

---

# MAUT Joint Council Meeting

## MINUTES

Wednesday, May 18, 2016  
McGill Faculty Club 12:00 noon

Present:

Executive: T. Hébert, D. Lowther, A. van den Berg, K. Hastings, A. Saroyan, G. Gore, A. Shrier,

Council: E. Shor, M. Richard, V. Raghavan, T. Moore, E. Duffy, S. Algieri, T. Duchaine, S. Gaskin, J. Ruglis, D. Titone, R. Sieber, K. GowriSankaran

Regrets: P. Rohrbach, C. Riches, S. Jordan, N. Kamran, J. Boruff, D. Covo, J. Cooperstock

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

T. Hébert called the meeting to order at 12:10pm.

### 1. Approval of Agenda

Council reviewed the Agenda for the May 18, 2016 Joint Council Meeting. There were no changes. S. Algieri moved to approve the Agenda. Seconded by R. Sieber. Council agreed unanimously.

### 2. Approval of Minutes

The Minutes of the April 13, 2016 Council meeting were reviewed. In Item #4, K. Hastings forwarded corrections to his comments on the Sexual Assault Policy: "K. Hastings noted the "volunteer" nature of the previous position and wondered whether the change to a primary access through a staff member paid specifically to carry out this duty could change the nature of the interactions with members of the community." D. Lowther moved to accept the Minutes as corrected. Seconded by R. Sieber. Council approved unanimously. This correction was made and the final and approved Minutes were circulated and posted on the MAUT Website.

### 3. Update on Executive and Council Membership

T.Hébert thanked exiting Executive members: D. Lowther as President, A. Shrier as VP Communications and A. Saroyan as VP Internal. He welcomed new Executive members: D. Lowther as Past-President, G. Gore as VP Communications and P. Rohrbach as VP Internal.

He thanked exiting Council Members; J. Cooperstock, D. Covo, N. Kamran, T. Moore, V. Raghavan and E. Duffy. He welcomed new Council members: J. Boruff, T. Duchaine, S. Gaskin, S. Jordan, J. Ruglis and returning Council Member M. Richard. Executive and Council Members introduced themselves.

### 4. Salary Increase Message to Members

T.Hébert proposed that MAUT send a message to members via the ListServ emphasizing MAUT's role in securing a 6.2% increase on June 01/16, the third in a three-year agreement with the Administration. Council agreed and noted the next series of increases may not be as generous. D. Titone added that MAUT should take credit for these increases during what were three difficult years for the University.

### 5. Support for MURA (Kohur GowriSankaran)

K.GowriSankaran forwarded a preamble which updated Council on the formation of MURA (McGill University Retirees Association) in 2014 which is open to all McGill retirees. He noted the role that MAUT played in supporting MURA last year with a donation of \$1,000. He commented that all McGill employees, academic and support staff, will one day retire and academic retirees continue to contribute by serving on committees. In order to ensure MURA's

survival, agreements have been made with MUNASA and SEU to contribute funding to MURA on a semi-permanent basis (\$6.50 per year per member of MUNASA and \$6.76 per year per member of SEU). K. GowriSankaran asked Council to approve a \$1,500 payment to MURA from MAUT funds for the year beginning June 01/16. This amount will be supplemented by a cheque from the MAUT-RS funds and in return, MAUT-RS members will have a complimentary membership in MURA for the year. He noted that the MAUT-RS is self-funded.

K.GowriSankaran moved the following motion that was seconded by R.Sieber.

Be it resolved that the Council approve the payment of \$1,500 from the funds of MAUT to the McGill University Retirees Association (MURA) by June 1, 2016 in partial consideration for obtaining complimentary membership for the year for all members of MAUT-RS.

M. Richard commented that, as he had done at last year's Council vote on a similar funding request, he would vote against the motion on the grounds that the establishment of MURA has raised constitutional issues which have not yet been addressed and he requested that his negative vote be recorded in the minutes. He noted that K. GowriSankaran's written preamble states that MUNASA, SEU and MUNACA have all signed semi-permanent funding agreements with MURA, but that in actual fact MUNACA has not yet signed such an agreement. K. GowriSankaran responded that his written preamble is superseded by his verbal introduction to the motion which only mentioned the MUNASA and SEU signatures. His preamble was written on the basis of his having been told that the MUNACA signature was imminent. K. GowriSankaran commented the MURA Constitution represents the interests of MAUT retirees. MURA will hold its General Meeting on June 1/2016. On May 30/2016, a meeting will be held between representatives of MURA and MAUT to discuss the MURA Constitution and the possible resolution of issues that have been raised. K. Hastings commented that he would support this motion for funds as a stop-gap measure and noted that MAUT already has a Retirees' Section.

A. Saroyan said that she would support this motion involving a one-time contribution and asked whether MURA had made any progress in planning its course of action since last year. She also raised a concern about the implications of membership choices if retired academics were to pay membership dues to both Associations. If current MAUT retired members opted to join MURA only, our total membership numbers would decrease noticeably.

A vote was called and the current Executive and Council members voted to approve the motion. There was one vote against the motion. The motion passed.

T.Hébert commented favorably on the willingness of MURA Executives to discuss constitutional issues with MAUT.

#### **6. Teaching/Research Relief Allocation for Executive**

T.Hébert referred to the preamble concerning the course relief allocations that was circulated to Council. The cost of a 3 credit course relief is now \$7.8K which is an 8.3% increase over last year. Consequently, MAUT will be requested an increase from \$40K to \$43,333 from the Provost's Office. T. Hébert will forward this request. [Note: On May 24/16, MAUT received confirmation that this request had been approved.] MAUT's contribution to the nine-course relief fund will be increased to \$26,867, also to reflect the 8.3% increase.

The Executive abstained from voting. K. GowriSankaran moved and E. Shor seconded this motion:

Be it resolved that Council approve \$26,867 of MAUT funds as Executive course release/research allowance to supplement the Provost's allocation for the 2016/17 academic year.

The nine Council members who voted all did so in favour of the motion. Three Council members were absent. T. Moore commented that the current mil rate is 6.5 and that it was raised a number of years ago from 5.5 to build up MAUT's finances following a legal case involving MAUT's defense of a dismissed member. He noted that his colleagues have expressed concern at this current mil rate. K. Hastings [VP Finance] noted the Finance Committee revisits the mil rate issue every year and will be meeting to discuss the amount required for a war chest and possible reduction of the mil rate.

### **7. Membership Committee Issues**

S. Algieri referred to the Membership Committee Report that was prepared for the Spring General Meeting. He also noted the statistical appendix prepared by K. Hastings for the May 18/16 Council meeting which provided an overview of member participation in Membership Committee organized social events over two complete cycles 2014-15 and 2015-16. He noted that the report, with the appendix included, constitute the Report to council of the Membership Committee in its activities during the 2015/16 academic year. The report is attached as an appendix to these minutes.

He commented that N. Zrihen and A. Chu of the Faculty Club will support MAUT's events as happened last year. The Faculty Club pays for food at the Octoberfest Apple Picking Event. There is a new event: MAUT's Guide to the Univers(ity) will take place on October 07/16 and will replace the annual Council Orientation with an info-session and reception open to all McGill University academics. Concerning recruitment incentives, D. Titone commented that some MAUT events are for members only and that dues are tax deductible. Council also briefly discussed a cap for guests at the Tadjia Octoberfest Apple Picking event but as there are two sittings, MAUT can accommodate many guests. K. Hastings emphasized the target of the Membership Committee is to recruit constantly.

T. Hebert proposed the following motion that was seconded by T. Duchaine:

Be it resolved that a budget of \$28,000.00 be approved for MAUT's Membership Committee to organize MAUT Social and Info Events for the Academic Year 2016-17:

1. \$1,000.00/Update, print and distribute MAUT Pamphlets.
2. \$2,000.00/Print and distribute postcards advertising 2016-17 MAUT Social and Info Events.
3. \$25,000.00/MAUT-sponsored Social and Info Events (5).

A vote was called and the motion passed unanimously.

### **8. Contribution to CAUT Academic Freedom Fund**

T. Hébert forwarded information from past Council minutes that approved a \$5K donation for the 2016/17 academic year to the CAUT Academic Freedom Fund. A letter and cheque for \$5K will be sent to David Robinson, CAUT Executive Director. This last donation of \$5K will mark MAUT's fulfillment of the \$30K contribution that was approved by MAUT Council on April 10/2013.

T.Hébert noted that future donations to the CAUT Academic Freedom Fund will be subject to an annual review.

#### **9. MAUT Consultations – WE NEED YOU**

R.Sieber noted with MAUT's By-Law on Consultations, such requests are part of a regular and defined process. A request was sent to the ListServ on March 09 and 10/16 asking for volunteers with areas of interest that could form a Pool of MAUT Experts who could be called upon to populate consultation committees. Responses were compiled. On May 17/16, a Call for Membership Participation was sent to the ListServ and responses are being compiled.

#### **10. Proposed Meeting Schedule (approved by Executive on May 04/16)**

T.Hébert referred to the approved schedule of MAUT meetings for 2016-2017. [NB: The Faculty Club is not available to host the SGM and Tenure and Mentoring Workshop on April 21/17. Alternate dates are being investigated.]

#### **11. VP External Report [A. van den Berg]**

A.van den berg forwarded his report on CAUT and FQPPU issues.

CAUT:

- B. Gillon was elected as a member of the CAUT's Academic Freedom and Tenure Committee.
- The CAUT Investigatory Committee into the dismissal of a McGill professor submitted its report but the CAUT appears to be reluctant to make it public as it apparently does not provide sufficient grounds for censuring the University.
- The CAUT is forming a working group to develop measures and policies that would help universities minimize the climate change effects of their activities. Anyone interested in joining this group is invited to do so. Those interested should contact VP-External Axel van den Berg: [axel.vandenberg@mcgill.ca](mailto:axel.vandenberg@mcgill.ca)

FQPPU:

- We are nominating Bernard Robaire for the FQPPU's Guy-Rocher Prize honouring members who have a record of exceptional service to the Quebec postsecondary system.
- The FQPPU has formed a working group to study the impact of digital technologies on teaching and research. Anyone interested in joining this group is invited to do so. Those interested should contact VP-External Axel van den Berg: [axel.vandenberg@mcgill.ca](mailto:axel.vandenberg@mcgill.ca)
- The FQPPU is proposing an alternative classification system for Québec universities that does not rank them in terms of overall "quality" but classifies them by their main strengths. This is part of a larger FQPPU push for more egalitarianism between and within Québec's universities some of which may not necessarily be in the best interests of McGill.

#### **12. Other Business**

- **Sympathy Card for Gloria Tannenbaum**

The Executive and Council signed a sympathy card which was mailed to Prof. Gloria Tannenbaum.

- **Advocating for Tenure-Track Faculty and their Funding Issues**

T. Duchaine commented on the difficulties faced by tenure-track faculty and funding issues to ensure sustainability. T. Hébert commented on the increased difficulty in getting one's first grant. The MAUT Presidents have discussed this concern in meetings with the Principal and Provost. The latter are scheduled to meet with a committee of early career investigators.

K. GowriSankaran commented that when joined MAUT in 1968, it was presented as an automatic option to new academics. He proposed using a modified Rand Formula to recruit new members but Council noted this would not be accepted under the Québec legal system because the Rand Formula only applies to unions. . A. van den Berg commented on the fear factor and that access to J. Varga, MAUT's Legal Officer should be emphasized in MAUT's publicity. A. van den Berg will forward his editorial suggestions for the MAUT brochure to S. Algieri and J. Varga.

- **On-going Consultations**

T.Hébert noted the following on-going consultations with MAUT:

**Draft Regulations on the Conduct of Research and Implementation Plan for Consultation**

[Members: T. Hébert, M. Nahon, V.Talwar, D. Titone]

**Policy on Intellectual Property** [Members: F. Ferrie, A. Kohn, T. Hébert]

**Contract Academic Staff** [Members: C. Riches, E. Zorychta, T. Duchaine, B. Robaire, R. Amsel, F. Benson]

**Sexual Violence Policy and Policy on Harassment, Sexual Harassment and Discrimination by Law** [Members: R. Sieber, J. Ruglis, S. Gaskin]

- **Co-opting a Macdonald Campus Council member**

T.Hébert proposed that at its June 15/16 meeting, MAUT Council move to co-opt V. Raghavan (Macdonald Campus) for a one-year term, if he is willing to serve. This will be an agenda item on June 15/2016 Council Meeting.

### **13. Council Election of President-Elect**

D. Lowther explained the process outlined in the Constitution for filling Officer positions still vacant after the MAUT Election. In brief Council must elect someone to that vacant position before the Fall General Meeting, either from among their own number, or a candidate proposed by the Nominating Committee. He also explained the current composition of the Nominating Committee, whose Chair changes at the Spring General Meeting to the new Past President (namely himself in the present case), but whose other members remain unchanged. He noted that the Nominating Committee wished to bring forward a candidate for the vacant position of President-Elect. He presented a Motion that would permit Council to consider the Nominating Committee's suggested candidate before considering whether to elect one of their own number as President-Elect. The Motion, as follows, was moved by David Lowther and seconded by Terry Hébert.

Whereas the office of President-Elect of MAUT is currently vacant;

Whereas the MAUT Nominating Committee has received the consent of an individual to be nominated for election to this office by MAUT Council;

Be it resolved that MAUT Council conduct a secret Yes/No ballot on the election to the office of President-Elect of MAUT of the nominee who will be proposed by the MAUT Nominating Committee, on the understanding that if Council does not elect this individual Council will retain

its prerogative under Article VIII.9 of the MAUT Constitution to "elect, before the Autumn General Meeting, a Full Member from among its members or, failing that possibility, another Full Member of MAUT nominated by the Nominating Committee, to fill the vacant Executive Office."

Before voting on the Motion there was general discussion until all Council members were satisfied they understood the process. The vote was called and the Motion passed unanimously.

Ballots were prepared for the current Executive and Council members for the election. Members were asked to answer the following question by secretly checking the appropriate **Yes, No** or **Abstain** box:

Do you vote for Alenoush Saroyan as MAUT President-Elect?

The ballots were distributed and collected anonymously by H. Kerwin-Borrelli and J. Varga. D. Lowther declared the polls closed. The ballots were counted by D. Lowther, H. Kerwin-Borrelli and J. Varga in another room and the results were announced by D. Lowther. The result: 14 Approved with 2 Abstentions. The position of President-Elect for 2016-2017 is now filled by A. Saroyan.

These ballots will be kept in the MAUT Office. Council did not approve, at this time, a proposed motion to destroy the ballots, presented by T. Hébert and seconded by K. GowriSankaran. Ballots will be kept until the next Council meeting in case of a recount.

#### **14. Adjournment**

T. Hébert called for a motion to adjourn. R. Sieber moved to adjourn the meeting. Seconded by T. Duchaine. Council agreed unanimously. The meeting adjourned at 1:50 pm.

## **Appendix 1**

MAUT  
MAUT MEMBERSHIP COMMITTEE  
ANNUAL REPORT  
2015-2016  
April 18, 2016

This MAUT Membership Committee (a) 2015-16 Annual Report has been prepared for submission to MAUT Council to summarize its recent activities, and to outline recommendations and plans for the year to come.

In an effort to create a greater awareness of the role that MAUT plays throughout the McGill University Community, provide services to its Membership, increase its Membership, the MAUT Membership Committee continues to develop several initiatives that were begun in 2014-15. In doing so, its aim was to reach out to MAUT Members, Former-Members, and Prospective Members.

In Spring of 2014 the MAUT Membership Committee presented to MAUT Council an outline of four 2014-15 Academic Year 'social' Events (b) for MAUT Members and their Families, and for Prospective-Members of MAUT. Adopted then by MAUT Council, and subsequently in the same

manner, they received support through 2015-16. Conducted in concert with the McGill University Faculty Club and its General Manager, Mr. Nicolas Zrihen, the feedback from these Events, has been widely positive.

At recent MAUT Membership Committee Meetings, along with proposing and soliciting support from MAUT Council in May 2016 for continuation of the model of said 'social' Events, discussion focused on adding another Event in October 2016, **MAUT's GUIDE TO THE UNIVERS(ITY)**. This Event would be an Information and Support session that reaches out to Prospective-Members, Former-Members, and Members in general as well as newly elected members of MAUT Council. Serving as a Recruitment Event as well, its goal is to enhance awareness of MAUT, its background, the services that it provides, and the multi-faceted roles that it plays in the local and national educational communities.

To help ensure success for the new October Event, plans are in the works to reach out to representatives who can serve as MAUT Membership Committee liaisons, or "point persons" in individual Faculties and Departments. Along with reaching out to these units and bringing colleagues to this Event, it is desired that the idea of a permanent position, the position of a 'Faculty/Department Representative' remain in place to serve and inform in the years to come.

As of this writing, an updated MAUT Brochure is being formatted, thanks to Joseph and Edith Varga. We are assembling the final draft, as well as quotations for the cost associated with its printing and distribution. It is our goal to present this information to Council at its May 18<sup>th</sup> Meeting.

At a recent Membership Committee Meeting Professors Axel Van den Berg and Jeremy Cooperstock joined us to work on the MAUT Recruiting Info Pack, and have agreed to take initiatives on our behalf.

Professor Eran Shor stepped forward in February and upon his initiative will make a slide-presentation for his Faculty.

In February, we held a joint meeting of the Communications and Membership Committees with Professor Al Shrier, Ms. Genevieve Gore and Ms. Andrea Miller-Nesbitt and agreed on the need to work closely to enhance MAUT's name-recognition presence.

A special note of thanks to Professor Debra Titone who generously contributed to the Membership Committee and its Events.

We are appreciative that in April 2016 Professor Samantha Gruenheid agreed to begin serving on the MAUT Membership Committee. In order to accomplish the goals that have been set in place, it is our plan to increase our Membership by several Members.

Below, please find the details of the 2015-16 Events:

(b)

**Welcome Gathering**  
**Thursday September 17, 2015 / 4-7 pm / Faculty Club**  
**Attendance: Academics 90**  
**Guests: 29**  
**Children: 15**  
**Total: 134**

**Cost: \$9,472.17**

**Octoberfest Apple-Picking**

**Sunday October 4, 2015 / 11:30 am - 2:30 pm Macdonald College (Tadja Hall/Apple Orchard)**

**Attendance: Academics 72**

**Guests: 93**

**Children: 85**

**Total: 231**

**Cost:\$5,117.80**

**Winter Magic Brunch**

**Sunday January 17, 2016 / 11:30 a.m. – 2 p.m. / Faculty Club**

**Attendance: Members 43**

**Guests: 47**

**Children: 42**

**Total: 132**

**overall total 113**

**Cost: \$4,604.37**

**Redpath Museum Birds & Bird Songs**

**Sunday March 20, 2016**

**Children: 30**

**Cost: \$209.49**

In what we consider as areas of our Committee's mandate, the following topics were explored and are at various stages of discussion and development; as they reach maturity, MAUT Council and the general membership will be kept appraised.

1. Who is eligible to be a Member of MAUT?
2. Dues (as it pertains to attracting/repelling members).
3. Means of targeting specific Faculties.
4. Understanding why people join/why people stay/and why people leave MAUT.
5. Creating new incentives to encourage membership.
6. Policy matters regarding free membership and expired membership.
7. Manner of contacting prospective members, either by having individual Faculty Representative hand-deliver forms, and/or emailing individuals where only their signature and ID are required in order to join MAUT.
8. The merits of MAUT Representative(s) addressing (in person) individual Faculty Councils/Departments (i.e. Professor Kenneth Hastings made a presentation at Schulich School of Music's Faculty Council in spring 2014).
9. MAUT-sponsored events for members only, i.e. Reappointment/Tenure & Mentoring Workshop.
10. Increase the number of members on Membership Committee (members/Faculty Representatives).

It is the vision of the present MAUT Membership Committee to enhance the awareness of the outstanding contributions that MAUT has made, and continues to make, to the quality of life for academic staff throughout the McGill University Community. In doing so, it is not just our hope to increase membership. (Already stretched, given the present number of Members on the



Membership Committee it would be most difficult to achieve the present goals that have been laid out in this Report.) Rather, we also hope to encourage existing MAUT members to contribute to the association, and in doing so, to experience the great satisfaction of what it is to serve and to benefit from the diverse strengths of McGill's academic staff.

MAUT Membership Committee (a) met on the following dates in the Academic Year 2015-16:

August 12<sup>th</sup>  
September 1<sup>st</sup>  
October 30<sup>th</sup>  
December 17<sup>th</sup>  
February 19<sup>th</sup>  
March 22<sup>nd</sup>  
April 12<sup>th</sup>  
May (TBD)

On a personal note, I would like to thank my colleagues on MAUT's Membership Committee, each and every one, for their great dedication to MAUT and to the McGill Community. They have given, and continue to give, selflessly for the betterment of many, and I could not be more proud to serve with such fine individuals.

Dated, and presented to Prof. David Lowther, President of MAUT.  
April 18, 2016

Yours sincerely,  
(Professor) Stefano Algieri

(a)  
2015-16 MAUT MEMBERSHIP COMMITTEE

Ms. Tara Mawhinney  
Professor Samantha Gruenheid (April 2016)  
Professor Kenneth Hastings  
Professor Terry Hébert  
Professor Stefano Algieri (Chair)  
Ms. Honore Kerwin-Borrelli, Administrative Officer  
Mr. Joseph Varga, Esq. Professional & Legal Officer

## **Appendix II**

Appendix to 2016 Report to MAUT Council of the Membership Committee  
Ken Hastings May 18 2016

Overview of member participation in Membership Committee organized social events over two complete cycles (2014/15 and 2015/16).  
Each cycle included four events: Welcome Gathering, Oktoberfest Apple Picking, Winter Brunch, and Redpath Museum.

Events were well-attended both years. Considering academic staff members only, 212 different individuals attended one or more events in the 2014/15 cycle, and 186 academic staff, 186

different individuals attended one or more events. A total of 91 individuals attended one or more events in both cycles. Thus the total number of different academic staff members who attended at least one event in at least one of the cycles was 307. This is a significant level of overall participation.

Concerning the "retention" function of the events, we can define "long-standing members" as those who were MAUT members in Aug 2013, before the first cycle. The total attendance of long-standing members in at least one event in at least one cycle was 174 of which 77 attended one or more events in both cycles. This is close to 20% of the membership.

Concerning the "recruitment" function of the events, we can note firstly that MAUT non-member academic staff do participate in events (those which were open to non-members). A total of  $(307 - 174 =)$  133 different academic staff individuals who were not long-standing members participated in at least one event in one of the cycles. 26 of these individuals attended events in both years, and 12 of these 26 joined MAUT during the two cycles (termed "recently-joined members"). In addition to the 12 recently-joined members who attended events in both cycles, another 33 recently-joined members attended one or more events in one of the two cycles. Thus 45 people who joined MAUT during the two cycles had attended at least one event.

In addition to the 45 non-members who joined MAUT during the two cycles (recently-joined members) an additional 88 non-member academic staff participated in at least one event in one of the cycles, but did not join MAUT (yet). Among these were 14 individuals who attended events in both cycles. Thus, globally, 45/133, or roughly one-third of non-members who participated in an event, joined MAUT. These results indicate that the events can be useful recruitment tools, and also show that additional follow-up recruitments efforts targeted to those who attended but did not yet join could yield additional members.

During 2014/15 and 2015/16, a total of 147 new members joined MAUT, including the 45 mentioned above who attended one or more events. Thus approximately one-third of recently-joined members had attended at least one event.

An additional motivation to join MAUT can be to attend the MAUT Tenure Mentoring Workshop which, following a recommendation from the Membership Committee has been made a Members-Only event. Among 19 members who joined MAUT soon before, or at, the 2016 Tenure Mentoring Workshop there were 7 who had attended one or more of the social events during the two social event cycles and another 12 who had not attended any event. Thus both the social events and the Tenure Mentoring Workshop have distinct, but partly overlapping recruiting impacts.