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# MAUT Council Meeting

## Approved MINUTES

Wednesday, February 22, 2017

McGill Faculty Club 12:00 noon

*Present:*

*Executive:* T. Hébert, D. Lowther, A. Saroyan, A. van den Berg, G. Gore, P. Rohrbach

*Council:* M. Richard, T. Duchaine, S. Gaskin, J. Ruglis, J. Boruff, R. Sieber, S. Jordan, E. Shor, S. Algieri

*Regrets:* D. Titone, C. Riches, V. Raghavan, K. GowriSankaran, K. Hastings

*MAUT Staff:* H. Kerwin-Borrelli, J. Varga

*Guests:* Provost C Manfredi, Jun-Li Liu

Terry Hébert called the meeting to order at 12:06pm.

### 1. Approval of Agenda

Council reviewed the Agenda for the February 22, 2017 Council Meeting. There was one change. The item under A. van den Berg, Assistant Professor (Special Category) and eligibility for merit and salary raise was addressed during the Provost's Report. There were no other changes. D. Lowther moved to adopt the Minutes. Seconded by P. Rohrbach. The Agenda was adopted.

### 2. Approval of Minutes

The Minutes of the January 25/2017 meeting were circulated without adequate time to review the latest edits. Council agreed they would be sent out for an e-vote approval. The Minutes were circulated to Council [Feb 24/17] and the deadline to submit the vote was February 27/17. The Minutes were approved by e-vote and were posted on MAUT's website.

### 3. Presentation by Provost Manfredi

The Provost began by referring to the open discussion at Senate [Feb 15/17] on the McGill University Strategic Academic Plan 2017-2022 [D16-37] and the appendix. He commented it was a focused and concise document consistent with ASAP 2012-2017. He referred to concrete goals guided by the University's mission as well as core ideas, keeping McGill a 21<sup>st</sup> Century Global University and following five established key objectives. It also included a clear mission for the Office of the Provost and VP Academic.

The Provost spoke about Indigenous Studies in Education and the Final Report, which will be presented on June 21/2017 National Aboriginal Day. It will have updated reports from the faculties.

The final Budget will be presented on April 20/17. The aim is to present a five-year (balanced) budget. There are major capital projects that have been undertaken to support McGill's academic mission, including the Royal Victoria Hospital (RVH) site the Powell site and the McLennan-Redpath Library site, which may require extra funding and have an effect on McGill's budget.

M. Richard thanked the Provost for clarifying how the merit process would apply to those on maternity/paternity leaves. Merit would be based on the last two years of performance and if the merit award levels average out to an intermediate number, a corresponding "blended" dollar amount would be used. These issues would be handled on a case-by-case basis and the

Provost can be reached if any discussion arises. The Provost was thanked for his collegial approach in dealing with these issues.

A serious concern raised was the changing role for Research Assistants and Postdoctoral Trainees working with McGill researchers on current research grants. Because of the pay equity exercise and the unionization process, the University is the employer, the RAs and PDFs respectively are the employees and Principal Investigators [PI] receive invoices. The situation involving PDFs is still evolving through negotiations. The proposed strategy is to work with the University to maintain situation stability. At this point, there are no new funds allocated to ease the situation.

There are on-going, private negotiations involving PIs who are on the bargaining teams who are not speaking publicly. There is disconnect between the funds available and the commitment to pay increased salaries. Council discussed the following:

- The members of the University's negotiating team who represent PIs cannot discuss the negotiations publicly, but can PIs communicate with their negotiating team representatives to make sure that they are aware of their concerns?
- The University is to negotiate with academics' interests in mind.
- The University is striving to get the best deal for researchers.
- There are new tools in place and the model has changed.
- There must be a mechanism to absorb the extra funds that are now required and the Provost committed in principle to considering this, but a proposal to provide bridge funding must first be preceded by a signed agreement and the final settlement on pay equity (the deadline for solving/dealing with pay equity issues is August 2017).
- Financial support is essential for those struggling with legislated pay equity settlements
- RAs have a 30% increase; at this point, the increase for PDFs has not been worked out.

Provost Manfredi will find out if it is possible for PIs to provide input to the negotiators and if there is a way to improve communications with PIs without appearing to engage in public negotiations.

P. Rohrbach inquired about the Professional Development Fund and its recent constraints. She emphasized that researchers need to purchase the latest electronic books, attend conferences and have up-to date software/hardware and laptops in order to do their research. The professional development fund is critical in providing these essentials. A question arose regarding tax implications. The Provost responded that he is seeking additional legal advice on these matters, and that if changes are made, a memo will go out to those affected.

A. van den Berg asked about a colleague in the Assistant Professor Special Category who is not eligible for raises and merit, and was not informed of this when hired. A candidate in this category is often finishing a dissertation with the expectation to reach the level of Assistant Professor and does not undergo a performance review. He asked for the rationale for this policy.

[https://www.mcgill.ca/apo/files/apo/fy2017-2018\\_guidelines\\_implementation\\_-\\_academic\\_salary\\_policy.pdf](https://www.mcgill.ca/apo/files/apo/fy2017-2018_guidelines_implementation_-_academic_salary_policy.pdf)

Provost Manfredi will look into this issue. The Provost left at 12:42pm.

#### **4. Business Arising**

- **Update: Discussions with MURA – [M. Richard]**

M. Richard has resigned from the MAUT-MURA discussion group, citing irreconcilable differences between his process-oriented working methods and the working methods of the MURA representatives, who seem to be focused on the end results they are hoping to see, i.e. a Memorandum of Understanding between MAUT and MURA. There have been some instances in which all the parties had seemingly agreed to proceed in a certain manner, but in which something different was done instead. M. Richard's view is that procedural rigour is a good investment because it will increase the chances that MAUT and MURA will get the MOU right the first time and will not have to fix it later. Much of the groundwork for the MOU has already been done; the main issues that remain to be discussed are the financial elements and the contract language, and therefore they would benefit from the direct input of K. Hastings and J. Varga. Although M. Richard is no longer a member of the MAUT-MURA discussion group, he will continue to provide input on this file as a member of Council.

- **Update on Information to Members re: Research Assistant Pay Equity [K. Hastings & T. Duchaine]**

T. Duchaine noted there had been some progress though the Provost cannot respond with a commitment until the negotiations between the parties have been settled. The Administration is the employer and the possibility exists to use soft funds to provide relief but the scale of the problem must be made public.

Council discussed:

- Examining the situation on a case-by-case basis and providing assistance
- To create a couple of responses to the current situations and get numbers to run scenarios, which will be forwarded as information to the Administration
- The representatives at the negotiating table need to hear "our" views in order to feed our concerns into the negotiations and to provide specific examples of how the dollar values will affect us
- The Provost said once the smoke has cleared, the University will consider the financial implications, which are still on the table.

Strategy Proposed:

- To compile information on particular cases
- To draft a question to the Board of Governors and provide the impact of this policy
- To develop more targeted ways to communicate the impact to the University

- **Updated information about AMUSE [R. Sieber]**

R. Sieber proposed inviting Bradley Powell [AMUSE – Internal Affairs] to provide information on the impact for faculties and departments. Council discussed the following:

- AMUSE is in the process of being incorporated into the MUNACA Collective Agreement
- Comments on students performing jobs previously filled by administrative officers and staff – [J. Boruff and effect on libraries] and [S. Algeri and effect on Faculty of Music]
- AMUSE members have been shut out of benefits
- Recent increase in pay rate for AMUSE members

R. Sieber referred to the letter sent on January 25/17 by the members of the McGill Communities Council to the Board of Governors which raised issues as outlined in a report by the Student Society of McGill University [SSMU]: *A Seat at the Table: an Analysis of the McGill University Board of Governors*. Three categories were summarized with the expectation they would serve as starting points for discussions. These included the *composition* of the Board of Governors, the *nomination process* [including current makeup, and representation from

university constituencies], and *decision making* [accessibility for members]. It was suggested that current members of the BoG, who are also MAUT members, be approached to support this initiative which could possibly include input from the Collegiality Committee.

#### **5. President's Report [T. Hébert]**

- **Request from Associate Provost A. Campbell: MAUT Working Group to Create Guidelines for the Development of a Service Portfolio**

Assoc. Provost Campbell has asked for volunteers to develop guidelines for a Service Portfolio. Council was asked to propose names for this Working Group. R. Sieber volunteered to serve on this working group. M. Richard noted that this Research Portfolio will be the third in a trio of Employment Regulation appendices, the existing ones being Appendix A (Teaching Portfolio) and Appendix B (Research Portfolio).

- **Update on CASC Meeting [February 16/2017]**

Items discussed included: the insurance coverage for international hires without permanent residency, the academic laptop program, the professional development fund, and the long-term planning committee which will include two representatives from the Administration and two from MAUT. This will be an independent working group that will do research and report to the CASC. One of their tasks will be to develop strategies for bringing McGill salaries to the midpoint of the U15 group.

Concerning insurance for international hires, a working group composed of B. Lenz, G. Coleman and S. Hyde as well as A. van den Berg and T. Hébert, has consulted with Associate Provost P. Oxborn, [International.] The concern is the coverage for international hires by Manulife and RAMQ. T. Hébert noted that the Administration was asked at CASC to cover the costs of this coverage.

R. Sieber inquired about the role of RAMQ and Manulife and the contributions to health insurance. At present, Manulife manages McGill's insurance money. She asked about the costs for this management. A. Saroyan proposed that MAUT follow up with the University and request that the Administration invite more bids besides Manulife. It was noted that the new VP Administration and Finance, Y. Beauchamp, may be open to this idea.

Concerning salary anomalies for lecturers, this issue is dealt with at the faculty level. Faculty lecturers can make their case with their Deans.

- **Update on meeting with Principal and Provost [Feb 13/2017]**

The Three Presidents reported on a collegial meeting with the Principal and Provost. The issues addressed included McGill's involvement with CERU [*Commission de l'enseignement et de la recherche universitaire*] and with the FQPPU committees and commissions. Also addressed were the increased downloading of non-academic responsibilities on academics and its effect on their health and morale, and possible solutions. A. Saroyan emphasized that data on specific examples must be collected and forwarded to the Administration. The Campus Planning Proposals were discussed and more information is needed about the academics and research labs that may be displaced as a result of sales of buildings.

- **Update on Writing Forum on March 31/17**

- *Beyond "Awkward" Strategies for Improving your Students' Writing*

At this point, there are 20 academics registered.

T. Hébert left at this point and A. Saroyan took over as Chair.

## **6. President-Elect's Report [A. Saroyan]**

### **• Update on Proposed Changes to the Professional Development Fund**

A. Saroyan referred to the two messages sent by the Administration to academics on February 16/17 which outlined the changes to the professional development fund and information concerning the program, eligibility, eligible expenses, and how to request a reimbursement.

<http://www.mcgill.ca/apo/academic-staff/other-information/professional-development-fund>

Also noted is information on tax receipts related to the purchase of computers, hardware and software as these are considered taxable benefits. Council discussed issues concerning the necessity to upgrade computer hardware and software that affect academics' work.

### **• Update on Consultation re: Employment Regulations**

This discussion will continue at the next Executive meeting. The finalized proposal will be forwarded to Assoc. Provost A. Campbell.

### **• Update on questions concerning Academic Laptop Program**

<http://www.mcgill.ca/apo/academic-staff/other-information/academic-laptop-program>

Information, including the benefits of the program, eligibility [subsidies for academic staff and replacement machines], the cost, and three supported models can be found at the above link. The current policy allows for upgrades of the supported models (e.g., more memory) if the faculty member undertakes to cover the additional cost. Models outside the supported three will be considered on a case-by-case basis. Council also asked whether academics would be required to pay 50% or a portion of the cost and if it is still free. Also they inquired whether purchases would be taxable.

### **• Update on Plans for Forum on Tenure and Mentoring [April 19, 2017]**

The Tenure and Mentoring Committee met and plans are on-going. There is a call out for colleagues to present at this Forum and for academics who have been recently renewed, those who recently received tenure and others who received a *tending toward a negative decision* and how it was resolved.

There is also discussion among committee members to hold a Workshop for Mentors in Fall 2017. M. Richard suggested the workshop organizers contact the Mentoring Ambassadors from the Libraries. A. Saroyan noted different mentoring approaches at McGill including academics finding their own mentors and established faculty mentoring programs. A. Saroyan asked Council to forward their ideas.

## **7. Past-President's Report [D. Lowther]**

### **• Update on Nominating Committee Initiatives**

D. Lowther reported the 2017 Call for Nominations has been sent out to Full MAUT Members on February 16/2017.

## **8. VP Finance's Report [K. Hastings]**

### **• Consideration of the membership dues mil rate**

K. Hastings had previously forwarded documents concerning this agenda item.

The present mil rate is 0.65%. Council discussed the following:

- General consensus that a decrease was favorable
- A decrease in the mil rate would probably increase membership
- A key part of the Membership Engagement Officer's job will be to increase membership
- Executive and Council will be working on completing a job description for this new position
- After the mil rate increase [December 2010] to cover the legal costs of a dismissed member, MAUT promised to reduce the mil rate to a previous level
- Council discussed the optics of various mil rate changes, ranging from 0.625% to 0.575% and also proposed reviews after the first and second years
- The optics of an initial modest reduction in the mil rate, followed by a further decrease, would be better than those of a large initial reduction followed by an increase.
- The agenda item of the proposed change in the mil rate will be brought to the next Council for more discussion; it will be presented for discussion at the Spring General Meeting [April 19/2017], followed by a Council vote in May.

- **Update on the McGill Communities Council Meeting**

A letter has been sent to the Board of Governors requesting a meeting.

## **9. VP Communications [G. Gore]**

- **MAUTFORUM messages: Changes to bottom banner to promote Facebook page and website**

Future messages to the MAUTFORUM will display this information.

- **Next Newsletter: March 29/2017**

G. Gore is requesting articles for the upcoming Newsletter.

- **MAUT Statements**

Council discussed sending messages to the MAUTFORUM. The message, forwarded by R. Sieber which asked members to help colleagues affected by the US Travel Ban, was well received. Council discussed the general concept of statements being made by MAUT. It was noted that such statements need to be clear about who is issuing them. Statements issued in the name of the Executive and Council are advantageous: they avoid the potential problems of statements which are issued in the name of MAUT and which therefore give the impression that they are speaking on behalf of the membership as a whole. There was a past instance of an MAUT member objecting to a statement which was made in MAUT's name about Premier Marois without prior consultation of the MAUT membership.

## **10. VP External's Report [A. van den Berg]**

- **Update on nominations to CAUT's Standing Committees**

A. van den Berg reported that N. Hall has been nominated to serve as CAUT's Representative at Large, B. Gillon is currently on CAUT's Academic Freedom Committee, T. Mawhinney is on CAUT's Librarians' and Archivists' Committee, P. Rohrbach is on CAUT's Equity Committee and C. Riches has been nominated to serve on the Advisory Group on Distance Education and On-Line Education.

- **Update on nomination to FQPPU's Executive Committee**

A. van den Berg noted that D. Guitton will serve on the FQPPU's Executive Committee. A. van den Berg noted that F. Gélinas [Law] has agreed, on occasion, to provide legal advice and interpretation on issues such as the McGill Travel Policy and the Professional Development Fund. A strategy is in the making to encourage UdeM to rejoin the FQPPU.

ACFAS will be holding its 85<sup>th</sup> Congress [May 8<sup>th</sup>-12<sup>th</sup>, 2017 at McGill University. More information can be found at: <http://www.acfas.ca/evenements/congres/inscription>  
The FQPPU will be holding a two-day workshop as part of ACFAS.

- **Assistant Professor (Special Category) colleague was told she wasn't eligible for the current merit and salary raise. Is this a new policy and where was it advertised?**

This agenda item was addressed under #3 – Presentation by Provost Manfredi

#### **11. Other Business**

Council noted the Agenda for the Spring General Meeting will include an Open Forum to encourage member feedback which will be brought to the upcoming Joint Council for further discussion.

#### **12. Adjournment**

R. Sieber moved to adjourn the meeting. Seconded by A. van den Berg. The meeting adjourned at 2:12 pm.