



MAUT Council Meeting

Wednesday, December 13, 2017 at 12:00 pm

McGill Faculty Club

Attendees:	<u>MAUT Executive Members</u> Alenoush Saroyan, President Axel van den Berg, President-Elect Janine Mauzeroll, VP External Petra Rohrbach, VP Internal Nathan C. Hall, VP Communications Ken Hastings, VP Finance	<u>MAUT Council Members</u> Caroline Riches Eran Shor Jessica Ruglis (via Skype) Marc Richard Renée Sieber Sarah Severson Steven Jordan Susan Gaskin Thomas Duchaine
MAUT Office:	Joseph Varga, Professional & Legal Officer Jo-Anne Watier, Membership Engagement Officer	
Regrets:	Terry Hébert, Past President, Executive Member Kohur GowriSankaran, Council Member Laura Gonnerman, Council Member Honore Kerwin-Borrelli, Administrative Officer	

Approved Minutes of the Meeting

Alenoush Saroyan called the meeting to order at 12:15 pm

1. Approval of the Agenda for December 13, 2017 Council Meeting

Council reviewed the latest agenda. Ken Hastings moved to approve the agenda and was seconded by Petra Rohrbach. Council approved unanimously.

2. Approval of the Minutes of the November 8, 2017 Council Meeting

Honore Kerwin-Borrelli was absent. The minutes were not available and were not approved. This will be added to the next Council Meeting on January 24, 2018.

3. Business Arising from the Minutes

As minutes were not available, business arising from the Minutes will be discussed at the next Council Meeting.

4. Follow Ups:

a. Letter to the B of G and Secretary General, RE: Governance Status of Statements (AF Statement)

A letter regarding the status of the University's Statement of Academic Freedom, based on a draft prepared by Marc Richard, was sent to Edyta Rogowska, Secretary General of the University. The letter pointed out that the Board of Governors recently approved a framework policy on institutional documents (such as

regulations and policies), but that this framework policy does not define "statements". Statements have no operational status and are not enforceable. Alenoush Saroyan shared the letter with Council Members and will bring forward this issue at a scheduled meeting with the Principal and Provost.

b. FGM Debriefing and arising actions (Alenoush Saroyan)

Alenoush Saroyan discussed MAUT's two General Meetings (spring & fall) and posed the question to Council if it is necessary to have two meetings per year. The main concern is the low participation despite past attempts to enhance the meetings. Council shared their views on future formats and how to engage members:

- Janine Mauzeroll – shorten the presentations (recorded and posted), happy hour (5 à 7)
- Alenoush Saroyan – use demographics to measure the types participants at particular events
- Nathan C. Hall – shorten the format, more interactive, video communication
- Renée Sieber – create a theme within the statutory requirements
- Thomas Duchaine – listen to members, more direct contact during discussions
- Marc Richard - consider the four different functions of general meetings and determine whether any of these functions can be taken care of through other events:
 - ◆ social element ◆ reporting function ◆ consultative function ◆ debate & decision-making

Marc Richard mentioned that the Constitution requires that the Auditor present his/her report in the Fall General meeting and asked if there would be any legal implications if the Fall General meeting were to be cancelled. Joseph Varga will consult the Constitution and report back in the next Council meeting.

5. Other Dossiers

a. Pay Equity (Thomas Duchaine)

Thomas Duchaine reported that he received a considerable amount of information from the new Chair/Conciliator regarding pay equity exercise. To recap: The audits are to be redone for 2010 & 2015 in identifying groups that are entitled to pay equity corrections and deviations because of gender misrepresentation of more than 60% females who have the right to salary corrections (every five years).

There will be consultation and different working groups within the University will be represented at the Pay Equity Council. Thomas Duchaine has obtained clarification regarding where there are any by-laws to determine who/how many individuals are represented on the committee, who has voting rights, who decides who can be represented and what is the mandate of the committee. MUNACA and MURA organized a meeting on November 3, 2017 where they discussed who would be permitted to represent. Representation from the employee groups is 12 but the employer has the freedom to decide to invite more representation. Thomas Duchaine is waiting for more details and Alenoush Saroyan will bring this forward to her meeting with the Principal and Provost.

b. CAS – Additional clause for Council approval (Alenoush Saroyan)

The addition of a new clause to the recently revised CAS regulations, proposed by Angela Campbell, was discussed. The clause has to do with allowing retired professors to continue their research and supervision activities with nil salary for up to three years. This revision was lauded as the MAUT group who had been actively engaged in the revision of CAS regulations. Renée Sieber asked if department chairs were approached in allowing co-supervision and recalls that department chairs were given sole supervision given past history. Alenoush Saroyan pointed out that GPS requires that retired professors cannot be primary supervisors. This will be brought to Angela Campbell's attention to clarify the wording of the regulation.

Susan Gaskin arrived 12:50 pm

c. MURA-MAUT Entente (Ken Hastings)

The MAUT-MURA Agreement is finalized. It has been agreed that MAUT will contribute \$6.50 per active MAUT member to MURA. The amount generated will be split 65%/35% between MAUT RS and MURA and MAUT-RS members can become MURA members free of charge, provided that they were active members of MAUT before retiring. The Agreement is to be reviewed every year. Ken Hastings explained the benefit of having 50 or more MAUT Retired Members, is they have a seat on council and can vote. MAUT and MURA are ready to sign the MOA with a few minor edits beforehand (removal of the periods in M.A.U.T. and capitalization and emphasis of MAUT Retired Member in Article 1 b). MAUT Retired Members can join MURA at no additional cost. **Motion was moved by Alenoush Saroyan, seconded by Axel van den Berg and approved unanimously.**

d. Administrative Overload survey (Axel van den Berg)

The ad-hoc committee that worked to put the survey together included Renée Sieber, Sarah Severson, Nathan C. Hall and Axel van den Berg. Axel van den Berg reported that 230 responded to the MAUT survey and a preliminary examination of the data reveals various themes. Data will be analyzed more systematically. One concern, voiced by someone from Mac Campus, is the amount of time spent attending long committee meetings on lower campus and then having to travel back. The other main concern is filling out expense reports. The top six irritants will be shared with the Principal and Provost.

Eran Shor left at 1:05 pm

e. Guidelines for Developing a Service Portfolio (Petra Rohrbach)

Petra Rohrbach communicated with Sarah Severson and Robin Canuel regarding the service portfolio guidelines currently being developed by Angela Campbell as a planned Appendix C for the employment regulations; the implications for librarians were raised. The issue was also discussed at the MAUT-LS Fall General Meeting. It was noted that administrative duties for librarians are considered part of the first area of their academic duties (position responsibilities) rather than the third area (service), and that it would therefore be inappropriate for administrative work to be part of the service portfolio guidelines for librarians. It was recommended that Angela Campbell proceed with having the service portfolio guidelines added as an Appendix C to the professorial employment regulations (which are a separate document from the librarian employment regulations), and for her to subsequently work with Sarah Severson and Robin Canuel to develop the required additions to the librarian employment regulations. Council agreed unanimously. The required additions to the librarian employment regulations are: a suitable Appendix C on service; an Appendix B on research portfolio guidelines (currently missing from the librarian employment regulations, but present in the professorial employment regulations); and a suitable appendix (possibly in the form of an Appendix D) on administrative portfolio guidelines for librarians. Council agreed to have this brought to Angela Campbell.

6. Sabbatic Leave Options in the Regulations and Application Form (Marc Richard)

Marc Richard noted that there is an inconsistency between the Sabbatic Leave Regulations and the application form for sabbatic leaves. The Regulations only allow two types of sabbatic leaves: one leave of twelve months or two leaves of six months. The form, however, seems to provide for a third option: a single leave of six months; the form provides no details on the application of this option. If this third "option C" is on the form for purposes which are legitimate under the Regulations, then the form needs to be clarified to prevent confusion, error, or possible

misapplication by the Deans. If option C is on the form to create a type of sabbatic leave which is not allowed by the Regulations, then this situation needs to be rectified, either by eliminating option C from the form or by legitimizing option C in the Regulations. There are pros and cons about the concept of a single six-month sabbatical: it could provide a useful option for academics who might not want or get twelve full months of leave, but it could be used as an excuse by Deans to deny leaves totaling twelve months. Budget issues at the unit level are sometimes used as an excuse to ask that sabbatic leaves be deferred. Marc Richard suggested that, as a first step, Angela Campbell be asked why the discrepancy exists. Alenoush Saroyan will bring up the budget issue at her meeting with the Principal and Provost.

7. Communiqué de presse: Université de Montréal dispute between Administration and its Faculty Union (Axel van den Berg)

MAUT sent a Communiqué de presse to the Assemblée Nationale on December 6, 2017 urging the UdeM administration and the Syndicat general des professeur(e)s de l'université de Montréal (SGPUM) to resolve their differences in a collegial manner. The main issue was the formulation of policy with respect to discipline and limitations to that policy, to move the responsibility from the Assemblée générale (dominated by professors) to the Conseil d'administration (board of governors) and to change their charter through a private member's bill (Bill 234). McGill has a Royal Charter and the UdeM has a National Charter.

8. Instructor Presence at Final Exams (Renée Sieber)

Renée Sieber brought to question concerning an email she received from the Dean of Science, Bruce Lennox, that professors are required to be present at final exams for three hours. A similar message was also sent by the Chair of the Geography Department. The message conveyed that the exam hours were part of professors' teaching hours. The initial email is conflicting. Other faculty professors did not receive the same communication. Renée Sieber will delve into the matter and report back to Council.

9. CAUT and FQPPU (Janine Mauzeroll)

Janine Mauzeroll reported her meeting with CAUT went very well. (report available on OneDrive)

- University de Montréal was invited to CAUT
- Several investigations were underway regarding AF – Rancourt case, University of Ottawa, Dalhousie University and University of Calgary / Particular to MAUT is the Potter case on which CAUT has completed their investigation and should have their report ready before the end of 2017.
- FENEEQ: They have an issue with increased e-learning decision by TeleQ. They reached out to MAUT for support of TeleQ's e-learning to FQPPU (Janine Mauzeroll will issue a letter).
- FQPPU are using a large amount of funds to indirectly promote university teachers but also using the money to support pay equity and concerns that are mostly related to the UQ systems. Council is considering how the dues we pay for our membership can yield benefits for us.

10. Posting Content on MAUT Website and Social Media Accounts as Public Statements (Nathan C. Hall)

As per a previous meeting at Executive, Nathan C. Hall explained how it isn't necessary to post the full text of the minutes but it is sufficient to indicate that motions are passed. Posting motions such as divestment attracts attention and solicits a significant reaction when using social media. It also links the public to other areas of interest when posts are tagged, gaining more traction and attention for MAUT.

11. MUNACA letter, RE: Security Fail (letter by Colby Briggs)

Alenoush Saroyan and Axel van den Berg discussed the content of a proposed letter written by Colby Briggs regarding an anaphylactic shock crisis that occurred at the MAUT office last October 2017. The letter described the series of events leading up to when medical assistance was required by the victim and questioned various University

administrators on what the protocols are and how emergencies can be improved. MUNACA would like MAUT to support their efforts.

Marc Richard left at 1:45 pm

Petra Rohrbach interjected with how other universities have Epipen protocols in place. Mac Campus currently has Epipens available throughout various areas. However, the Downtown Campus currently does not have Epipens publicly available but intends to implement a new protocol. Alenoush Saroyan wants to continue the discussion regarding campus emergency response plans in the New Year.

Janine Mauzeroll left at 1:55 pm

12. Other Business

No other business was reported.

13. Adjournment

Meeting motioned to adjourn by Alenoush Saroyan. Motion was moved by Thomas Duchaine and seconded by Ken Hastings. Adjourned at 2:00 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer