
MAUT Council Meeting

MINUTES

Wednesday, March 16, 2016
McGill Faculty Club 12:00 noon

Present:	
Executive:	D. Lowther, T. Hébert, A. van den Berg, K. Hastings, A. Shrier, A. Saroyan
Council:	E. Shor, M. Richard, J. Cooperstock, V. Raghavan, T. Moore, D. Covo, D. Titone, E. Duffy
Regrets:	R. Sieber, C. Riches, S. Algieri, N. Kamran, K. GowriSankaran,
MAUT Staff:	H. Kerwin-Borrelli, J. Varga

D. Lowther called the meeting to order at 12:20pm.

1. Approval of Agenda

Council reviewed the Agenda for the March 16, 2016 Council Meeting. Under Business Arising, K. Hastings proposed a discussion on whether MAUT will sign the “*Déclaration des syndicats et associations de professeurs, professeures d’universités québécoises*” that is scheduled for press release on March 17/16. Under the VP Internal’s report, A. Saroyan wished to mention the work of the academics who have volunteered to serve on consultation committees and support various tasks. Under the VP External’s report, A. van den Berg wished to update Council on the meeting with the CAUT Investigatory Committee [Kingma & Gaudet]. With these additions, A. Saroyan moved to adopt the Agenda. Seconded by M. Richard. The amended Agenda was approved.

2. Approval of Minutes

The Minutes of the February 24, 2016 Council meeting were reviewed. There were questions about the text concerning the Provost’s presentation. [NB: This portion of the Minutes was forwarded to the Provost’s Office for clarification. The Provost replied with edits which were incorporated into the final Minutes.] A. Shrier moved to approve the final, corrected version. E. Duffy seconded the motion. Council approved. The Minutes with all edits incorporated were circulated to Council and published on the MAUT website.

3. Business Arising

• Déclaration du SPUQ

In a message to Council dated March 16/16, K. Hastings referred to a *Déclaration* forwarded by the SPUQ [Syndicat des professeurs et professeures de l’UQAM] and the SGPUM [Syndicat général des professeurs et professeures de l’Université de Montréal] concerning university funding. MAUT has been asked to sign this document. K. Hastings noted that the FQPPU, the faculty associations of Concordia, ETS and École Polytechnique have agreed to sign. Council reviewed the document.

K.Hastings moved:

Be it resolved that MAUT accept the invitation to be a signatory to the “Déclaration des syndicats et associations de professeurs, professeures d’université.

Seconded by T. Hébert. Council agreed unanimously. Council’s response was forwarded to the FQPPU and MAUT’s signature appeared in the published article.

4. President’s Report [D. Lowther]

• Annual Letter to Chairs of Committees – Report due before the SGM on April 21/16

D. Lowther will send a letter to chairs of all standing committees requesting an annual report on their meetings and activities. The request is for the report presented at the upcoming Council Meeting on April 13/16 and ready for the Spring General Meeting on April 21/16.

- **Update: Roundtable discussion: Regulation on the Conduct of Research & Implementation Plan**

D. Lowther reported a meeting took place earlier this morning with R. Goldstein [VP RIRP] and A. Fuks [RIO] to review the proposed changes. He noted significant issues concerning the vetting of research for societal benefits or harm. A. Fuks has suggested a discussion with MAUT which would involve a working group and there is a specified timeline: March 23/16. M. Richard emphasized the stipulations in MAUT's By-Law on Consultation and these serious considerations should not be rushed. Council agreed.

K. Hastings moved the following:

Because the question of social benefit versus harm in research is a significant issue with potential major implications for academic staff, MAUT Council considers MAUT input into this question to be indispensable, through its consultation process, as befits a question of this level of importance.

Seconded by J. Cooperstock. Council unanimously agreed. The motion was passed. T. Moore remarked the length of time allotted for consultation should be equivalent to at least two Council meetings. D. Lowther will forward a copy of the proposed discussion documents to Council. M. Richard suggested if the Administration agrees to a formal consultation, Council could authorize Executive to form a working group or to request volunteers to forward email applications for this group. J. Cooperstock has volunteered.

- **Spring General Meeting: Advertisement, Reports and Agenda**

Council reviewed the proposed SGM Agenda. [NB: The updated Agenda was circulated to Council.] The Executive, Constituency Chairs, and Membership Committee Chair were reminded to forward their reports for the Spring General Meeting to the MAUT Office for posting on the website. NCS will provide an accessible link for MAUT members at the Macdonald Campus. Council suggested that MAUT members could use the Main Boardroom at Tadjia Hall to watch the SGM through this link and have lunch. The Main Boardroom will only require a laptop to connect to the link as it has a built-in screen and projector and can accommodate 15 members comfortably. A memo will be sent to the MAUT members at the Macdonald campus with this information. [NB: MAUT will need an on-site moderator to manage this set up and take attendance.] There is also a smaller room that can accommodate an additional 10 MAUT members. This will involve additional equipment.

5. Update: Extension of the Nominating Period [Elections 2016]

D. Lowther noted the Nominating Period for Elections 2016 has been extended to March 24/16 to find a candidate for the position of President-Elect.

6. President-Elect's Report [T. Hébert]

- **Academic Freedom Statement**

T. Hébert noted that the Statement of Academic Freedom [February 25/16] will shortly be presented to the APC. J. Galaty and B. Gillon will attend this meeting. T. Hébert emphasized that the members of the MAUT ad hoc committee on Academic Freedom consulted widely and engaged all McGill stakeholders to develop a McGill Statement. This Statement was adopted by McGill Council and by the MAUT membership through a referendum in May 2014 and is posted on the website.

The final Statement, including input from the Principal and Provost, will come to Senate before the end of the academic year. Council suggested that the approved McGill's Statement of Academic Freedom be placed under McGill's Mission Statement. Council noted the Statement has a broader context and encompasses more than academic staff. M. Richard asked about the eventual status of the Statement. Council suggested the Statement could be considered an aspirational document and noted its acceptance at Senate would begin a longer discussion. T. Hébert commented the first step was to have the Statement accepted by Senate. Its status would be determined by the APC. K. Hastings said MAUT has asked the Secretary-General to comment on its eventual status. T. Hébert added that policies and governance structures would be affected by this Statement. A. Saroyan summarized: the Statement is aspirational; it will go to Senate and be moved and seconded by Provost C. Manfredi and MAUT President D. Lowther; and once adopted, measures will be taken to incorporate the Statement into subsequent policies and regulations that will spring from it.

K.Hastings commented just as the McGill Mission Statement was passed at Senate with the recommendation that it be adopted by the Board of Governors, the McGill Statement of Academic Freedom is expected to follow this process.

- **Building Pools of MAUT Consultants**

T.Hébert commented on the increased requests for consultation from the Administration and other groups and MAUT's By-Law on Consultation including requests to suggest candidates for positions on university committees. He sent messages to the Listserv that invited members to indicate their areas of expertise and agree to volunteer to serve on ad hoc committees that would respond to these requests. He outlined the consultation process: (a) the request is made to the MAUT President; (b) Council decides whether or not to respond; (c) Council designates an ad hoc committee or approves an internal mechanism for MAUT to consider; and (d) the results of the consultation are recorded in the Minutes. He proposed that MAUT generate pools of consultants who could be called upon to respond quickly. Members were asked to forward their areas of interest to the MAUT Office. A list has been compiled.

- **Gender Equity Issues**

T.Hébert noted a member's complaints about MAUT's inattention to gender equity issues and that the Non-Discrimination Committee is tasked with this mandate. He proposed that Council become more proactive in publicizing gender equity issues and that a report be made at every general meeting. M. Richard emphasized that communication of successful resolutions is important for membership retention. T. Hébert commented that paying \$5K to Kids & Co. to guarantee a MAUT *members-only* daycare spot(s) would be a significant recruitment tool for younger academics, as would publicizing MAUT's support of initiatives involving eldercare. V. Raghavan noted equity issues concerning immigration.

Council also discussed the following:

- Course evaluations of female academics
- Public salary data that does not include gender differentials
- Higher starting salaries offered to male academics
- Salary differentials are noted and corrected periodically, but continue to resurface
- "Penalties" associated with maternal and paternal leaves
- Different health care and general benefits for female academics who are single and childless

A. van den Berg commented that the Administration should provide data on these issues.

7. VP Communications [A. Shrier]

• **MAUT Newsletter**

A. Shrier noted the first draft has been sent out for review. There is an article by A. Saroyan that updates Child and Elder Care initiatives. He noted there is no New Member profile in this edition. [The Newsletter was circulated on March 18/16.]

8. VP Internal [A. Saroyan]

• **Planning for the 15th Tenure, Renewal and Mentoring Workshop [April 21/16 AM]**

A. Saroyan reported she is looking for recently tenured academics to share their experiences. The Agenda is almost complete.

• **MAUT Consultation Process and Volunteers to sit on ad hoc Committees**

A. Saroyan commented on a recent request for input on the Research Portfolio Guidelines. This involved an informal meeting with Associate Provost A. Campbell, A. Saroyan, T. Hébert and R. Sieber. She proposed this request be treated as a consultation with MAUT.

A. Saroyan noted the upcoming MAUT meeting to discuss the *Regulations Relating to the Employment of Academic Staff. The committee [including R. Janda, P. Caines, J. Galaty, K. Hastings and J. Varga] will meet to discuss recent input.* E. Shor suggested that a document be prepared for Council that would provide a full account and reflections on this lengthy process.

8. VP Finance [K. Hastings]

• **Report: Finance Committee**

K. Hastings noted the report from the Finance Committee would be ready for the April 13/16 Council meeting.

He reported the MAUT Constitution and By-Laws are on the website in separate files. He thanked M. Richard and J. Varga for their work. M. Richard commented on an issue in the Librarians' Section involving the use of the capital or lower case "l". As it was a non-substantive issue, it was editorially resolved. He noted the documents are up-to-date, easier to follow, and better structured. Council thanked K. Hastings, M. Richard and J. Varga.

10. VP External [A. van den Berg]

• **Delegate(s) to attend the FQPPU *Conseil* April 21-22/2016**

A. van den Berg reminded Council that he could not attend the FQPPU *Conseil* on April 21-22/2016. J. Varga will attend on April 22/16. A. van den Berg is looking for a delegate to attend on Thursday, April 21/16 as a vote will be taken to appoint a new VP of the FQPPU. The current VP, Mélanie Gagnon, has resigned. M. Richard commented that once the dates for the Fall and Spring General Meetings have been established, that MAUT notify both FQPPU and CAUT.

• **CAUT Investigatory Committee involving MAUT's dismissed member**

On February 22/16, A. van den Berg and J. Varga attended a meeting with J. Kingma and R. Gaudet, members of the CAUT Investigatory Committee. A report will be issued by CAUT in April 2016 and MAUT will receive a draft for review. A. van den Berg noted the report will support MAUT's efforts to have changes made to the *University's regulations with the aim of strengthening the role of peer review and the possibility of appeal in cases of possible dismissal.* D. Covo commented that CAUT had spent \$300K from their Academic Freedom Fund and

wanted a report. CAUT intends to see if shortcomings in the process have been addressed. Following the verdict in the case of the dismissed member, MAUT did not pursue the case.

11. Membership Committee

There was no report.

12. Other Business

There was no other business.

13. Adjournment

D. Lowther called for a motion to adjourn. K. Hastings moved to adjourn the meeting. Seconded by V. Raghavan. Unanimously approved. The meeting ended at 1:50 pm.