

MAUT Council Meeting

MINUTES

Wednesday, June 15, 2016
McGill Faculty Club 12:00 noon

Present:	
Executive:	T. Hébert , A. van den Berg, K. Hastings, G. Gore
Council:	E. Shor, M. Richard, V. Raghavan, S. Algieri, T. Duchaine, S. Gaskin, J. Ruglis, R. Sieber, K. GowriSankaran; S. Jordan, J. Boruff, C. Riches,
Regrets:	D. Lowther, A. Saroyan, P. Rohrbach, D. Titone
Guest:	A. Moores
MAUT Staff:	H. Kerwin-Borrelli, J. Varga

OPEN SESSION

T. Hébert called the meeting to order at 12:10pm.

1. Approval of Agenda

Council reviewed the Agenda for the June 15, 2016 Council Meeting. There were no changes. E. Shor moved to approve the Agenda. Seconded by K. Hastings. Council agreed unanimously.

2. Approval of Minutes

The Minutes of the May 15, 2016 Joint Council Meeting were reviewed. M. Richard moved to accept the Minutes. Seconded by S. Algieri. Council approved unanimously. The approved Minutes were posted on the MAUT Website.

3. Update on Council Membership

- **Co-opting V. Raghavan, Macdonald Campus, for a one-year position**

K. Hastings proposed the following motion which was seconded by A. van den Berg.

That Council co-opt Vijaya Raghavan as a member for the 2016/2017 Council year representing the Macdonald College Campus.

A vote was called and Council approved unanimously. V. Raghavan has graciously accepted to serve.

S. Gaskin asked about co-opting a representative from among the clinical professors at McGill who would be (a) affiliated with the hospitals, (b) on the main campus in various medical departments and (c) at the MNI. As requested by T. Hébert, lists were generated and forwarded to him that included (a) all MAUT members at the Douglas Hospital and (b) all MAUT clinical members including those relocated from the RVH to the MUHC and to various other addresses throughout the University.

4. President's Report [T. Hébert]

- **Macdonald Campus Meeting [May 19/16]**

Council also discussed Macdonald Campus Spring General Meeting held on May 19, 2016 at Tadjia Hall. One topic was the possibility of developing a survey on (a) ways to best preserve administrative support and (b) to assess the effectiveness of the AECs [Academic Excellence Centres]. Another discussion included these issues: (a) whether academics would agree to forego salary increases to ensure adequate administrative support and (b) whether the Administration would consider a reduction in academic hiring. In recent discussions between MAUT and the Administration concerning the upcoming salary policy, the possibility of a reduced salary increase for academics with extra funding provided to increase administrative

support was suggested but without any specifics regarding how this would work to improve things on the ground. MAUT members did not agree.

Council reiterated that any increase in administrative support must benefit academics first and not higher Administration. T. Duchaine emphasized that MAUT be consulted on any new proposed salary policy models. The current AEC support mechanism was publicized as a cost-cutting measure. T. Hébert proposed that MAUT craft an alternate position over the summer. Sample survey questions were forwarded by D. Wees, Macdonald Campus, Plant Science. There is also the possibility of a formal consultation with MAUT members on issues with the AECs.

S. Algieri referred to the October 2004 document from then Provost Luc Vinet [Academic Salary Policy Sub Committee (ASPSC) which preceded the CASC] with the promise to position McGill salaries within the top three in the G10 research intensive universities.
..\..\..\aspvc\Vinet Oct 25 2004\Oct_25_04_Vinet_Principles for Future Academic Salary Policy at McGill.pdf

He strongly disagreed with the suggestion that academics accept less of an increase in order to solve the University's financial problems. He proposed reaching out to donors. He emphasized that MAUT's position should not be weakened by its members earning less than they should.

- **Information and Updates on Administrative Positions**
 - Associate Provost, International
 - Vice-Principal Research & Innovation
 - Vice Principal Administration & Finance
 - Proposal for a MAUT brief on the impact of these positions

T. Hébert asked Council to forward their comments to him on the selection of the VP Research & Innovation and on the VP Administration & Finance. T. Hébert will compile Council's comments on the type of persons that MAUT would recommend for the positions, their required level of expertise, their service and connection to the university, and their leadership roles. He noted that B. Robaire is on the search committee for the VP Research & Innovation and that he is on a similar search committee for the VP Administration & Finance. This request was sent to Council on June 16/16.

K. Hasting reported that MAUT representatives had attended both May 30th and 31st, 2016 university-wide consultations that requested academics' input into candidates for these two positions. K. Hastings will circulate the compiled comments. On June 16/16, M. Richard forwarded information on the appointment of the new Associate Vice-Principal of Innovation, Angelique Mannella: <http://publications.mcgill.ca/reporter/2016/06/angelique-mannella-is-new-avp-of-innovation/>

- **Renovation and maintenance projects at McGill**

T. Hébert noted that MAUT has been asked to explore how renovations and maintenance projects at the University are handled. The people who work these projects at McGill are not paid by McGill. Their salaries come from the funds set aside per project, per professor. The cost of McGill renovation contracts are higher in some cases than those submitted by outside contractors. T. Hébert will ask the Administration why these situations are not being investigated since customer service is suffering. Next week, T. Hébert will meet with N. Quitoriano, [Mining &

Materials Engineering] who raised these issues. T. Hébert will also poll Council for their comments and questions.

- **Music Faculty: Pay equity issues, and stipends and pensions**

T. Hébert noted S. Huebner, [Music Research] Schulich Faculty of Music, has forwarded data to MAUT concerning the issue of internal pay equity for full professors in this faculty and that they are the lowest paid academics at this level at McGill. Council inquired if this could be a gender issue. S. Algieri will forward data on the gender distribution in the faculty. E. Shor inquired if the Administration has provided any justification for the difference in salaries offered by the various faculties.

Another issue forwarded by S. Huebner was that administrative stipends offered to chairs at McGill are not included in pension calculations and this despite the same academics serving as chairs for several years. Some stipends with CRCs are not eligible. Council asked how stipends are treated / defined since they apply to various situations, for example: research.

The President's report continued following the presentation by A. Moores.

5. Presentation: Audrey Moores and *Kids and Company* (PowerPoint, Motion and Preamble)

T. Hébert granted speaking rights to A. Moores.

The documents below were sent to Council prior to the meeting. The PowerPoint includes the motion and the friendly amendment.

[F:\My Documents\MAUT Meetings\Council\2016-2017\June 15 2016\Audrey Moores Kids and Co\Contract with Kids and Co\Agreement for Services - McGill Assoc. University Teachers \(MAUT\) - 2016....doc](F:\My Documents\MAUT Meetings\Council\2016-2017\June 15 2016\Audrey Moores Kids and Co\Contract with Kids and Co\Agreement for Services - McGill Assoc. University Teachers (MAUT) - 2016....doc)

<F:\My Documents\MAUT Meetings\Council\2016-2017\June 15 2016\Audrey Moores Kids and Co\Proposal for MAUTax.pptx>

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A. Moores presented the slides on Kids and Company [*Kidco*], a private day care program with three locations in Montreal. She thanked Michelle Cubano-Guzman for her input in preparing these documents. The proposal will address the limited day care spots for academics, both those established at McGill and the newly-hired. As a member of Kids and Company, MAUT would be able to provide its members guaranteed access to the daycare placement services. This would be an important recruitment tool for MAUT. *Kidco* currently has three locations in Montreal.

A. Moores commented that previously McGill had a membership with Kids and Company, but due to lack of advertisement and subsequent under-subscription, this partnership was discontinued. It was mentioned that mostly hospital staff used this service.

The program offers a private daycare service which could cost members from \$60 to \$85 per day. There is also a tax rebate. The convenience is that MAUT-member applicants would be guaranteed a spot for their children within six months.

The program is in effect across Canada in 65 other locations. There is also a Child Care Package that offers Ped Day Accommodation.

The discussion turned as to how to ensure that academics applying through MAUT were members. This would require a confirmation from MAUT and in the case of newly-hired, a signed, possibly post-dated, membership form registered with the MAUT Office. M. Richard asked about members who terminated their membership after the one-year dues-free holiday. The MAUT Office will contact Kids and Company to advise them of the terminated members' status.

T. Hébert commented it could be a huge recruitment and retention tool. Council discussed the following:

- Flexibility on the number of days children could attend [three days per week]
- Attracting academics to the Association and retaining them as members
- Children would be guaranteed a spot within six months
- Would the guarantee include a spot in the facility of choice?
- Academics can already benefit from the services of Kids and Company and operate without any interaction with MAUT
- That the Association would be paying \$5,000 to promote itself
- Incoming, newly hired academics would be the main beneficiaries
- If the program is approved and MAUT becomes a member of Kids and Company, that the data from this initiative [pilot test(s)] would be captured for more than one year and re-evaluated annually
- That membership data be kept by the MAUT Administrative Officer and records are readily available
- That a survey could be sent to the membership to capture data on how many benefited from this initiative
- That this initiative would enable MAUT to claim credit for service to its members and to reach younger academics
- That the MAUT Constitution and By-Laws are not completely detailed about where spending authority lies within MAUT, and thus that it would be prudent for the Kids & Company membership payment to be reviewed on an annual basis because it is not clear whether Council has the authority in any given year to approve expenditures which extend beyond the end of its mandate.

There was a friendly amendment to the original motion to include *re-evaluation on an annual basis*. Council accepted the friendly amendment.

R. Sieber proposed the motion that was seconded by S. Algieri:

That MAUT become an institutional member of Kids & Company, for \$5,000 per annum, in order to offer MAUT members access to the services of Kids & Company. This proposal will be re-evaluated on an annual basis.

A vote was called and Council approved unanimously. The subsequent meeting with M. Cubano-Guzman [Faculty Relocation Advisor] will take place on Tuesday, June 21/16 at 2:30 pm in Room # 303.

Update: There is a revised contract between the Association and *Kidco*.
[Audrey Moores Kids and Co\Kidco Contract June 23 2016\McGill Agreement for Services McGill Assoc University Teachers MAUT.doc](#)

4. President's Report [T. Hébert – continued]

- **CASC membership for 2016-2017**
- **SBAC membership for 2016-2017**

Council discussed the proposed membership of the CASC and the reasons for continuity. The members proposed are: T. Hébert-President, A. Saroyan-President-Elect, D. Lowther-Past President, K. Hastings-VP Finance, A. Shrier–Past-President and Past VP Finance and J. Hurtubise-Mathematics and Statistics. J. Galbraith and F. Grimard would be MAUT's Advisors. T. Hébert noted that A. Shrier is also on the SBAC and would be a liaison between the two committees. The proposed members of the SBAC are: A. Shrier, Past-President, E. Zorychta, Past-President and N. Acheson, Emeritus Professor and Retirees' Representative.

M. Richard noted that N. Acheson is also currently on the Board of the McGill University Retirees Association (MURA) and noted that some ambiguity exists about whether he sees himself as representing all McGill retirees on SBAC rather than just retired academics. MURA is currently in discussions to have its own position on the SBAC. T. Hébert will follow up and clarify several issues with N. Acheson. The motion concerning the proposed MAUT representation on SBAC was tabled until September.

The original motion on the CASC membership was proposed by A. van den Berg and seconded by K. GowriSankaran:

That the current members of the CASC [T. Hébert, A. Saroyan, D. Lowther, K. Hastings, A. Shrier, J. Hurtubise] serve on the Committee for the 2016-2017 academic year.

There was no vote on this motion as J. Ruglis and R. Sieber indicated they would abstain.

R. Sieber proposed a friendly amendment:

That the current members remain the same and sometime within the next six months their role and membership will be reviewed.

A. van den Berg agreed to the friendly amendment. The vote was called and Council approved the motion. J. Ruglis and S. Jordan abstained.

As requested by the Provost's Office, the membership information was sent and the dates for the upcoming CASC meetings will be forwarded to its members. Council agreed that the role of CASC and SBAC members will be reviewed in September.

- **Update on April 14/16 CASC meeting [maternity/parental leave discussions]**

T. Hébert reported the Administration has proposed that staff on maternity/parental year during a given merit year be given the same merit as they received in the two previous years. This proposal will be available in writing. K. GowriSankaran inquired if this policy will be retroactive to last year. T. Hébert noted while this issue may affect a certain number of academics, its effect is cumulative. J. Boruff proposed that this concern be an agenda item at the next CASC meeting. E. Shor inquired about the increases in the upcoming salary policy that is expected in November 2016.

- **Harassment Assessor**

T. Hébert noted that MAUT has been asked to replace Prof. R. Leckey, who has recently been appointed as Dean of the Faculty of Law. The proposed replacement is Prof. Natalie Oswin [Geography]. R. Sieber invited the latter to join MAUT. Prof. Oswin responded immediately and forwarded a signed membership form. Council agreed to the Administration's proposal of this candidate. On June 16/16, T. Hébert forwarded Council's approval to Assoc. VP A. Campbell.

6. VP Finance [K. Hastings]

- **Research Assistants' Pay Equity Exercise – message to members**

K. Hastings referred to the government-mandated pay equity exercise, dating from 2010, which means a salary increase of 30% for full-time Research Assistants. It is estimated that 250 Research Assistants in Science and Medicine will be affected. The University will pay these retroactive increases from 2010 from its operating budget. Following this, the 30% increases will be absorbed by those holding research grants. K. Hastings asked Council to forward their feedback and for volunteers to work on a text that will clarify these issues for members.

T. Duchaine volunteered to work on this issue. He commented on the lack of mechanism for grant renewal and that grant holders will be forced to let currently-employed RAs go. He emphasized there was no consultation on this issue. He said the significant loss of jobs affecting RAs at Québec universities will impact on the functioning of labs and that academics will have to pick up the slack. He questioned the decision to increase RAs salaries by 30% despite current employment agreements that were calculated with grant submissions. He noted that AMURE will expect job losses. T. Hébert noted the University knew about this exercise and could have provided a better buffer and advised grant holders to include these increases in their original submissions. R. Sieber asked who is/is not included in the definition of RAs. She noted MAUT's message to members should emphasize the lack of consultation, the current grant situation and the need for a buffer period.

- **Proposal for a 3rd MAUT Staff Member**

K. Hastings referred to the proposal for additional staff to manage the larger membership portfolio. In the event that either the Administrative Officer or the Legal and Professional Officer leave, the third staff person would step in and be familiar with the Office routine. K. Hastings noted even with a reduction in the current mil rate, the Association could still afford a third position and data to support this initiative will be provided. The Membership Committee is expanding its recruitment efforts.

- **Proposal for a Consultation Working Group to consider proposed changes to the *Regulations Relating to the Employment of Academic Staff***

This document was circulated to Council members for discussion. There is a meeting with Associate Provost A. Campbell scheduled for July 05/16. The motion will be addressed in the Closed Session.

7. VP Internal's Report [P. Rohrbach presented by K. Hastings]

• Reports from Committee Chairs

There was no report and these documents will be forwarded to Council for the September 28/16 meeting.

8. Report on MAUT-MURA Meeting on May 30/2016 [M. Richard]

M. Richard reported on a meeting which he and T. Hébert had with three representatives of the McGill University Retirees Association (MURA) Executive to begin the process of clarifying the relationship and division of responsibilities between MURA and MAUT. He also distributed a written summary of the meeting, and a briefing document by MAUT which was discussed at that meeting. The discussions between and within the two organizations may ultimately lead to amendments to their respective Constitutions and By-Laws. Once these issues have been resolved, MAUT will be in a better position to consider whether it should provide MURA with annual funding on a long-term basis.

M. Richard noted that MUNASA and the largest of the SEU locals have already signed agreements with MURA. MURA will seek to sign similar accords with the four smaller SEU locals. At its recent annual meeting, MUNACA has apparently decided to provide MURA with a year's worth of funding, and to revisit later the question of a long-term financial accord. K. GowriSankaran, Chair, MAUT-RS, thanked M. Richard for his reports. [NB: There is a follow-up MAUT-MURA meeting on June 29/16 at the MAUT Office.]

9. VP Communications [G. Gore]

There was no report.

10. VP External's report [A. van den Berg]

A. van den Berg reported that D. Guitton [Neurology & Neurosurgery] nominated by MAUT, has been appointed member of the *Commission de l'enseignement et de la recherche universitaires* of the *Conseil supérieur de l'éducation du Québec*.

• Meeting: Travel Management Program Transition Team-June 16/16 from 2:00 to 4:00 pm – Leacock 738

A. van den Berg referred to the many letters of complaint that members had forwarded to the Office concerning the newly proposed McGill Travel Policy. The suggestions from members included sending a letter of protest to the ListServ and asking members to sign it. Several MAUT members will attend the scheduled meeting and report back to the Association.

• Concerns re: New Travel Policy at McGill

On June 16/16, T. Hébert sent a statement to the ListServ that MAUT strongly opposes the implementation of the current TMP [Travel Management Program] and is calling for a new consultation in conjunction with MAUT and faculty members. At the meeting, Council noted the universal opposition to the TMP.

Update:

On June 16/16, T. Hébert sent a letter to G. Bachar, Travel Program Manager, expressing MAUT's opposition to the newly contracted TMP and its implementation. This letter was copied to Principal Fortier, Provost Manfredi and Interim VP Administration & Finance M. Yalovsky.

T. Hébert outlined the major Issues:

- the requirement that faculty members only can use one of the two travel agencies contracted by the University

- the lack of evidence that using these agencies will be cost effective
- the lack of proper consultation with faculty prior to announcing the implementation of the TMP.

On June 17/16, T. Hébert forwarded a message to the ListServ that outlined MAUT's opposition to the MTP. On June 20/16, there was a response from Interim VP M. Yalovsky which stated the policy would not be implemented until further consultation which would begin in the fall semester.

11. Reduced Load Appointments [RLAs] at McGill for tenured academics [S. Gaskin]

Council reviewed the forwarded document. S. Gaskin noted that when there is no provision for a RLA, this results in either a 0% load or absence or a 100% load in addition to family care responsibilities. She referred to the table on minimum labour standards for family care obligations in Canada and Québec and noted the lack of universal guidelines for family care obligations at McGill. Often the decision is up to the Dean of a faculty. She noted two outcomes following a request for an RLA: (a) a 100% academic load with family care responsibilities which could lead to overwork, a possible medical leave, and impaired family care and (b) a 0% load or absence which would mean an interruption to graduate research and supervision, the need to find a replacement, and the subsequent loss of productivity for the academic and the university. S. Gaskin referred to the summary of the meeting of the Senate Sub-Committee on Women [SSCOW] on January 26/16] which pointed out that *McGill has no existing specific regulations for academic personnel beyond the provincial minimums for family care obligations*. S. Gaskin said there is a need for formalizing equitable guidelines across the university, as a significant number of academics are not accommodated. She proposed that MAUT prioritize this issue. Though it is not an equity issue, it primarily affects women.

K. GowriSankaran emphasized the importance of university guidelines and that every request letter must be carefully crafted. T Hébert proposed that the next Newsletter have an article to inform members of this situation. J. Ruglis commented these guidelines would affect tenured, not tenure-track academics (there is a guideline for Chairs and Deans for pre-tenured academics). Decisions concerning RLAs should not be subjective, but follow specific guidelines. M. Richard commented that (a) the issue should be publicized, (b) the language refined and (c) the status of this document should be clarified. K. Hastings will bring the RLA issues to the CASC, SBAC, and to meetings with the Principal and Provost. T. Hébert commented these issues should be regularized within McGill's hierarchy of governance and administrative documents. T. Hébert requested that M. Richard work with S. Gaskin on this proposal. S. Gaskin proposed a member survey on problems with accommodations.

12. S. Jordan: Concordia Professor Homa Hoodfar – arrested in Iran [ListServ message]

S. Jordan reported that in the 1990s Prof. Hoodfar taught at McGill and is an Adjunct Professor. There is an extensive media campaign to secure her release. Concordia University has sent a message via the CAUTgen Listserv asking member universities to sign a petition to free Prof. Hoodfar. FQPPU has also forwarded a similar request to universities throughout Québec. Council discussed the following Constitutional / By-Law issues:

- that Council has already approved a donation of \$5,000 to the CAUT Academic Freedom Fund and cannot exceed this amount in a given year
- that Council could only exceed this amount with members' approval at a general meeting
- that Executive can approve a donation up to \$500.00 per year

- that Executives' approval will be solicited by an e-vote [Result: the e-vote was unanimously in favor of a \$500.00 donation to help defray CUFA's expenses to free Prof. Hoodfar]

Updates:

[NB: On June 16/16, MAUT issued a formal statement on the ListServ expressing the Association's opposition to Prof. Hoodfar's arrest, encouraging members to sign the petition, and providing details about individual donations to the Concordia University Faculty Association [CUFA] to support ads in English and French newspapers.

On June 20/16, T. Hébert sent a letter to:

#FreeHoma

<http://www.homahoodfar.org/>

to express MAUT's grave concern over the recent arrest of Prof. Hoodfar and details about MAUT's donation to CUFA.

On June 22/16, T. Hébert, as requested by MAUT's Non-Discrimination Committee, sent letters to the Right Honourable J. Trudeau, PM and the Right Honourable Stéphane Dion, Minister of Foreign Affairs, to ask for their intervention for the immediate release of Prof. Hoodfar.]

13. Membership Issues [S. Algieri]

S. Algieri commented that a percentage of MAUT membership dues are tax-deductible. He thanked E. and J. Varga for their work on the MAUT Postcard and recruitment brochures.

Following the ListServ message on June 08/16 from T. Hébert concerning academics' June 2016 salary increase, S. Algieri forwarded the message to colleagues in the Faculty of Music with successful membership recruitment results. He reiterated that personal contact is a valuable key to recruitment. He noted that A. van den Berg, E. Shor and J. Cooperstock are point persons for their faculties.

14. Other Business – Revised Policies and Guidelines [files forwarded]

- **Policy on Interventions and Software**
- **Policy on Copyright**
- **Application of the Policy on Interventions and Software**
- **Review of the Policy on Intellectual Property**

T. Hébert asked Council to read these four documents and forward comments to him. Council's compiled comments will be sent to the appropriate Working Groups. R. Sieber will ascertain whether course materials would also include Learn Ware Design Inc. She commented on the University's claim to a high percentage of ownership of academics' intellectual property.

Council now moved into the Closed Session.

15. Adjournment

T. Hébert called for a motion to adjourn the meeting. A. van den Berg proposed the adjournment, seconded by K. Hastings. The meeting adjourned at 2:53 pm