



MAUT Council Meeting
Wednesday, March 13, 2019 at 12:00 pm
McGill Faculty Club

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| Attendees: | <u>MAUT Executive Officers</u> Axel van den Berg, President Petra Rohrbach, President-Elect Nate Quitoriano, VP Internal Janine Mauzeroll, VP External Nathan C. Hall, VP Communications Dror Etzion, VP Finance | <u>MAUT Council Members</u> Lisa Munter Steve Joran Eran Shor Natalie Waters Caroline Riches Renée Sieber |
| Guests: | Fabrice Labeau, Deputy Provost, Student Life and Learning Gillian Nycum, Interim Registrar & ED, Enrolment Services & SCFB (Sub-Committee on Fall Break) Jacob Shapiro, SSMU | |
| MAUT Office: | Honore Kerwin-Borrelli, Administrative Officer Joseph Varga, Professional and Legal Officer Jo-Anne Watier, Membership Engagement Officer & Recording Officer | |
| Regrets: | Alenoush Saroyan Laura Gonnerman Thomas Duchaine Sandra T. Hyde | Katherine Zien Susan Gaskin Kohur GowriSankaran |

Approved Minutes of the Meeting

A. van den Berg called the meeting to order at 12:05 pm

1. Approval of the Agenda of the Council Meeting of March 13, 2019

P. Rohrbach moved to approve the agenda, seconded by D. Etzion. Council approved unanimously.

2. Approval of the Minutes of the Council Meeting of February 21, 2019

E. Shor moved to approve the minutes and was seconded by S. Jordan. Council approved unanimously.

3. Business Arising from the Minutes

3.1 More on the Fall Study Break Proposal (F. Labeau, G. Nycum)

F. Labeau talked about how the two groups (SSMU and SCFB) worked together to come up with a solution that would accommodate both students and academic staff benefit from the proposed fall reading break. A survey that was conducted last fall resulted in two potential scenarios. 1) Start classes earlier by one week in the fall before Labour Day, or 2) Compressing 13 weeks into 12 weeks by adding 5 minutes to every teaching hour. The outcome would be a one-week fall reading break

in conjunction with Thanksgiving. Starting the school year earlier is the preferred option but further consultation is required. F. Labeau went on to explain the various considerations as per the consultation documentation but felt there were no major concerns with starting the year earlier except for perhaps professors who may have school aged children. Starting the year earlier seems more feasible and less complicated than shortening the teaching hours (IT concerns with banner). As per N. Quitoriano's concern, implementing a 12-week schedule could comprise student learning. Another consideration mentioned by F. Labeau was that different faculties could implement either scenario depending on their professional needs. Meaning some faculties would start the year one week earlier while other faculties would have a 12-week teaching schedule. Benefitting from a fall break regardless of the options could alleviate some mental health issues as well. After much discussion with Council Members, it was felt that the presentation should offer more options such as shortening the exam period or finishing the year a week later. A. van den Berg suggested that a list of several more options with the pros and cons be drawn up. The issue of student housing/residency was also a concern in terms of extra cost. In addition to the documentation presented at Council, F. Labeau mentioned that SSMU has a survey in the works that would be circulated to members and MAUT members regarding the two options. *Please refer to Appendix I: Preliminary Consultation Simulations and Appendix II: Compiled Summary Data*

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

4.1 Request buy MAUT-LS for by-law change

Motion: To implement a term for the role of Secretary-Treasurer of the MAUT Librarians' Section
Andrew Senior from Librarians' Section, asked to implement a term for the role of secretary-treasurer of two years. R. Sieber moved the motion, N. Waters seconded it and was followed by a brief discussion. Council voted and all were unanimously in favor.

4.2 Call for MAUT Committee Chair reports and new member nominations

A. van den Berg will call on all chairs of all standing committees for their annual report to ensure that they have had at least one meeting throughout the year and to propose names for their committee for the upcoming election. A letter will go out shortly.

4.3 Meeting of the 3 President's with the Principal & Provost

A. van den Berg reported that the major issues that discussed were:

- Renaming of the Redmen (MAUT statement in favor of change)
- Sexual violence policy
- Salary issues
- Dismissal regulations
- MAUT salary forum – March 13, 2019
- Faculty of Management: the issue of merit based on publications in designated journals only and teaching assignments based on past publication records.
- The impending CAUT censure and the proposal in dealing with the Academic Freedom issue.

4.4 Amendment 25 hearings

Pension plan issue – those hired prior to 2009 on Plan A define benefit component get a top up payment upon retirement (65) depending on how much accumulated funds has produced revenue. According to the Quebec government, the university is allowed to pay the amount of top up according to the overall coverage rate of the pension fund. John Galbraith wrote a short blurb for

the MAUT Newsletter and asked Julia Scott, to review it and she put the article on hold due to some uncertainty.

4.5 Update on Ibrahim request

Ibrahim went to mediation, and came back asking MAUT for \$10,000 but was declined. His initial request of \$2,000 was honored and paid. It was noted that he is still a member on the MAUT Communications Committee and that Council can at any time ask him to step down. However, with only a few weeks away from the next election, his term will expire.

4.6 Discussion with SSMU and PGSS representatives on Sexual Violence Policy

Some students attended the Executive Meeting of February 27, 2019 for a discussion regarding the sexual violence policy. They asked MAUT not to divulge their opinions. P. Rohrbach reported that the meeting was informal and their points of view were shared. J. Mauzeroll mentioned that between meeting with the students and attending the working group, it's about moving forward. J. Mauzeroll emphasised to MAUT Council that everyone should attend the next Senate Meeting on March 27, 2019 at 2 pm in a show of support for students and that relationships are improving. A. van den Berg will prepare an invitation email prior to the meeting inviting Council members to attend Senate.

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

P. Rohrbach mentioned that the policy on sexual violence presented at Senate went well and she expressed her appreciation towards A. Saroyan and that her statement was well received by everyone at the meeting and things are progressing. P. Rohrbach also mentioned that J. Mauzeroll has been instrumental in the working group during the past year. She reported that meeting with SSMU went very well and it set the tone when meeting with the working group. The new policy/document will be available at the next Senate on March 27, 2019. The Implementation Committee will outline the procedures.

N. Quitariano brought up the Compensation Clause for students who experience sexual harassment and may withdraw from school, and that McGill will provide financial and academic accommodations. He questioned what measures would be taken if someone were to take advantage of this clause without cause by making false claims and how would the policy protect against allegations. J. Mauzeroll said those who come forward is less than 5% and any type of disclosure will be noted. P. Rohrbach added that a report will be used to keep track of allegations and for pattern recognition which will raise a flag for those with repeated complaints. J. Varga, asked what if the allegations are unsubstantiated. He objected in the interest of academic staff members as it could potentially create numerous arbitrations. MAUT's role is to protect and defend academic staff and these allegations will only weaken its purpose. J. Mauzeroll interjected that the evaluation is conducted using different levels of disciplinary measures and a record of each disclosure is a formal report. A staff member will have access to their own record but not that of the survivor. The sexual harassment officer will determine whether or not an investigation or disciplinary measure will be taken. The Compensation Clause is for all university students and staff. The shared concern among Council members was fairness and reviewing the implementation process of how long allegations should remain on record.

6. VP Communications (N. Hall)

6.1 Spring Newsletter

There was nothing to report.

7. VP Internal (N. Quitariano)

7.1 Open forum on Academic Salaries

There was nothing to report.

8. VP Finance (D. Etzion)

8.1 Update on Records Management Project

On behalf of Ken Hastings, D. Etzion requested an additional \$3,000 for new support staff salary as the two previous people working on the project are no longer available. The new hire is Rachel Black, who was initially part of the project would work 10 hours/week.

Motion: Additional \$3,000 for Support Staff – Records Management Project

J. Mauzeroll moved the motion and L. Munter seconded it. It was followed by a brief discussion and it was asked by R. Sieber to obtain more details regarding the project. H. Kerwin-Borrelli will invite K. Hastings to the next Council meeting to discuss further. Council voted and all were unanimously in favor.

9. VP External (J. Mauzeroll)

9.1 Possible FQPPU workshop on university funding – May 7, 2019

The FQPPU is willing to give MAUT a workshop to help us better understand university funding and would tailor it to McGill. A. van den Berg will invite FQPPU to give a presentation on May 7, 2019.

10. Other business

There was no other business.

11. Adjournment

A. van den Berg called for a motion to adjourn the meeting. S. Jordan moved to adjourn and seconded by R. Sieber. Meeting adjourned at 1:58 pm.

Appendix I: Preliminary Consultation Simulations – Sub-Committee Fall Study Break

[Preliminary Consultation Fall Break Simulations Mar6.pdf](#)

Appendix II: Compiled Summary Data – Fall Study Break

[Compiled-summary-data.pdf](#)

Respectfully submitted by: Jo-Anne Watier, Recording Officer