



**MAUT Council Meeting**  
Wednesday, November 14, 2018 at 12:00 pm  
McGill Faculty Club

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- Attendees:** Axel van den Berg, President  
Alenoush Saroyan, Past-President  
Petra Rohrbach, President-Elect [via SKYPE]  
Nate Quitoriano, VP Internal  
Janine Mauzeroll, VP External  
Nathan C. Hall, VP Communications  
Dror Etzion, VP Finance
- Council:** Laura Gonnerman  
Steve Jordan  
Lisa Munter  
Natalie Waters  
Eran Shor  
Renée Sieber  
Katherine Zien
- Guests:** Ante Padjen [MAUT-RS]  
Brendan Gillon  
James Coulton
- MAUT Office:** Honore Kerwin-Borrelli, Administrative Officer  
Joseph Varga, Professional and Legal Officer  
Jo-Anne Watier, Membership Engagement Officer
- Absent:** Thomas Duchaine  
Susan Gaskin  
Kohur GowriSankararan  
Sandra Hyde  
Caroline Riches

**Approved Minutes of the Meeting**

Axel van den Berg called the meeting to order at 12:04 pm.

**1. Approval of the Agenda for the November 14, 2018 Council Meeting**

Council reviewed the Agenda. E. Shor moved to approve the Agenda. Seconded by N. Hall. Approved unanimously.

## **2. Approval of the Minutes of the October 17, 2018 Council Meeting**

Council reviewed the Minutes of the October 17, 2018 meeting. J. Mauzeroll moved to approve the Minutes. Seconded by A. Saroyan. Approved unanimously.

## **3. Business arising from the Minutes**

There was no Business Arising from the Minutes.

## **4. President's Report [A. van den Berg]**

### **4.1 Intimate relations survey results**

A. van den Berg reported that 374 members responded to MAUT's online Survey question:

*Do you feel that the University should prohibit all intimate relationships between teaching staff and students?*

*Yes: 105 or 28.07%*

*No: 159 or 43.51%*

*It depends: 110 or 29.41%*

The response rate was between 33% and 38% of the membership – depending on whether responses from retired members were included.

A. van den Berg presented his analysis of the written responses to the Intimate Relations Survey and defined the parameters of the comments from the "It Depends" voters, the "Yes" voters and the "No" voters. Council feedback is requested by the end of the day. He summarized the following main points:

Depending on how the results are interpreted, between 6% and 20% support a complete ban on Student-Staff Intimate Relations [SSIR] at McGill without qualification, while 50% to 77% oppose such a ban. There are intermediate positions that support a complete ban of SSIR within the same department or unit. He remarked that a majority of MAUT members supports the current guidelines while a minority of respondents favoured prohibitions on SSIR within certain groups of students and that most members feel SSIR within the same unit or department should be prohibited.

These preliminary data will be shared with Chair of the Committee [Ms. Julie Lassonde] investigating these issues. A. Saroyan commented these data results point out members' opinions and the division among the membership. The data are not to be interpreted as MAUT's position.

### **4.2 Update on CASC and CASC Strategic Working Group**

A. van den Berg referred to the document from Associate Provost A. Campbell concerning the James McGill Professor and William Dawson Scholar Chairs. The document provides information on the awards, the selection process and its implications, how decisions are made and the renewal process. Interested parties can access clear and concise information on the website.

Assoc. Provost A. Campbell has forwarded "Gender Equity & Academic Compensation – Presentation to CASC - May 17, 2018". Council was asked to review the document and forward their requests for specific, additional data. Council inquired about salary discrepancies in stipends, sabbatical issues and credited periods for deferrals, the awarding of William Dawson Scholar Chairs and implications concerning a promotion to Full Professor.

The CASC Strategic Working Group examined salaries and averages by rank. Using the U15 data, salaries of Full Professors were close to the media, Associate and Assistant Professors were below the median. The Working Group will look at recruitment level salaries at different universities. These comparative data should be available to Department Chairs who actively recruit.

#### **4.3 Proposed Changes in the Student Code of Conduct**

Dean C. Buddle forwarded the document: Code of Conduct and Disciplinary Procedures – Proposed Revisions [Draft 24 October 2018]. A. van den Berg noted the revisions have been vetted by Past-President T. Hébert. A. van den Berg asked Council to review the document and forward their comments today. These will be sent to Dean Buddle.

#### **4.4 Forum on Salary Policy early next year**

N. Quitoriano, with the assistance of CASC members, will organize this Forum on policies and strategies. Council's suggestion was to have a panel of both MAUT members and members of the Administration who would discuss long and short term salary policy. R. Sieber referred to the University's commitment to maintain salaries among the top 5 of the U15. At this point, the University refers to getting salaries up to the median [7<sup>th</sup> or 8<sup>th</sup> position].

#### **4.5 Update on discussions with SSMU**

A. van den Berg met with SSMU Senators. The Student Senators discussed the issue of granting tenure despite allegations of sexual misconduct. A. van den Berg emphasized that disciplinary procedures were not part of the tenure dossier which focuses on competence. He referenced academic freedom policies.

Senator J. Shapiro forwarded an online petition to eliminate the name "Redmen" from McGill sport teams. The letter has been signed by 140 professors. Senator Shapiro is hoping to encourage MAUT members to sign the petition.

R. Sieber proposed a conversation on what MAUT does/does not take a stand on and when the Association will/will not act. The proposal is to put this issue on the Agenda in January 2019. A. Saroyan emphasized that consultations with members are always done before any statements are issued on MAUT's behalf. She noted, that the statement recently issued in response to the open letter by the SSMU on the alleged Mismanagement of sexual violence cases in the Arts Faculty, only presented the position of the Executive Committee.

A. van den Berg recently received a request from S. Esterle, SSMU VP Student Life, for MAUT to encourage members to join student clubs. He will respond to this request.

#### **4.6 Collegiality Committee: Dean Selection issues**

A. van den Berg referred to A. Saroyan's letter [Sept. 27/2017] to Chair R. Panda, Chair of the Board of Governors, requesting more transparency in the selection of faculty deans. G. Mikkelson, Chair, Collegiality Committee, will present two motions at Senate. One motion will deal with transparency issues. The second will propose procedures that will be consistent throughout the university.

#### **4.7 Meeting with Principal and Provost [Oct 19/18]**

There was a discussion on the choice of Prof. M. Grant as the Interim Director of the Institute of Islamic Studies. The intention was to appoint an Interim Director who was far removed from on-going issues. It was not a statement of non-confidence in Prof. M. Hartman, the previous Interim Director, who has been appointed Advisor to Prof. Grant.

There is currently one remaining impasse concerning the revisions to the dismissal regulations as they affect academics. Consensus has been reached on having a committee of peers to advise the Principal. The issues under discussion are the details concerning the arbitration process, financial implications for MAUT and reinstatement. A. van den Berg and A. Saroyan will meet privately with Assoc. Provost A. Campbell to discuss this. Currently MUNASA has a process in place that MAUT wants to adopt for the regulations governing academic staff.

There was a discussion concerning changing the current "Redmen" title for McGill's teams.

#### **4.8 Proposed duties of local unit MAUT representatives**

The document with the proposed duties was circulated to Council. These volunteers or “shop stewards” would report to J-A Watier, MAUT Membership Engagement Officer.

The local representatives would act as spokespersons and conduits for issues. These volunteer positions can be listed on Service Dossiers. There would be a step-by-step document that would outline recruitment procedures and include a “tool kit” for these MAUT volunteers. The “tool kit” would have a PowerPoint outlining MAUT’s milestones along with membership application forms, brochures and other pertinent documents. Following MAUT’s Guide to the University, Council suggested holding a Workshop focusing on Recruitment issues and using every MAUT event as a recruitment opportunity.

#### **4.9 Meeting with J. D’Agata**

The meeting discussed the current pension situation. The University is proposing changes that would affect Plan members hired before 2009. Council noted that accurate information must be available to Part A members and Part B members of McGill’s Pension Plan.

### **5. Report on the Academic Freedom Conference [B. Gillon and L. Gonnerman]**

L. Gonnerman reported on the September 2018 Forum at Laval University. The questions addressed concerned several issues, among them:

- the nature of academic freedom
- how it is distinguished from freedom of expression
- why it is important and to whom does it apply
- the identifiable threats to academic freedom, including self-censure, administrative overburdening among others

Also addressed were steps on how to protect against threats to academic freedom and what actions can be taken:

- clauses in collective agreements;
- solidarity with colleagues, education and promotion of collegial governance;
- to whom does this freedom apply: to profs only, to elitist groups, to government researchers, students engaged in research, and the notion of expertise.

B. Gillon referred to the notion of domain of expertise and the extent of academic freedom as it applies to scholarly members, the understanding of a “community of scholars”, and students working as researchers. Also discussed was the need for awareness of the parameters among the community of scholars and the question of loyalty and to whom.

L. Gonnerman & B. Gillon will write a brief report on these issues for the December Newsletter.

### **6. Past-President’s Report [A. Saroyan]**

#### **6.1 Update on Dismissal Regulations**

A. Saroyan reported that the Working Group on Regulations Relating to the Employment of Academic Staff [RREAS] has proposed that the MUNASA regulations be available for MAUT. Currently this option is one of three under discussion. The other two are reverting to the status quo and MAUT absorbing 50% of the arbitration costs. In the status quo option, the arbitrator does not have reinstatement power and the individual, if unsatisfied, can take his/her case to the Québec labour court. In the third option, MAUT would undertake 50% of the arbitration costs, with the administration taking on the other 50%. The implication for MAUT is that the Association would be responsible for members and non-members alike and cover all situations that would arise. Discussions are on-going with Assoc. Provost A. Campbell.

There is a discrepancy between the existing form requesting a six-month sabbatical leave and the actual options for banking deferred leaves. It is unclear how long a leave may be deferred. There's an additional concern among Librarians and the timing of a deferred leave as it could affect staffing issues.

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

There was no report.

## **8. VP Communications [N. Hall]**

### **8.1 After the Kids and Company Survey**

N. Hall reported on the Survey Results. Following the data results of the satisfaction survey, the ad hoc Committee on Family Care issues will be reconvened. The members are: A. Moores, L. Munter, M. Cubano, and J. Mauzeroll. The ad hoc committee will meet shortly to study the survey results and make recommendations.

### **8.2 Improving the Website**

J-A Watier will be taking courses on website issues. N. Hall noted that surveys are easy to distribute to members and obtain summary results within days. A. Saroyan proposed a section on the website on current debates to which members can contribute. N. Hall will monitor members' postings.

## **9. VP Finance Report [D. Etzion]**

### **9.1 Divestment Update**

D. Etzion reported that paperwork has bogged down the divestment schedule. Some headway has been made.

### **9.2 Membership and Finances**

D. Etzion commented the effects of the recent reduction of the mil rate and the hiring of new MAUT staff has put a dent in the budget situation. Both of these were planned and the results were anticipated. The expenses are higher and the membership is down. The Finance Committee is aware of the current issues and is monitoring the situation. R. Sieber noted that MAUT, after paying off the expenses associated with defending a member, kept its promise to lower the mil rate to 0.58%.

### **9.3 PAC [Pension Administration Committee] representatives invited to the December 12/2018 Council meeting**

At the December 2018 Council Meeting, PAC representatives, J. Scott and C. Ragan, are invited to speak on divestment options in the Pension Plan. Also invited is Auditor P. Gagnon.

## **10. VP Internal [N. Quitoriano]**

### **10.1 Update: James Coulton's [MAUT-RS] Bicentennial speakers' series**

The proposal was circulated to Council. It concerns the 2020-2021 series of events planned for McGill's bicentennial. This proposal is to invite a series of speakers who have received the Order of Canada. MURA has agreed to allocate \$5K to support a series of speakers at Moise Hall. Prof. Coulton is soliciting a similar amount from MAUT. This contribution would be part of G. Cadet's [Bicentennial Events Coordinator] budget presentation to the Administration. A. van den Berg proposed the issue of MAUT's contribution be a motion on the December 12, 2018 Council Agenda. This could involve a possible revision to MAUT's Constitution and position on donations per fiscal year.

D. Etzion expressed his opposition to this proposal and proposed instead McGill's Fundraising Committee could take over this initiative. Council noted that the Faculty Club could be used for these events. N. Hall commented that MAUT sponsors specific topics and inquired about the benefit to the Association. Council commented on potential recruitment initiatives and the visibility that a MAUT sponsored speaker could provide. Council asked Prof. Coulton

to provide a recruitment and marketing aspect to this initiative. N. Quitariano will work with J. Coulton and update his proposal.

#### **10.2 Update on Administrative Overload Survey**

There was no report.

#### **10.3 Facilities Use Survey**

The survey text, developed by N. Quitariano, was circulated to Council. It will be used to gather data to present to the Administration. The questions included rating one's overall experience with McGill Project Management, the quotation given for the project, whether the project was completed within budget and suggestions for improving future endeavours.

#### **10.4 Possible Campaign to protest against NSERC changes**

There is a campaign afloat to consolidate major research programs into one. There was a recent meeting, by invitation only, and 5 McGill professors attended. The feedback was negative and a new draft was requested. This new document has not yet been made public. N. Quitariano suggested this issue could be brought to CAUT to request support.

#### **10.5 Survey Proposal to assess members' views on renaming of the Redmen Team**

A survey was proposed to assess Members' views. This suggestion was voted down by majority Council.

### **11. VP External [J. Mauzeroll]**

#### **Report on FQPPU *Conseil***

J. Mauzeroll's report was circulated to Council. She noted that ULaval is considering rejoining the FQPPU. The *Fédération* is putting out a **Practical Guide for Faculty Serving on University Boards of Governors**. This will provide financial literacy information for Board members. There were discussions at the *Conseil* on universities' policies on sexual harassment. J. Mauzeroll asked for volunteers to serve on the *Fédération's* various committees. B. Gillon has expressed interest. J. Mauzeroll will attend the upcoming CAUT Council and report to Council.

### **12. Update: Records Management Policy and Pilot [Resource people: J. Bartlett and S. Severson]**

S. Severson updated Council on the Records Management Policy. Initially, it will be available to the Executive and an impact assessment will be reported.

### **13. Other Business**

There was no Other Business.

### **14. Adjournment**

A. van den Berg called for a motion to adjourn. J. Mauzeroll moved to adjourn the meeting. Seconded by N. Quitariano seconded the motion. Approved unanimously. The meeting adjourned at 2:10 pm.

Respectfully Submitted:

Honore Kerwin-Borrelli, MAUT Administrative Officer