretary-Treasurer's term.

13. Other Business

There were no issues.

14. Adjournment

A. van den Berg moved to adjourn the meeting. Seconded by R. Sieber. Approved unanimously. The meeting adjourned at 2:22 pm.

Respectfully submitted:

Honore Kerwin-Borrelli
MAUT Administrative Officer

Edited:

A. Saroyan - Jan 30, 2019

A. van den Berg - Feb 01, 2019