



MAUT Joint Council Meeting

Wednesday, May 8, 2019 at 12:00 pm

McGill Faculty Club - Old McGill Room

Attendees:	<u>MAUT Executive Officers</u> Petra Rohrbach, President Axel van den Berg, Past-President Alenoush Saroyan, Outgoing Past-President Greg Mikkelson, President-Elect Susan Gaskin, VP Internal Janine Mauzeroll, VP External Nathan C. Hall, VP Communications Dror Etzion, VP Finance	<u>MAUT Council Members</u> Caroline Riches Eran Shor Steve Jordan Renée Sieber James Coulton Sandra Hyde
Guest:	Derek Nystrom, Former Board of Governors Representative	
MAUT Office:	Joseph Varga, Professional and Legal Officer Jo-Anne Watier, Membership Engagement Officer & Recording Officer	
Regrets:	Jessica Lange Kohur GowriSankaran Thomas Duchaine Laura Gonnerman Honore Kerwin-Borrelli	Natalie Waters Ada Sinacor Lisa Munter Nate Quitariano

Approved Minutes of the Meeting

P. Rohrbach called the meeting to order at 12:10 pm

1. Approval of the Agenda of the Council Meeting of May 8, 2019

S. Jordan moved to approve the agenda, seconded by N. Hall. Council approved unanimously.

2. Approval of the Minutes of the Council Meeting of April 10, 2019

N. Hall moved to approve the minutes, seconded by S. Hyde. Council approved unanimously.

3. Business Arising from the Minutes

Council Re-election (A. Saroyan)

A.Saroyan had reported at the previous Council meeting that the election voting results for a Council position was tied. It was suggested, and a motion was passed, that a coin toss would determine the newly elected member. However, having referred to the Constitution a new election must to be carried out.

Therefore, the motion adopted is null and void. A. van den Berg, incoming President-Elect, will conduct the new election.

4. Derek Nystrom: Former Board of Governors Representative

D. Nystrom briefly summarized that he and D. Barney were elected faculty staff to the B of G as representatives. They attended an orientation meeting where one of the duties as a rep is to stand in solidarity on decisions made by the Board whether they agree or not (if they disagree, they must step down). Incoming reps also inherit the prior rep's sub-committee's responsibility. D. Nystrom replaced someone on the Finance Committee. A concern that struck both N. Nystrom and D. Barney was the decision making process with the Senate resolutions on moving towards fossil fuel divestment. They felt this would not end well and decided to step down for the following two reasons: 1) Last fall Senate voted that the university should divest from fossil fuels. However, the B of G could have voted but decided not to hold a vote, instead they would refer the matter to the Committee to Advise on Matters of Social Responsibility (CAMSR). In early December 2018, CAMSR invited people from the university to give presentations. D. Nystrom and D. Barney presented theirs largely on processes. 2) The Senate's decision should take precedence and sets the agenda for the University. It is not up to the Board to decide the University's mission. Hence the publication of a letter written by D. Nystrom and D. Barney in [La Presse](#), 19 avril 2019 / [Canada's National Observer](#), April 22, 2019.

Council discussed the problems with the procedural processes that are not always properly followed by the Board of Governors. It was suggested on behalf of the MAUT Council, that a letter expressing their concerns be sent to heads of the Board of Governors, CAMSR and the NGE Committee (Nominating Governance Ethics). **Action item:** G. Mikkelson will assist in developing the message/letter to be approved by Council later.

5. President's Report (P. Rohrbach)

i. Records Policy: Shared Drive for meeting documents

P. Rohrbach introduced Rachel Black during the Council meeting with a photo and brief description of her role with the shared drive during the summer months to come.

ii. Mac Campus General Meeting

Executive were asked to attend the upcoming Mac Campus meeting for lunch and general meeting taking place on Thursday, May 16, 2019.

iii. CAUT Academic Librarians' and Archivists' Distinguished Service Award

It was announced that Marc Richard received this distinguished award at the CAUT meeting.

iv. Coalition Inclusion Québec – Bill 21: Human Chain Event

An invitation was sent to the Listserv and posted on MAUT social media. Participation was not as largely attended as anticipated. A. van den Berg, A. Saroyan and S. Hyde attended this event on Sunday, May 5, 2019.

v. Reports from Chairs of Standing Committees and recommendations for committee membership for 2019-2020.

P. Rohrbach mentioned that chairs and members of standing committee's be updated and brought forward in preparation of a motion of acceptance that will be presented and voted on at Council on June 12, 2019. A. Saroyan suggested that the reminder from the MAUT office be sent to all standing committee's following the Annual General Meeting allowing new chairs the opportunity to bring forward changes for the June Council. Council also discussed the importance of having active members on each standing committee and how the chair has a say as to who sits on the committee.

vi. Workshop of McGill University Finances: Impact of changes to Quebec Funding Formula

Council members were reminded to attend the upcoming workshop featuring guest speaker Pier-André Bouchard St-Amant who will present the new Quebec Funding Formula on May 14, 2019 at the McGill Faculty Club. A reminder to all MAUT members will be sent out.

vii. Working Group on Salary Equity

A. van den Berg and P. Rohrbach were asked by Angela Campbell to co-chair the new Working Group of Salary Equity to analyze possible salary inequities and make recommendations. A confidentiality agreement will be signed as they will be dealing with real salary numbers.

6. Past-President Report (A. van den Berg)

i. Strategic Working Group on Academic Salaries Meeting

P. Rohrbach and A. van den Berg met with the Strategic Working Group on Academic Salaries. Charles Lavergne, Analysis, Planning and Budget, offered assistance in providing MAUT with salary data. MAUT will prepare a list of data, or data analyses, which will be requested from C. Lavergne.

ii. Academic Freedom Update

In relation to the Potter affair, MAUT proposed to the Principal and Provost that the regulations relating to discipline and appeals be revised to refer to academic freedom and that a sub-committee of Senate be created with to deal with academic freedom issues. These proposals will be developed during the summer and presented to the P&P in the fall.

iii. Dismissal Regulations Update

A. van den Berg was pleased to announce that after seven (7) years of discussions with the administration, it was decided by the administration that dismissal cases will be peer reviewed before a decision is made and that arbitration will allow reinstatement and MAUT will pay for members only. The final decision to be made is how much MAUT is to pay for the cost of arbitration and how it will be worded. A meeting to finalize this will take place next week.

7. VP Finance (D. Etzion)

i. Proposed Budget 2019-2020

D. Etzion presented the proposed MAUT 2019-2020 budget. Concerns were focused on membership numbers, the decreased mil rate and the hiring of an additional MAUT employee. The current financial challenge is overcoming the projected 3-year deficit that was decided from the previous Executive. MAUT's main source of revenue is dues collected from members and 80% of expenses are MAUT's fixed costs (CAUT dues, FQPPU dues and staff salaries). D. Etzion went on to explain some of the variable costs, such as membership events, travel, lunches, etc. and how these could be cut back to reduce the deficit to 100K, as indicated in red (agreed by the Finance Committee). Some of the costs that could be reduced were Membership Committee expenses but also adding the Annual Appreciation Dinner to their list of events would reduce the overall expense of MAUT's variable costs. *Please refer to Appendix 1 Proposed Budget 2019-2020*

Motion: MAUT 2019-2020 Budget

D. Etzion asked Council Members to approve and vote on the proposed MAUT 2019-2020 Budget. R. Sieber moved the motion, J. Mauzeroll seconded it and was followed by a discussion. R. Sieber mentioned that it was previously agreed to reduce the mil rate and hire an additional employee for membership recruitment and administrative support. J. Mauzeroll reviewed the pros and cons of association membership in FQPPU & CAUT (VP External Report - item 8). D. Etzion explained the different dues formula for each association

that is paid out. Council had concerns about the reduced the mil rate in September 2017 and if it might have had a significant effect on revenue. It was also briefly discussed of opting out making membership automatic upon hiring. P. Rohrbach asked if anyone had any other questions pertaining to the budget. All were in favor and voted yes unanimously. Motion was passed.

8. VP External Report (J. Mauzeroll)

i. Pros and Cons of CAUT and FQPPU Membership

In the context of D. Etzion's previous motion, J. Mauzeroll presented the pros and cons of paying dues to FQPPU and CAUT as follows:

Pro FQPPU

Recognized as official McGill Association
FQPPU has significant lobbying power
FQPPU builds a sense of community
FQPPU focuses on some issues important to MAUT
FQPPU has been receptive to MAUT concerns

Con FQPPU

150k\$ annual investment
FQPPU is very union centric
FQPPU has no Defence Fund
FQPPU has access and carries out provincial studies

Pro CAUT

Recognized as an official McGill Association
CAUT has significant lobbying power (Naylor)
CAUT has significant Defense Fund
CAUT has access to Canadian data on issues

Con CAUT

150k\$ annual investment
CAUT is very centric
CAUT does not consider associations as members
CAUT interactions are confrontational

ii. CAUT

J. Mauzeroll attended the 86th CAUT Council Meeting and reported the following:

- 1) Resolutions from Members: Council motion - A proposed resolution moved by CUASA and seconded by WLUFU and MAUT resolved that CAUT consult in taking actions on public statements, are not in conflict with infringing upon the rights of members was voted down.
- 2) Report of the Executive Director on Academic Freedom related to the Potter case at McGill.
- 3) Marc Richard received the CAUT Academic Librarians' and Archivists' Distinguished Service Award.
- 4) CAUT Financial documents
 - a. CAUT dues fee calculation by rank
 - b. CAUT Arbitration Services
- 5) CAUT report, RE: collective bargaining negotiations
- 6) Dues fee category 'other' paid to CAUT (\$18,713) was unclear at the meeting

Action item: P. Rohrbach will enquire with Honore Kerwin-Borrelli as to what determines the category of 'others' for 128 MAUT members.

Please refer to Appendix 2 for full CAUT report by J. Mauzeroll

iii. FQPPU

J. Mauzeroll attended the 96th meeting of the Federal Council of FQPPU and reported the following:

- Jean Portugais is now the incoming President of the association.
- The FQPPU has also passed a motion to adopt a principle that the composition of the Executive Committee and to adopt the principle of alternation of woman-man to the presidency. The implementation will be decided in September 2019.
- A quantitative survey carried out by UQAM on professional depression, exhaustion, work overload was often the result of added pressure by faculty themselves.

- A presentation by lawyers explaining what is academic freedom and freedom of speech and where does academic freedom stand from a jurisprudence point of view, exclusively summarizing Quebec's position.
- MAUT's administrative overload survey questions were used by all Quebec universities with 1,500 responses. The FQPPU will send us their PowerPoint which will be shared with the Administrative Overload Committee.
- J. Mauzeroll went on to say that the President of the FQPPU intends to develop a database on academic freedom, freedom of expression and duty to loyalty. They will also mutualize all insurance policies across all Quebec universities and to ensure that all types of parental leave is harmonized and inclusive.

Please refer to Appendix 3 for full FQPPU report by J. Mauzeroll

9. VP Internal Report (S. Gaskin / N. Quitoriano)

Nothing to report.

10. VP Communications (N. Hall)

Nothing to report.

11. Other Business

Tenure and Mentoring Workshop (A. Saroyan)

After 18 Tenure and Mentoring workshops organized by A. Saroyan, she mentioned that she is stepping down but hasn't found anyone to take over the workshop. She invited members of Council and/or if they know someone suited for this role to forward their name to P. Rohrbach should they be interested in taking it over.

12. Adjournment

P. Rohrbach called for a motion to adjourn the meeting. R. Sieber moved to adjourn and seconded by S. Jordan. Meeting adjourned at 2:04 pm.

Respectfully submitted by: Jo-Anne Watier, Recording Officer

Appendix 1 – 7.i Proposed Budget 2019-2020

https://www.mcgill.ca/maut/files/maut/7i_maut_budget_2019-2020_v20190506_for_council.amended.xls

Appendix 2 – 6.ii CAUT Report

https://www.mcgill.ca/maut/files/maut/2019_caut_86th_report.docx

Appendix 3 – 6.iii FQPPU Report

https://www.mcgill.ca/maut/files/maut/fqppu_report_25_avril_2019.pdf