



MAUT Joint Council Meeting
Wednesday, May 9, 2018 at 12:00 pm
McGill Faculty Club

Attendees:	<u>MAUT Executive Officers</u>	<u>MAUT Council Members</u>
	Axel van den Berg, President	Caroline Riches
	Alenoush Saroyan, Past-President	Jessica Ruglis
	Nate Quitoriano, VP Internal	Katherine Zien
	Janine Mauzeroll, VP External	Kohur GowriSankaran
	Nathan C. Hall, VP Communications	Marc Richard
	Dror Etzion, VP Finance	Sarah Severson
	Ken Hastings, Past VP Finance	Steven Jordan
		Sandra T. Hyde
		Natalie Waters

MAUT Office: Honore Kerwin-Borrelli, Administrative Officer
Joseph Varga, Professional and Legal Officer
Jo-Anne Watier, Membership Engagement Officer & Recording Officer

Regrets: Petra Rohrbach, MAUT President-Elect
Terry Hébert
Laura Gonnerman
Eran Shor
Renée Sieber
Susan Gaskin
Thomas Duchaine
Lisa Marie Munter

Approved Minutes of the Meeting

A. van den Berg called the meeting to order at 12:06 pm

1. Approval of the Agenda of the Council Meeting of May 9, 2018

J. Mauzeroll moved to approve the agenda, seconded by K. GowriSankaran. Council approved unanimously.

2. Approval of the Minutes of the Council Meeting of April 11, 2018

A. Saroyan moved to approve the minutes and was seconded by J. Mauzeroll. Council approved unanimously.

3. Business Arising from the Minutes

A. van den Berg summarized Greg Mikkelson's request (on behalf of MAUT, Collegiality Committee) regarding three proposed changes to the Terms of Reference of the Board of Governors' Committee to Advise on Matters of Social Responsibility. A. van den Berg wrote a letter to the Secretary General and received a reply from Edyta Rogowska stating that the proposed changes had already been rescinded with the exception of one.

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

- **MAC General Meeting**

MAUT Executive meets annually with its members at the MAC Campus to update them with current matters and activities. A meeting has been set for May 31, 2018.

- **Reports from Chairs of Standing Committee & Recommendations for Committee Membership for 2017/2018**

Most Annual Reports have been uploaded to the Mauzeroll Vault (server). K. Hastings added that together these reports are meant to orientate new members about MAUT's overall activities.

- **MAUT Proposed CASC (Committee on Academic Staff Compensation) Representatives**

A. van den Berg informed Council that Catherine Lu, Ken Hastings and Jacques Hurtubise are sitting on the committee along with MAUT's three Presidents; A. van den Berg, A. Saroyan and P. Rohrbach.

- **Administrative Overload – Next Steps**

A. van den Berg reported that the Administration is not interested in participating in a joint Administrative Overload Committee with MAUT. So MAUT will start by creating its own committee with the mandate of creating a portal where academic staff can input issues along with their suggestions and of bringing such issues to the attention of the University administration. A. van den Berg called for volunteers to sit on the committee. N. Quitariano offered to join the committee.

- **Academic Freedom – Next Steps**

MAUT intends to propose the creation of an office or committee that will advise the Principal on matters relating to Academic Freedom. J. Varga will research what other universities are doing and will prepare a proposal to be presented to the Executive in the fall.

- **New Provincial University Funding Formula to be explained by Martin Maltais or Yves Beauchamp**

A. van den Berg will invite Martin Maltais along with Yves Beauchamp to explain how the new funding formula works at a Council meeting in September 28, 2018.

- **Update on the SSMU letter on sexual violence and the repercussion**

A. van den Berg reported that the SSMU accepted to meet regularly with the administration on issues of sexual violence and misconduct. The Principal offered to form a joint student-faculty committee to look into the matter regarding issues of conflict of interest and whether intimate relations should be prohibited. K. Zien expressed her disappointment in MAUT's response to the SSMU letter and proposed a list of action items to improve its approach. After much discussion among Council members regarding sexual harassment, tenure, confidentiality, transparency, ethics and legality issues, it was agreed that K. Zien and S. Hyde prepare a motion for the next Council meeting on June 13, 2018.

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

- **Update on RREAS (Regulations Related to the Employment of Academic Staff)**

The working group (A. Saroyan, K. Hastings, A. van den Berg, R. Janda, J. Galaty, P. Rohrbach, and J. Varga) met with Angela Campbell and it was agreed that a peer review process would be introduced prior to the Principal making a decision regarding dismissal. A remaining issue is sharing the cost of an arbitrator between the Administration and MAUT. On behalf of the working group, A. Saroyan has sent her concerns to Angela Campbell and is waiting for a meeting date to further discuss the matter.

- **CASC Working Group Update**

The Provost has assigned Dilson Rassier and Antonia Maioni to the CASC working group to discuss long-term issues related to staff compensation. Representatives of MAUT are the President (A. van den Berg) and President-Elect (P. Rohrbach). A. Saroyan will incorporate suggestions on longer-term salary and compensation

strategies in the draft Terms of Reference which will be forwarded to Provost Manfredi with the MAUT proposed agenda.

- **17th Annual Tenure and Mentoring Workshop**

The 'members only' Tenure and Mentoring Workshop was successful with 47 participants including six (6) who joined as members during the workshop. A. Saroyan mentioned that she will step down as the organizer after 2018 and offered Council members an opportunity to get involved.

6. VP Finance (D. Etzion)

Two out of three motions were moved:

1. Allocation of funds for CAUT Academic Freedom Fund Contribution

Motion to donate \$4,000 to the CAUT Academic Freedom fund was withdrawn as Council was not sure whether the \$5000 annual cap on donations applied to the fiscal or the Council year. The motion will be presented at the next Council meeting once this issue is cleared up.

2. Allocation of Course Relief for Executive Officers (Provost & MAUT's contribution)

A. van den Berg requested Council to approve \$28,880 for course releases for the 2018/2019 year for officers of the Executive. Each officer (including the Librarians' Section Chair) receives one course release or its equivalent in research funding with the exception of the President who receives two. The Provost subsidizes the course releases and was asked to contribute \$45,000 by MAUT's president. The motion was carried unanimously.

VP Finance Motion:

Be it resolved that Council approve \$28,880 of MAUT funds as Executive course relief/research allowance to supplement the Provost's allocation for the 2018/19 academic year.

3. Annual Fee for Retired Members

It was agreed at MAUT's Spring General Meeting 2018 that the annual fee for Retired Members be reduced from \$20 to \$5. The motion, presented by A. van den Berg, was carried and unanimously.

VP Finance Motion:

Following discussion at the Spring General Meeting Friday, April 20, 2018, be it resolved that MAUT set the annual fee of Retired Members to \$5.

7. Membership Committee Budget Allocation 2018/2019 (K. Zien)

On behalf of the Membership Committee, K. Zien requested an allocation of \$28,000. The funds are to be used for MAUT's social events and promotional material such as lapel pins, pens/pads and canvas bags for the apple picking event. The motion, moved by A. van den Berg and seconded by N. Hall, was carried and unanimously.

MAUT Membership Committee's request for funds for the 2018/19 social/informational events:

Be it resolved that a budget of \$28,000.00 be approved for MAUT's Membership Committee to organize and advertise five MAUT Social and Info Events for the Academic Year 2018-19 (Welcome Gathering, Apple Picking, MAUT's Guide to the Univers(ity), Winter Brunch, and Family Discovery Day at the Redpath Museum).

8. VP Communications (N. Hall)

- **Kids & Company:** It was suggested to conduct a survey among our members who use daycare services, to obtain feedback regarding Kids and Co. and their services.
- **Administrative Overload:** N. Hall was in contact with Hans Poirier of the FQPPU. Because the FQPPU adopted MAUT's survey, they discussed making the McGill data available to the FQPPU for inclusion in their database. N. Hall will follow up with Hans Poirier to ensure they are using the data appropriately.
- **Researcher Award:** The Researcher Award is still with the Membership Committee. Details regarding how much money will be allocated, the evaluation process and when it should be launched are to be determined.
- **Newsletter:** It was decided that the shorter, digest format will not be pursued due to council/executive preference for longer, in-depth newsletters as per existing protocols. The next issue is scheduled for September. N. Hall will send out a call for content contributions.

9. VP External's Report (Janine Mauzeroll)

- **CAUT (Canadian Association of University Teachers) April 26 – 28, 2018 Meeting**
 - Presentation on Academic Freedom in Turkey.
 - Hassan Diab, a Canadian professor of Carlton University was a guest speaker. He had been falsely accused and extradited to a prison in France for the bombing of a synagogue in Paris. He was later released after serving three years.
 - CAUT political actions this year were focused on the Get Science Right campaign (in support of the Naylor Report) and Fair Copyright and both were very successful.
 - CAUT acquired statistics on underrepresented and underpaid academics specifically looking at diversity and equity.
 - CAUT survey data found equity gaps exist in terms of wage gaps for racialized women.
 - CAUT also carried out a survey related to Contract Academic Staff. More CAS are joining CAUT and are gaining traction in terms of lobbying. According to survey results, the number one priority among CAS is job security - 72% cannot live exclusively as CAS due to financial strain.
 - The Honorable Kirsty Duncan, Minister of Science visited CAUT and personally thanked everyone for his or her lobbying efforts towards the Naylor Report.
 - The report on the Andrew Potter case (CAUT had launched a formal investigation regarding violations of academic freedom) concluded by History Professor, Mark Gabbert of the University of Manitoba, that neither Andrew Potter nor the McGill Administration properly understood that academic freedom protects the rights of academic to extramural speech. The report will be publicly released later in the year.
- **FQPPU (Fédération Québécoise des professeures et professeurs d'université) April 19 – 20, 2018 Meeting**
 - The 'university professor marketing campaign' launched by FQPPU did not change the public's view on professors. The cost of the campaign was \$300,000 only to gain a 1% increase from last year, which was 92% to 93% in 2018.
 - Martin Maltais presented information regarding the new funding equation.
 - Will move away from the CLARDER codes
 - Specific allocations, that McGill wanted to remove, will remain in place
 - There will be a deregulation of international student's stipends and an increase of graduate level programs benefitting McGill
 - They are financially viable.
 - A statement was issued regarding sexual violence, which was in line with MAUT's proposal.

- **ÉGES (Les états généraux de l'enseignement supérieur) May 2018 Meeting**
 - Martha Crago discussed the Naylor Report
 - Ministers and political figures gathered to make recommendations regarding a long list of workshops for ÉGES

10. VP Internal's Report (P. Rohrbach)

Updating and improving the MAUT Website

P. Rohrbach was absent – item not discussed

11. Other Business

- **Follow up on error in CGPA calculations t the graduate level (S. Gaskin)**
- **Ad hoc committee on faculty-student relationships (S. Gaskin)**

S. Gaskin was absent – items not discussed
- **Referendum to approve proposal to reduce General Meetings to one/year (J. Varga & A. van den Berg)**

A. van den Berg announced that there will be a referendum to reduce the number of general meetings to one per year and will be organized through N. Hall and J. Varga. A. Saroyan will be the reporting officer as she is the incoming Nominating Chair ex-officio.
- **Canadian Revenue Agency denial of expenses for artistic/create work of academic staff (M. Richard)**

M. Richard brought up the issue that the CRA (Canadian Revenue Agency) have denied university academic staff members who are in the creative or performing arts fields certain expense claims with the view that they are hobbyists and not professionals. M. Richard asked if MAUT could raise this issue with CAUT. A. van den Berg agreed to communicate with David Robinson, CAUT's Executive Director. K. Zien suggested that the Canada Council for the Arts be contacted as well.

12. Adjournment

D. Etzion moved to adjourn and was seconded by K. Zien.

The meeting adjourned at 1:45 pm

Respectfully submitted by J.A. Watier, Recording Officer