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# MAUT Council Meeting

## MINUTES

Thursday, February 26, 2015  
McGill Faculty Club 12:00 noon

Present:	
Executive:	<i>B. Lennox, K. Hastings, A. Shrier, A. van den Berg, A. Saroyan, D. Lowther</i>
Council:	<i>T. Mawhinney, J. Cooperstock, E. Shor, K. Siddiqi, H. Durham, K. GowriSankaran</i>
Regrets:	<i>C. Ragan, D. Covo, T. Moore, R. Sieber, A. Kirk, N. Kamran, M. Nahon</i>
MAUT Staff:	<i>H. Kerwin-Borrelli, J. Varga</i>
Guests:	<i>M. Richard, E. Duffy</i>

B. Lennox called the meeting to order at 12:20 pm.

### 1. Adoption of Agenda and Approval of Minutes

Council reviewed the Agenda. E. Shor moved to accept the Agenda. Seconded by K. Hastings.

The Minutes for the January 30, 2015 Closed and Open sessions were circulated to Council for review. Councilors were asked to forward corrections for the final version. T. Mawhinney moved to accept the Council Minutes with corrections. Seconded by D. Lowther. Council approved. The Open Session of the January 30, 2015 Council meeting will be posted on the website.

### 2. Business Arising

#### a. Immigration and French Language requirements

Council discussed the following:

- That some media outlets have incorrectly presented difficulties new hires have with the French language proficiency requirement [CSQ-Certificat de sélection du Québec] to be an unwillingness to learn French; it is the level, timeframe, and working situation which pose the challenges.
- Other media outlets have reported on significant hiring and retention issues that affect corporations and universities.
- That past and present McGill professorial contributions to Québec society have not been generally acknowledged.
- That the Administration [Associate Provost G. McClure and VP Communications O. Marcil] are continuing to work with the Quebec government on the issue of point allotments on the CSQ grille or scorecard. More details will follow.

#### b. UAC slate

Following the results of the Council E-vote on proposed candidates, R. B. Lennox submitted three names to the Secretariat. Council also had no objections to the four names proposed by the Principal. B. Lennox noted that the member whose term was up wishes to remain on for another year. Council had no objection.

#### c. Senate Document: Regulations on Appeals on Tenure Decisions

Alenoush Saroyan commented positively on the consultation with Associate Provost L. White and the MAUT Ad Hoc working group to review the regulations. One example was the definition of an Advisor. She presented the original wording and compared it with the revised reproduced below:

*“Advisor means a member of the University community who has agreed to act in an advisory capacity to a member of the academic staff. Such individuals act in accordance with these regulations and are deemed, in so doing, to perform part of their Academic Duties. They do so without receiving additional remuneration. An Advisor shall be accorded full respect by the University’s administrative officers.”*

This revision is consistent with the regulations relating to (a) the Employment of Academic Staff, (b) of Tenure Track and Tenured Academic Staff and (c) of Librarian Staff.

A. Saroyan will raise the point of not restricting retired academics from working as Advisors. A. Saroyan will also contact S. Cavaliere to ensure that this qualification appears in the Senate Minutes.

Another issue was raised: Article 6.3 - *Advisors may speak at a Hearing with the consent of the Chair.*

Council discussed the issue of having an Advisor speak at a hearing. A range of viewpoints, questions, and observations arising were presented, including:

- If the Chair denies an Advisor permission to speak, the opportunity for appeal could be difficult.
- Advisors need the right to speak not only to support the candidate but in some cases to help the Appellant articulate questions and responses.
- The Appellant and Advisor should have equal opportunity to speak.
- The Chair’s “consent” aspect should be deleted.
- Does the Advisor’s role include serving as para-legal or Counsel?
- In the current Tenure Appeal Regulations, there is no reference to Advisors.
- The reference to Advisors, [accompanied by Advisor] appears in the New Regulations.
- The Advisor assists with the presentation of the case and may speak at hearings.
- It could be awkward for the Appellant to speak. Without an Advisor, there is the possibility that the candidate would have no appeal.

R.B. Lennox suggested that A. Saroyan and the ad hoc Committee members continue these discussions and forward comments to Associate Provost L. White for follow up. More details will follow.

#### **d. McGill Mission Statement and draft revised Academic Freedom Statement and Responsibility**

Council received the draft version of the McGill Statement of Academic Freedom and Responsibility from Assoc. Provost Lydia White. Its suggested changes were compared to the MAUT Statement on Academic Freedom (approved by a MAUT membership Referendum on May 28, 2014). Council commented that the McGill statement had been significantly edited down and included the term **responsibility** in the title. R. B. Lennox will re-engage the MAUT ad hoc Committee on Academic Freedom to examine the new document and will report to Council on suggestions for next steps.

Alenoush Saroyan reported that at the Senate meeting on February 18<sup>th</sup>, 2015, proposed revisions to McGill’s Mission Statement were presented. These included a Core Statement and Principles. A. Saroyan reported there was general consensus of acceptance of the Core Mission Statement but that Senate members objected to the text *appearing under the subheading*

*Principles of Academic Freedom and Responsibility*. R. B. Lennox will ask MAUT's ad hoc Committee on Academic Freedom to examine these issues and report back to Council.

#### **e. Elections**

K. Hastings reported that nominations have been received for the following positions: President-Elect, Vice-Presidents, External, Internal, and Communications. At this point, there is no candidate for VP Finance.

There must be at least six candidates for the five open Council positions. At this point, MAUT has received four nominations. K. Hastings noted the Nominating Committee has made efforts to increase female representation for Executive and Council positions. [Note: An updated Call for Nominations was forwarded on March 05/15 and the scope of the election now includes a one-year term Council seat to fill a vacancy.]

### **3. VP Communications**

#### **a. E-MAUT – the Newsletter of MAUT**

K. Hastings reported that the E-MAUT February 2015 was ready to launch. He noted that on Feb 25/2015, the Provost's Office circulated the FY2015-2016 Academic Salary Policy. This was mentioned in the E-MAUT which was sent by the Listserv on February 27<sup>th</sup>. R. B. Lennox thanked the VP Communications and the editorial team: G. Gore, A. Miller-Nesbitt and J. Aitkens. A. Shrier VP Communications joined the meeting at 1:10 pm.

Council discussed the naming of the electronic Newsletter.

K. Hastings moved that:

*E-MAUT should be renamed "E-MAUT – Newsletter of the McGill Association of University Teachers."*

Seconded by: David Lowther. The motion was accepted.

Council then discussed and made the following suggestions:

- Is the term E-MAUT redundant if it is disseminated electronically?
- E-Books and E-Journals have dropped the "E".
- There would not be a paper "Newsletter" but an interface for other documents.
- Archiving and document management could be done at year-end with links to the articles in the "Newsletter". More details will follow.
- The E-MAUT Newsletter would be available in the archives.

J. Cooperstock proposed a friendly amendment: *that the Newsletter be named- "MAUT Newsletter"*.

Seconded by K. Hastings. Unanimously Approved.

#### **b. Protocol for Assembling and publishing E-MAUT/MAUT Newsletter)**

*A Proposed Procedure for E-MAUT Publication* was circulated to Council. A. Saroyan moved to accept the Proposed Procedure. Seconded by H. Durham. Council discussed the following:

- The number of articles that should appear in each edition.
- Who would decide what content would or would not be published?

- The VP Communications ultimately makes this decision. Additional content could be published in a subsequent edition.
- Decisions concerning appropriateness will be made by the VP Communications. In the absence of the VP Communications, this would be decided by the President. Disputes that may arise between the submitter and the VP Communications regarding publication content will be arbitrated by MAUT Council.
- In addition to the Executive and Council, MAUT members may submit articles to the VP Communications.
- Concerning recipients of the Newsletter: Will the first, annual edition be circulated to all academic staff and subsequent editions to MAUT members only?

Following the meeting, Council forwarded their feedback and all edits were incorporated. Below is the final version.

**Publication Procedure for The MAUT Newsletter  
McGill Association of University Teachers**

1. There should be at least four MAUT Newsletters per academic year; two in the Fall and two in the Spring terms, with the flexibility to increase the number based upon need.
2. The first edition each semester is normally sent out to MAUT members on the listserv as well as to non-MAUT University faculty and librarians. Subsequent editions each semester are distributed only to MAUT members on the listserv.
3. The Communications Committee Chair (VP Communications) sends out a call for content to the MAUT Executive and Council at least twenty days before the scheduled date that the MAUT Newsletter is to be sent out. However, other MAUT members may submit items that they deem important.
4. Content should be directly relevant to MAUT members and must include: title, summary paragraph (around 100 words), link to any external pages/documents/website.
5. Deadline to submit content is ten days before the MAUT Newsletter is scheduled to be sent out (anything that does not make this deadline can wait until the next MAUT Newsletter; if it is time sensitive, it can go out on the listserv).
6. Content is sent to the MAUT Administrative Officer to compile, who then sends it to the VP Communications immediately after the submission deadline. The VP Communications prioritizes and approves the content. Disputes about inclusion of content will be adjudicated by the Executive.
7. Once finalized, the MAUT Administrative Officer sends it to the VP Communications and the editorial team who put the Newsletter together.
8. A draft of the MAUT Newsletter is sent out to the MAUT Communications Committee and the MAUT Executive at least three days before the publication date.
9. The MAUT Executive and Communications Committee members proofread and submit changes within two days of receipt. The VP Communications and editorial team then generate the final version.
10. The VP Communications approves the final version. In the absence of the VP Communications, the President approves the final version.
11. The final version of the MAUT Newsletter is then sent to the MAUT Administrative Officer (with the VP Communications copied) to be sent out without delay.

#### 4. VP Internal

##### a. Pension Plan Management

Alenoush Saroyan referred to her report at the Executive meeting on February 10/15 which described the difficulties in receiving accurate information and communications from Morneau Shepell [M-S], the firm contracted to manage McGill pensions. A. Saroyan has sent 10 discussion items to R.B. Lennox, who will forward these to J. D'Agata [Director Benefits, Pensions and Payroll] and L. Gervais [Associate VP Human Resources]. R.B. Lennox has requested a meeting regarding these and related issues. A. Saroyan noted that other academics, not only those who have just turned age 65, *may* have experienced similar problems with the service provided by M-S. *A. Saroyan commented that we have to have the confidence that the Administration is monitoring M-S Performance, the accuracy of the calculations, and that calculations are transparent and all data inputs are provided to the plan members so that they can monitor their accounts independently.* Council members made the following comments:

- The University has contracted out this service to M-S.
- Information on personal pension and investment status is not easily available.
- There are difficulties in interpreting the rules of the pension plan including CRA rules.
- Members need clarification of the rules and accurate information from the Administration.
- McGill Administration must closely monitor M-S reports.
- MAUT could request that HR submit an annual report on M-S's performance.
- A clarification of the Administration's responsibility to address complaints as they arise.
- The Administration's plans/vision to address these problems and deliver solutions?

Following a meeting with J. D'Agata and L. Gervais, it is expected that recommendations will address these issues. A. Saroyan emphasized the need to have resources available for an independent assessment of M-S and McGill's pension plan.

##### b. Plan Options

E. Shor emphasized that McGill employees should have readily-available information about their pension investments (a) by current components and (b) how to change these components. There is scarce information on: (a) the unit values per investment, (b) the yield per quarterly reports, and (c) the day-to-day specifics for comparison purposes. He recommended that the Administration be able to offer Plan members the choice of a conservative plan or one that has higher risk components.

He proposed that the upcoming Forum on Retirement Issues will ask members to share their experiences with M-S. Other issues addressed could include information on navigating the website and exploring investment scenarios.

#### 5. VP External

Axel van den Berg reviewed MAUT's contributions to the CAUT Academic Freedom Fund. In March '02: \$6.5K, in Jan '03: \$6.5K, in Jan '04: \$7K, in May '13, \$10K, in May '14 \$10K and there is a commitment in May '15 for an additional \$10K. This will bring the total of forwarded and committed funds to \$50K. A. Van den Berg proposed that MAUT make an annual pledge to the Academic Freedom Fund of \$1K to \$2K. A. van den Berg will come to the next Council with a motion regarding this pledge, following a discussion with VP Finance C. Ragan.

CAUT has offered to hold workshops at member universities on Communications, Health and Safety and Equity. More details will follow.

Axel van den Berg noted that the Professional Development Fund [PDF] offered by the University is currently taxable. He noted that if the PDF were considered a Professional Expense Reimbursement Fund, it would not be taxable. More details will follow.

He noted that CAUT and FQPPU have been approached to provide up-to-date academic salary data. At present CAUT only has data from universities in Ontario. Recently, FQPPU has provided a link to the collective agreements for Québec universities:  
<http://bit.ly/FQPPUconventions>

The FQPPU asked members for suggestions about upcoming workshops in the fall term. One proposal was for a workshop on Harassment Among Colleagues. On April 17/15, the FQPPU will hold a Workshop on Internal and External Service. K. Hastings commented on curiosity-driven research and high level teaching as components for academics' service. MAUT has been asked to forward this invitation to members. At present, Prof. R. Fischler is a guest speaker.

Axel van den Berg noted that McGill has no greater dependency on federal funding than other universities in Québec.

## **6. VP Finance**

Council was updated on the first installment of the Ville de Montréal [VdeM] municipal tax bill [\$1,005.76] that is due on March 02/15. The second installment is due on June 01/15. [NB: MAUT has not yet received a school tax bill.] The VdeM no longer views MAUT as tax exempt. Concordia launched a successful appeal. However, MUNACA 's appeal was unsuccessful and it is estimated it has spent \$25K in legal fees. MAUT's covering letter to the VdeM, which accompanied the cheque, noted that *the payment is subject to an appeal for exemption that is to be filed, as soon as possible, with the Commission Municipale.*

## **7. Committees**

### **a. Membership**

K. Hastings circulated the following rationale / proposal from the Membership Committee to Council for consideration on Feb 26/15:

*Proposal to limit participation at MAUT's Tenure and Mentoring Workshop to MAUT members*

*The Membership Committee thinks it is important both that MAUT be welcoming and open in the sense that non-members could get a good idea of what the association has to offer, and at the same time have clear benefits of membership - i.e. members should get some things that non-members don't get. We have discussed a broad range of possible "carrots" and will continue to explore this space but we recognize there is a very important opportunity very much at hand. We propose that the Tenure and Mentoring Workshop be limited to MAUT members (in conjunction with the current blanket policy that a new member gets a dues-free year)*

*The professional wisdom accumulated by our members is one of the key assets of the association and the professional advice that this wisdom supports is one of the association's most important services. The Tenure and Mentoring Workshop is a key aspect of that service.*

*We believe it would be very useful, both for recruitment and for retention, to make that key advice available to members only. Announcements of the policy should be accompanied by publicizing the dues-free first year for non-members and also stating that membership forms could be filled out at the event.*

MAUT Membership Committee  
Stefano Algieri (Chair)  
Ken Hastings  
Terry Hebert  
Tara Mawhinney  
Debra Titone

Comments from Council Members included the following:

- That the members-only step is a break with tradition.
- That MAUT limit attendance to members-only.
- There could be a process in place whereby non-members could join on the spot.
- That MAUT would limit the Members-only step to the upcoming Tenure & Mentoring Forum on April 24/15.
- Inclusion in future MAUT events will be decided on a case-by-case basis.
- The message is not to exclude non-members, but to encourage them to join.

K. Hastings moved:

*That the Tenure and Mentoring Workshop be limited to MAUT members (in conjunction with the current blanket policy that a new member gets a dues-free year)*

Seconded by A. Saroyan. Unanimously accepted.

E. Shor spoke about a more direct approach to reaching out to non-member colleagues. He suggested a 5 to 10 minute presentation by MAUT representatives in departmental and faculty meetings. T. Mawhinney referred to a successful pilot presentation in the Faculty of Music with S. Algieri and K. Hastings. She noted that the E-MAUT [circulated on Feb 26/15] had an invitation to recruit members as contact persons per department. A. van den Berg proposed that designated MAUT representatives / ambassadors request to be on the first meeting of the Departmental and Faculty Agendas and present a "recruitment kit" to their colleagues. Council noted there could be positive and negative aspects to this approach and each case / presentation should be discussed.

K. Hastings also noted that the Survey, circulated to members after the Welcome Gathering and Octoberfest Apple Picking, asked for volunteers. The Membership Committee will report on the request for ambassadors approach. R. B. Lennox thanked the Membership Committee for their successful events that have promoted MAUT this year.

## **8. Other Business**

### **a. Annual August Council Meeting**

There was a request from D. Titone that the August Council Orientation Meeting be open to all members. K. Hastings noted the meeting provides new Councilors with information on how the University works. Council unanimously agreed that this meeting could be open to all members.

## **9. Adjournment**

Axel Van den Berg moved that the meeting be adjourned. Seconded by A. Saroyan. The meeting adjourned at 2:18 pm.