



MAUT Annual General Meeting
Wednesday, April 24, 2019 | 12:00 pm
McGill Faculty Club

Approved Minutes

1. Call to Order and Welcome

Axel van den Berg, MAUT President, called the meeting to order at 12:05 pm and welcomed all MAUT members and guests to the MAUT Annual General Meeting.

There were 62 guests.

2. Adoption of the Agenda of April 24, 2019

Members reviewed the Agenda. Alenoush Saroyan moved to adopt the agenda, seconded by Nathan Hall. The Agenda was adopted unanimously.

3. Adoption of the [Minutes of April 20, 2018](#)

Members reviewed the Minutes. Ken Hastings moved to adopt the Minutes, seconded by Narendra Subramanian. The Minutes were adopted unanimously.

4. 2019 Election Results [Chief Returning Officer, A. Saroyan]

A. Saroyan presented the election results with 218 Full Member participation for MAUT Council seats and 65 Retired Member participation for Chair of the Retired Affaire Committee (RAC). Council has 10 member positions of two years with 5 positions that are staggered.

Returning Council Members with a one-year term left are:

Thomas Duchaine, Biochemistry	Susan Gaskin* Civil Engineering
Sandra Hyde, Anthropology	Steven Jordan, Education
Lisa Munter, Pharmacology & Therapeutics	

Newly elected Council Members with a two-year terms are:

Caroline Riches, Education	Ada Sinacore, Education
Eran Shor, Sociology	Laura Gonnerman, Comm. Science
Renée Sieber, Geography/Environment	

Constituency Council Members are:

Jessica Lange, Libraries	James Coulton, Retirees
--------------------------	-------------------------

MAUT Annual General Meeting
 Wednesday, April 24, 2019 | 12:00 pm

MAUT Executive Members are:

ACCLAIMED	ELECTED	CONTINUING
Gregory Mikkelson (Phil., Environ.) President-Elect	Susan Gaskin (Civil Engin.) VP- Internal	Petra Rohrbach (Parasitology) President
Dror Etzion, (Management) VP Finance		Axel van den Berg (Soc.) Past President (until Dec. 31, 2019)
Nathan Hall (Ed. & Counsel. Psych.) VP Communications		Ken Hastings, (Neurology and Neurosurgery) Past President (from Jan. 1, 2020)
Janine Mauzeroll, (Chemistry)		

S. Gaskin was also elected as VP Internal, therefore her Council position must be withdrawn. Hence a second election for a position on Council to replace her will take place after the AGM.

5. President’s Report including CASC

A. van den Berg summarized the year’s activities as follows:

- The new policy against sexual violence
- Renaming of the Redmen
- Bill 21
- Salaries (CASC)
- Amendment 25 to the pension
- Health insurance benefits review
- Ongoing discussions about the RREAS
- Strengthening Academic Freedom protection
- Reforming the dean selection process
- Update: Conversion of endowed Chairs to limited terms (renewable) appointments
- Advising
- Workshops and fora
- Social events
- General overview of MAUT’s activities 2018-2019

In closing A. van den Berg invited everyone to attend the MAUT workshop on *the Impact of Changes to the Québec Government Funding Formula* taking place on May 14, 2019. He also thanked the MAUT staff for their support during his mandate.

6. Reports from members of the Executive

Incoming President, P. Rohrbach talked about the policy on sexual violence and her role with the working group created by Angela Campbell since last year. The policy was amended to meet the requirements of Bill 151 which also requires that all students and faculty participate by completing a module that will be set in place for the fall 2019 registration. Because the policy is ongoing, the working group will meet again in May 2019.

MAUT Annual General Meeting
Wednesday, April 24, 2019 | 12:00 pm

VP Internal Report - N. Quitoriano reported on project management and renovations issues:

- Conducted a survey and met with stakeholders from various faculties and departments
- Met with administrators from Project Management (Jean Ouellet, Robert Couvrette and Yves Beauchamp) and created a working group to identify and address concerns
- Buy-in towards a preferred outcome
- Council invited J. Ouellet, R. Couvrette and Y. Beauchamp to speak and answer questions from MAUT members

He also addressed the continued concerns of administrative overload and reported on the results of a survey that was conducted and the pain points experienced by faculty. The university per diems is also an issue since they haven't increased in the last 10 years and will be reviewed in May 2019. Lastly, N. Quitoriano was also involved in the organization of the salary forum held in March.

VP Communications – N. Hall reported on MAUT's successful year and how social media played an important role in community engagement. With a Twitter account of over 400 followers and Facebook over 1000 followers, N. Hall encouraged members to join and participate in content posted by MAUT. The Newsletter also contains pertinent content and submissions are welcome. The website has also been kept up-to-date with an online user-friendly membership application to join the association.

VP Finance – D. Etzion began by telling members at the meeting how MAUT divested from fossil fuels during the last year. Meetings of the Finance Committee and the diligent process in understanding MAUT's investments and where to invest. Streamlining and becoming more transparent by introducing a new budget process and how we can better manage funds. The Records Management Project, managed by K. Hastings and working group, created a digital system containing the association's institutional memory which is now accessible.

7. Report from Chair, Librarians' Section [N. Waters]

N. Waters reported that the Librarians' Section have an active membership with 81% of eligible librarians' being members of MAUT. They also have their own Service Guidelines which was approved and passed by Senate in November 2018. N. Waters was proud to announce that Marc Richard won the CAUT Academic Librarians' Distinguished Service Award.

8. Report from Chair, Membership Committee [K. Hastings]

K. Hastings reported on the following:

- Membership numbers and trends remain steady with 1142 members as of March 31, 2019 (950 Full Member) in comparison to last year with 1125 members (938 Full Members)
- Membership Committee events were well attended but it was also recognized that having MAUT local unit representatives as a contact between the department and MAUT, would act as a two-way conduit of information. This would facilitate the association with new hires in recruiting members and also offer support to existing members.
- The Membership denominator project is an ongoing undertaking because of the complexities of the various teaching categories - a report to Council will be prepared in the coming year. K. Hastings went on to explain the break down by category, which can be found in his report.
- Membership Engagement Officer - Since the hiring of JA Watier in August 2017, she oversees and manages MAUT information flow to new faculty hires, has advanced the membership database, maintains the website and is the point of contact for the MAUT local unit representatives.

In closing K. Hastings extended an invitation to members to join the Membership Committee.

MAUT Annual General Meeting
Wednesday, April 24, 2019 | 12:00 pm

9. [Report from Chair, Retirees' Affairs Committee](#) [K. GowriSankaran]

K. GowriSankaran stepped down as Chair of the RAC after eight years of activity. He congratulated J. Coulton incoming Chair. After many years with CURAC, K. GowriSankaran shared with members of his ambitious undertaking in creating MURA (McGill University Retiree Association) for all retirees of McGill (both faculty and non-faculty) in 2014 and the challenges of creating a *membership* and *revenue* to sustain the association. He was thankful to MUNASA for their guidance and to MAUT for the joint Memorandum of Agreement with their financial contributions.

10. [Report from Professional and Legal Officer](#) [J. Varga]

J. Varga presented his report with an overview of how advising works and explained the general principles and the grievance and disciplinary machinery.

11. Open Discussion Items

Salary Policy in the short and the long term [A. van den Berg, President]

A. van den Berg reported on the feedback and developments regarding the MAUT Salary Forum that took place on March 13, 2019. This event was well attended with positive responses from MAUT members. Despite the success of the meeting and the support from members, to the dismay of the Provost, he expressed his disappointment for not having been invited and felt that the Salary Forum did not exercise fairness without the input from the university. During the Strategic Working Group on Salary Policy meeting (a sub-group of CASC), the Provost pointed out that notwithstanding the university's position with the U15, McGill pays 100% of sabbatical leaves. As the meeting progressed, the Provost mentioned that with the easing of the budget, the long-term plan will include considerable salary increases in the next year and that merit components and salary would be stable. It was agreed that the administration would organize two salary fora per year (fall and spring) and within those meetings will be joint meetings to include MAUT. Senior Project Director, Charles Lavergne of Analysis, Planning and Budget offered assistance to MAUT should they seek data on salary figures or statistics. An informal working group will ask for several types of information such as gender salary, years of PhD, rank, different leaves, relationship between administrative salaries and faculty staff and retention issues.

12. Adjournment

P. Rohrbach extended thanks and appreciation to Executive and Council Members and asked for a motion to adjourn the meeting, A. van den Berg moved to adjourn, seconded by N. Hall. Meeting adjourned at 1:24 pm followed by cocktails in the foyer.

Respectfully submitted by: Jo-Anne Watier, Membership Engagement Officer and Recording Officer