



MAUT Council Meeting
Thursday, February 21, 2019 at 12:00 pm
McGill Faculty Club – Heritage Room

Attendees:	<u>MAUT Executive Officers</u> Axel van den Berg, President Alenoush Saroyan, Past-President Petra Rohrbach, President-Elect (Skype) Nate Quitoriano, VP Internal Janine Mauzeroll, VP External Nathan C. Hall, VP Communications	<u>MAUT Council Members</u> Sandra T. Hyde Lisa Munter Steve Joran Eran Shor Natalie Waters
Guests:	Tre Mansdoerfer, President of SSMU Jacob Shapiro, SSMU Bryan Jay, JED Consulting	
MAUT Office:	Honore Kerwin-Borrelli, Administrative Officer Joseph Varga, Professional and Legal Officer Jo-Anne Watier, Membership Engagement Officer & Recording Officer	
Regrets:	Dror Etzion, VP Finance Renée Sieber Susan Gaskin Thomas Duchaine	Katherine Zien Laura Gonnerman Kohur GowriSankaran Caroline Riches

Approved Minutes of the Meeting

A. van den Berg called the meeting to order at 12:13 pm

1. Approval of the Agenda of the Council Meeting of February 21, 2019

A. van den Berg proposed to change the order of his report to start with the LGBTQ+ event, Redmen issue and thirdly, Ibrahim's request for financial support. Council agreed and was moved unanimously. It was suggested by A. Saroyan that the agenda list the Nomination Report under the Past-President's report. L. Munter moved to approve the agenda, seconded by S. Jordan. Council approved unanimously.

2. Approval of the Minutes of the Council Meeting of January 23, 2019

J. Mauzeroll moved to approve the minutes and was seconded by E. Shor. Council approved unanimously.

3. Business Arising from the Minutes

There was nothing to report.

4. Proposed Fall Study Break (T. Mansdoerfer, B. Jay, J. Shapiro)

T. Mansdoerfer presented SSMU's proposal to introduce a Fall Study Break as per the results of a survey conducted among students. Approximately 4500 respondents participated in the survey, with 1600 who stated they were interested in a Fall Study Break. T. Mansdoerfer presented to Council the two options that would accommodate the proposed break for both students and professors:

1. School to start one week earlier in the fall before Labour Day rather than after
2. Increase the teaching unit time from 50 minutes to 55 minutes

B. Jay spoke briefly about how the survey was conducted, shared the results and how it would benefit both students and faculty. *See attached survey results.*



Preliminary
Consultation Fall Brea

A brief Q & A between SSMU and Council members. They discussed issues concerning, daycare, grants, exams, cost of housing, field studies, class scheduling if by the minute system, etc.

Council expressed that they would consider the proposal and would like to support this initiative and thanked SSMU for their presentation. A. van den Berg asked H. Kerwin-Borrelli to circulate a similar survey that was conducted a few years ago with MAUT members.

5. President's Report (A. van den Berg)

Motions

1. Request for support of LGBTQ+ event of \$500

A. van den Berg talked about the LGBTQ+ graduation event and their request for \$500 in support of it. A. Saroyan moved the motion, S. Hyde seconded it and it was followed by brief discussion. Council voted and all were unanimously in favour.

2. Redmen issue: Should MAUT take a stand?

A. van den Berg shared with Council his past meeting with Principal Fortier regarding the renaming of the McGill Redmen name. It was suggested that a statement be written on behalf of MAUT Council in support of the name change and why we support it. A. van den Berg will write the statement. J. Mauzeroll moved the motion, N. Quitoriano seconded it and was followed by a brief discussion. Council voted and all were in unanimously in favor.

3. Ibrahim: Committee report and request for financial support

A. van den Berg summarized the Ibrahim case to members of Council and presented the different options presented to MAUT. Ibrahim has requested from MAUT financial assistance of \$2000 for the legal expenses of mediation. A. van den Berg asked members of Council to vote on whether or not MAUT supports Ibrahim's request for this purpose only. In other words, the support of Council for mediation does not in any way indicate a similar support if the case was taken to court. J. Mauzeroll moved the motion, A. Saroyan seconded it and was followed by a brief discussion. Ten Council members voted, one abstention, all were in unanimously in favor.

4. Update: CASC Meeting of Feb. 4, 2019

One issue that was brought up at the meeting is that the current per diem for research grant holders has not changed in several years, which was at one time dictated by Tri-Council. Now, the granting Councils are allowing universities to set their own per diem. Especially in view of current exchange

rates, our per diems should be higher but the administration is reluctant to allow this even if grant holders charge their own grants for research related travel. MAUT CASC members will continue to push for an increase.

5. Amendment 25 Proposal – Pension Plan

A. van den Berg explained that the proposed amendment will change the pay out for the defined benefits part of the plan - pay out will be less than 100%. MAUT expects that this will upset members because of past history with the pension plan and the 2.2% (which has now been reduced to 1.9%) additional contributions that Part A members have been making to redress the Pension Plan deficit.

Salary was discussed. The 2.15% increase foreseen for 2019-2020 with a maximum merit increase of \$2000 does not meet inflation for many even with top merit and category 4 merit loses money. MAUT is putting every effort to ensure that everyone is covered at least by the cost of inflation. The new 3-year salary plan is underway and MAUT CASC members have already conveyed to the Provost that the next three years must see a much larger increase. McGill continues to be low among the U15. The Strategic Working Group of CASC will have their second meeting on March 20, one week after MAUT hosts its Salary Forum. Council members were encouraged to promote this event. J. Mauzeroll asked A. van den Berg for the calculations in an excel file. She will share this information within her department and at the upcoming Salary Forum.

6. Bicentennial Committee

MAUT was asked to provide a list of names of people who have been outstanding contributors to MAUT for the bicentennial celebrations. It was suggested that it could be someone passed on or living such Bernard Robaire, Alvin Shrier and Patricia Wells (including ex-presidents) who have played a major role in various regulations.

7. Records Management Report Update: Council to use the Shared Drive

A. van de Berg thanked J. Mauzeroll for the use of the Vault and advised Council to start using the shared drive effective after the meeting. Documentation with instructions was provided on how to set up the shared drive on their computer, how to manage files along with the permission structure of who has access to what folders.

8. Dean Selection Process

The Collegiality Committee had a meeting about the initially proposed motion to Senate about the reform of the dean selection process. The three issues discussed were: 1) The majority of the selection committees should be elected from the relevant faculties 2) the Principal should be required to select from a list proposed by the advisory committee 3) Names of candidates should be made public so that they may address their potential constituents during the process of selection. The first two were agreed upon by the Principal since they are already common practice and the third was rejected due to confidentiality issues. The committee is now looking into other options. One idea suggested by Peter Caines is allowing candidates to speak with members of the faculty confidentially.

9. Statement on proposed revisions of Policy against Sexual Violence

A. van den Berg wanted to present the draft (written by A. van den Berg and P. Rohrbach) to Council but had to send it out quickly to the listserv before the February 20 Senate meeting. The statement on behalf of the MAUT executive committee was well received. The discussion about the proposed revisions was favorable at Senate of February 20, 2019. J. Mauzeroll suggested that MAUT send another statement to keep the momentum going. N. Hall suggested that we send a communication to T. Mansdoerfer of SSMU and keep the ties close prior to the next Senate in keeping with transparency and continuing to be supportive. A. van den Berg will prepare a second statement on behalf of MAUT Council expressing appreciation for the manner in which the issue has been handled by all parties.

6. Past-President's Report (A. Saroyan)

1. Nominating Committee

As chair of the Nominating Committee, A. Saroyan reported on the status on the Call for Nominations and announced that there are nominees for all the slots on Executive. However, there are no nominations for Council. There must be at least five nominations for those who are ending their second term plus one. A. Saroyan encouraged Council members whose term is ending and who might be interested in continuing that they be nominated again or if they know colleagues who are interested in sitting on Council and having an active role in MAUT to be nominated.

7. President-Elect's Report (P. Rohrbach)

There was nothing to report.

8. VP Communications (N. Hall)

N. Hall reported that the website is progressing well.

9. VP Internal (N. Quitariano)

1. Salary Forum Meeting

The group met by phone (D. Etzion, N. Hall) to plan the Salary Forum meeting as a round-table with a 10-minute talk at the beginning to set the context on salary policy across the country. Each table will have various topics such as overwork, gender, pay inequity, merit pay considerations and other topics relating to salary. N. Hall added that the meeting will be video recorded at the beginning and at the end. Each table will have one person to lead the discussion. Topics and people will be chosen ahead of time.

2. Project Management

The meeting had to be rescheduled due to a bad weather. N. Quitariano spoke to the manager of project managers, the dean of engineering and a representative of the dean of medicine – they support the idea of creating a working group that essentially has members of professoriate, building directors, members of project management, stakeholders and others involved to improve the overall construction process. The next meeting may take place at Council on March 13th. N. Quitariano will also need to schedule Y. Beauchamp to be part of that meeting.

10. VP Finance Report (D. Etzion)

There was nothing to report.

11. VP External (J. Mauzeroll)

There was nothing to report.

12. Other Business

There was no other business.

13. Adjournment

A. Saroyan called for a motion to adjourn the meeting. J. Mauzeroll moved to adjourn and seconded by N. Quitoriano. Meeting adjourned at 1:28 pm.

Respectfully submitted by: Jo-Anne Watier, Recording Officer