
MAUT Council Meeting

Approved MINUTES

June 13, 2018

McGill Faculty Club 12:00 noon

Present:

Executive: A. van den Berg, A. Saroyan, N Quitariano

Council: E. Shor, S. Gaskin, R. Sieber, L. Gonnerman, K. Zien, T. Duchaine, C. Riches, S. Hyde, L. Munter

Regrets: J. Mauzeroll, N. Hall, K. GowriSankaran, P. Rohrbach, D. Etzion, N. Waters, S. Jordan

MAUT Staff: H. Kerwin-Borrelli, J-A Watier, J. Varga

Guests: K. Parent, S. Scott, J. Coulton, D. Thomas-Edding

A. van den Berg called the meeting to order at 12:15 pm.

Open Session

1. Approval of Agenda

Council reviewed the Agenda for the Council Meeting on June 13, 2018. There was an addition: Under the President's Report: Information concerning Endowed Chairs. The VP Communications' Report and the VP External's Report will not be presented. E. Shor moved to adopt the agenda. S. Hyde seconded the motion. Council approved unanimously.

2. Approval of Minutes

Council reviewed the Minutes of the Joint Council on May 9th, 2018. N. Quitariano moved to adopt the Minutes. Seconded by A. Saroyan. Council approved unanimously. The approved minutes are posted on MAUT's website.

3. Business Arising from the Minutes

- **Workshop with Martin Maltais [FQPPU] to explain Québec universities' funding formula**

The Event will be held on September 28th, 2018 at the Faculty Club with lunch at 12:30 pm followed by the Workshop. Council agreed.

- **Canadian Revenue Agency [CRA] denial of expenses for academic staff's artistic/creative work**

Information has been forwarded to CAUT. CAUT is looking into this issue.

4. President's Report [A. van den Berg]

- **MAC Campus General Information Meeting [May 31st, 2018]**

A. van den Berg reported nine MAC members attended the meeting. One concern was the difficulty academics' have in obtaining and being reimbursed for shuttle bus tickets to and from the main campus. MAC members volunteered to compile colleagues' experiences and forward their proposed solutions to MAUT for follow up.

MAC members expressed serious concerns about the general lack of administrative support in units and more importantly, the cut backs to essential technical support. MAC members will document their concerns and forward them to MAUT. The Provost has stated the overall level of support has been maintained. MAUT will ask for supporting statistics, inquire at which levels the administrative support is located and whether a minimum threshold has been established.

- **Ad Hoc Administrative Overload Committee**

The members of this ad hoc Committee are: R. Sieber, L. Munter and N. Quitariano. The Chair of this Committee will be named shortly.

- **MAUT Meeting Dates for 2018-2019 Academic Year**

Council discussed the proposed dates and made recommendations. The approved meeting schedule is posted along with the June 13th Council documents.

- **Meetings with SSMU about sexual violence issues**

A. van den Berg and J. Mauzeroll, along with Deans C. Buddle and J. Nicell, attended a meeting with SSMU students. The discussion focused on the SSMU's requests to have (a) complaints concerning sexual misbehaviors included in the tenure process and to have (b) student representatives on tenure committees. The Executive's letter in response to the SSMU Students' Open Letter pointed out the policies already in place to address sexual misconduct issues at the University. Executive maintained the tenure process should remain separate from issues dealing with sexual misbehavior. Council also remarked that any gaps in these existing policies must be addressed and amended. Council noted that being tenured does not guarantee a permanent position. The students have requested additional meetings.

Council also noted while tenure applicants can include student evaluations in their tenure proposals, the Chair of the DTC can unilaterally add extra information. The candidate can respond to these additions but not remove them. The possibility of a mandatory inclusion of all course evaluations in the tenure dossier was discussed.

Concerning the students' evaluations in tenure applications, Council noted the evidence that these tend to be gender and racially biased. The Principal has set up an audit system using jointly appointed Administrative and SSMU representatives to assess the current process and make recommendations.

- **Update on letters sent to Endowed Professors and Chairs**

The holder of endowed chairs with unlimited terms have received a letter from the Provost informing them that their Chairs are from now on for limited terms (renewable). This decision appears to have been made unilaterally by the University without consultation with either MAUT or the affected chairholders. Council will wait for more information from academics involved in this change in policy.

5. Motions concerning MAUT's policy w.r.t. sexual harassment policies

K. Zien and S. Hyde circulated two motions for Council's consideration:

Motion 1:

WHEREAS the emergence of the #MeToo movement has prompted many institutions to revisit their sexual harassment policies;

WHEREAS the student body, through their elected representatives, has called upon the university and its academics to engage in just such an inquiry;

WHEREAS MAUT represents the academics and contract teaching staff at McGill University, and has a responsibility to accurately interpret and portray to the administration its constituents' views on this important topic;

BE IT RESOLVED that a survey be conducted to investigate academics' opinions on a range of issues relating to sexual harassment policy.

Mover (Prof. Katherine Zien) Date

Seconder (Prof. Sandra Hyde) Date

Motion 2:

WHEREAS the emergence of the #MeToo movement has prompted many institutions to revisit their sexual harassment policies;

WHEREAS the student body, through their elected representatives, has called upon the university and its faculty to engage in just such an inquiry;

WHEREAS MAUT represents the academics and contract teaching staff at McGill University, and has a responsibility to accurately interpret and portray to the administration its constituents' views on this important topic;

BE IT RESOLVED that a standing committee be struck to analyze the survey data and explore other relevant sources of information with the goal of reformulating MAUT's policy with respect to these issues.

Mover (Prof. Katherine Zien) Date

Seconder (Prof. Sandra Hyde) Date

These motions follow MAUT Executive's response to the SSMU Open Letter and the meeting with SSMU students. The proposal is to establish a Standing Committee to examine these issues. Currently MAUT has a Non-Discrimination Committee.

Concerning Motion #1, Council discussed what questions would be asked: how would academics evaluate the level of satisfaction with current approaches and what measures would academics want to see implemented. The preamble to this survey would inform people of the University's current regulations. Then it would inquire about current practices having a negative effect on individuals, those having a positive effect, and ask for members' proposals.

Council commented on situations citing examples of imbalance of power and cultural differences. They asked for demographics and clear definitions of sexual harassment, what behavior is permitted and what is not.

A. van den Berg noted the committee will prepare questions to bring to Council. A. van den Berg proposed a friendly amendment to Motion #1 to change the term *beliefs* to *opinions*. A. Saroyan seconded the motion. Council agreed. The change was made.

Concerning the term *faculty* used throughout Motions #1 and #2, Council proposed changing the term to *academics*, a term which is inclusive. Council agreed unanimously. These changes were made. Council noted that K. Zien, S. Hyde and possibly a social scientist will work on questions for this survey to bring to Council in the fall.

S. Gaskin and R. Sieber commented favorably on MAUT's input into McGill's Policies on Sexual Harassment and Sexual Violence and expect similar results with this newly created process.

A. van den Berg proposed bringing Motion #2 to Council on September 13th, and to add sexual harassment issues to the mandate of the Standing Committee on Equity. Information concerning the MAUT survey [Motion #1] should be available for the meeting. R. Sieber proposed linking sexual misconduct with research misconduct. This issue will be discussed at the September Council Meeting.

6. Past-President's Report [A. Saroyan]

• Update on RREAS negotiations

A. Saroyan updated Council on discussions with Associate Provost A. Campbell concerning the dismissal process. At this point, the topic under discussion concerns splitting the arbitrator's cost between the University and the third party. The Administration has asked MAUT to assume one half of the cost. Since not every case involves a MAUT member, several options have been forwarded. Once the MAUT working group is satisfied with changes, it will bring the information to Council.

• CASC Working Group Update

The members are: Deans A. Maioni and D. Rassier, A. van den Berg, P. Rohrbach and J. Varga. Dates have been forwarded for their meetings. The Working Group will bring their findings to CASC meetings.

• Referendum to approve proposal to reduce General Meetings to one per year.

Proposed changes to the MAUT Constitution were presented first to Council and then to the General Meeting in April. [Ref: document forwarded – Cjv.pdf] Proposed changes included a draft By-Law [Ref: document forwarded – BLjv.pdf] to reduce general meetings to one held in the spring. There was no quorum at the April General Meeting and consequently this issue must be resolved by a referendum. A. Saroyan, incoming chair of the Nomination Committee, will supervise the referendum.

7. VP Internal [N. Quitoriano]

• Impact of Research Associates' and Research Assistants' pay raises

N. Quitoriano referred to the June 18th, 2018 collective agreement signing which will cover the 5 year period since the expiry of the last agreement in March 2016. Part of the agreement will include a pay raise for the past two years. As of July 1st, the current Researchers' grant funds will be responsible for the higher salaries and benefits which can be expected to increase by approximately 15%. Researchers must budget accordingly. In a recent article in the Newsletter [June 2018], MAUT referred to the impact these raises could have on research grant funds and encourages Researchers who will be facing increasing difficulties to contact the Provost, Deans, Associate Deans, the VP Research & Innovation and MAUT with their concerns.

• Proposal to support speaker series for bicentennial celebrations

Stefano Algieri, who is working with Gérald Cadet on the Bicentennial committee, sought feedback from MAUT on a day-long MAUT event to take place in June 2021, following convocation. Council was asked for their input on whether the invitation should be extended to (a) academics only, (b) academics and spouses. Council will continue this discussion and respond when more details are available. Council was asked to consult McGill professors with a

request to provide historical context for what will be MAUT's 70th anniversary. Council suggested: P. McNally [MAUT-RS], D. Harpp [Science] and E. Zorychta [Medicine].

J. Coulton [MAUT-RS] also forwarded documents asking MAUT's support for a series of speaking events involving McGill academics who are recipients of the Order of Canada during the bicentennial celebrations. He has outlined proposals for potential speakers and several events, including an estimate of associated costs. G. Cadet [Bicentennial Committee] has met with MAUT-MURA representatives. J. Coulton has asked MAUT to contribute funding for these events.

- **Survey of McGill Facilities**

This survey has been sent to the McGill community.

- **8. VP Finance [D. Etzion /A. van den Berg]**

- **Allocation of funds for CAUT Academic Freedom Fund Contribution**

Executive has already agreed with this proposed motion which was moved by A. van den Berg and seconded by A. Saroyan.

Whereas MAUT supports the CAUT Academic Freedom fund and its objectives, and

Whereas MAUT has made annual donations to the CAUT Academic Freedom fund of \$5,000 on May 25, 2015 and \$5,000 on May 18, 2016, and \$5,000 on June 15, 2017, and

Whereas MAUT donated \$1,000 to Tadjia Hall Faculty Club on February 19, 2018, and

Whereas MAUT can donate no more than \$5,000 in each fiscal year

Be it resolved that MAUT donate \$4,000 to the CAUT Academic Freedom fund before the end of the 2017/2018 MAUT fiscal year.

Council agreed unanimously and the contribution was sent to CAUT.

11. Other Business

- **Follow up on error in CGPA calculations at the graduate level [S. Gaskin]**

S. Gaskin reported she has met with the Dean of Graduate Studies, the problem has been recognized and the Dean hopes to clarify and rectify the problem before the end of summer.

- **Ad hoc committee on conflict of interest for faculty-student intimate relationships [S. Gaskin]**

S. Gaskin provided an update on this ad hoc Committee [reference: May 2018 Senate Documents]. The faculty members are: Professors D. Titone [Science], J-J Lebrun [Medicine] and B. Lewis [ARTS]. She requested that MAUT members be informed of this committee and asked to send their input directly to the committee members.

Council entered into the Closed Session and guests left.

Closed Session

12. Closed Session: Approval of Memberships of Standing Committees, CASC and SBAC

Be it resolved that Council appoint the following people to the specified Standing Committees, CASC and SBAC for the 2018/19 academic year:

Collegiality Committee

Peter Caines (Engineering)
Steven Jordan (Education)
Greg Mikkleson (Arts) - Chair
Derek Nystrom (Arts)
Alenoush Saroyan (Education)
Axel van den Berg (Arts)

Communications Committee

Ahmed Fekry Ibrahim (Arts)
Genevieve Gore (Libraries)
Nathan Hall (Education) - (VP Communications, ex officio Chair)
Gerbern Oegema (Arts)

MAUT Faculty Club Committee

Antal Deutsch (Arts- retired)
Kyoko Hashimoto (Music)
Bernard Robaire (Medicine)
Edith Zorychta (Medicine) - Chair

Finance Committee

Mo Chaudhury (Management)
Dror Etzion (Management) (VP Finance ex officio Chair)
Axel van den Berg (Arts) (President, ex officio member)
Petra Rohrbach (Agricultural & Environmental Sciences) (President-Elect, ex officio member)
Renée Sieber (Science)
Joan Bartlett (Arts)

Membership Committee

Stefano Algieri (Music)
Genevieve Gore (Libraries)
Ken Hastings (Medicine) (Chair)
Tara Mawhinney (Libraries)
Katherine Zien (Arts)
Jason Tanny (Medicine)

Nominating Committee

Brian Driscoll (FAES)
Frank Ferrie (Engineering)
Peter Grutter (Science)
Ken Hastings (Medicine)
Alenoush Saroyan (Education) – Chair (Past President, ex officio member)

Non-Discrimination Committee

Susan Gaskin (Engineering) – Council

Audrey Moores (Science)
Vrinda Narain (Law)
Bernard Robaire (Medicine)
Sarah Turner (Science)
Edith Zorychta (Medicine) - Chair

Retirees' Committee

Darlene Canning
Kohur GowriSankaran - Chair
Jim Henderson
Estelle Hopmeyer
Ante Padjen
Sylvia Sklar

MAUT Staff Remuneration Committee

Axel van den Berg (Arts) Chair - President- ex officio)
Alenoush Saroyan (Education – Past-President – ex officio)
Petra Rohrbach (Agricultural & Environmental Sciences) (President-Elect, ex officio member)
Dror Etzion (Management) (VP Finance-ex officio)

Tenure & Mentoring Committee

Sarah Severson (Libraries)
Alenoush Saroyan (Education) - Chair
Gloria Tannenbaum (Medicine)

MAUT Representatives on the CASC

Axel van den Berg (Arts)
Alenoush Saroyan (Education)
Ken Hastings ((Medicine)
Petra Rohrbach (Agricultural & Environmental Sciences)
Catherine Lu (Arts)
Jacques Hurtubise (Science)

MAUT Representatives on the SBAC

Thomas Duchaine (Medicine)
Alvin Shrier (Medicine)
Edith Zorychta (Medicine)

A. van den Berg moved to approve the list of committee members. Seconded by A. Saroyan.
Council agreed unanimously. The motion was passed.

A. Saroyan moved to adjourn the meeting. Seconded by S. Gaskin. The meeting adjourned at
2:15 pm.

Respectfully submitted
Honore Kerwin-Borrelli
MAUT Administrative Officer