
MINUTES

survival, agreements have been made with MUNASA and SEU to contribute funding to MURA on a semi-permanent basis (\$6.50 per year per member of MUNASA and \$6.76 per year per member of SEU). K. GowriSankaran asked Council to approve a \$1,500 payment to MURA from MAUT funds for the year beginning June 01/16. This amount will be supplemented by a cheque from the MAUT-RS funds and in return, MAUT-RS members will have a complimentary membership in MURA for the year. He noted that the MAUT-RS is self-funded.

K.GowriSankaran moved the following motion that was seconded by R.Sieber.

Be it resolved that the Council approve the payment of \$1,500 from the funds of MAUT to the McGill University Retirees Association (MURA) by June 1, 2016 in partial consideration for obtaining complimentary membership for the year for all members of MAUT-RS.

M. Richard commented that, as he had done at last year's Council vote on a similar funding request, he would vote against the motion on the grounds that the establishment of MURA has raised constitutional issues which have not yet been addressed and he requested that his negative vote be recorded in the minutes. He noted that K. GowriSankaran's written preamble states that MUNASA, SEU and MUNACA have all signed semi-permanent funding agreements with MURA, but that in actual fact MUNACA has not yet signed such an agreement. K. GowriSankaran responded that his written preamble is superseded by his verbal introduction to the motion which only mentioned the MUNASA and SEU signatures. His preamble was written on the basis of his having been told that the MUNACA signature was imminent. K. GowriSankaran commented the MURA Constitution represents the interests of MAUT retirees. MURA will hold its General Meeting on June 1/2016. On May 30/2016, a meeting will be held between representatives of MURA and MAUT to discuss the MURA Constitution and the possible resolution of issues that have been raised. K. Hastings commented that he would support this motion for funds as a stop-gap measure and noted that MAUT already has a Retirees' Section.

A. Saroyan said that she would support this motion involving a one-time contribution and asked whether MURA had made any progress in planning its course of action since last year. She also raised a concern about the implications of membership choices if retired academics were to pay membership dues to both Associations. If current MAUT retired members opted to join MURA only, our total membership numbers would decrease noticeably.

A vote was called and the current Executive and Council members voted to approve the motion. There was one vote against the motion. The motion passed.

T.Hébert commented favorably on the willingness of MURA Executives to discuss constitutional issues with MAUT.

6. Teaching/Research Relief Allocation for Executive

T.Hébert referred to the preamble concerning the course relief allocations that was circulated to Council. The cost of a 3 credit course relief is now \$7.8K which is an 8.3% increase over last year. Consequently, MAUT will be requested an increase from \$40K to \$43,333 from the Provost's Office. T. Hébert will forward this request. [Note: On May 24/16, MAUT received confirmation that this request had been approved.] MAUT's contribution to the nine-course relief fund will be increased to \$26,867, also to reflect the 8.3% increase.

The Executive abstained from voting. K. GowriSankaran moved and E. Shor seconded this motion:

Be it resolved that Council approve \$26,867 of MAUT funds as Executive course release/research allowance to supplement the Provost's allocation for the 2016/17 academic year.

The nine Council members who voted all did so in favour of the motion. Three Council members were absent. T. Moore commented that the current mil rate is 6.5 and that it was raised a number of years ago from 5.5 to build up MAUT's finances following a legal case involving MAUT's defense of a dismissed member. He noted that his colleagues have expressed concern at this current mil rate. K. Hastings [VP Finance] noted the Finance Committee revisits the mil rate issue every year and will be meeting to discuss the amount required for a war chest and possible reduction of the mil rate.

7. Membership Committee Issues

S. Algieri referred to the Membership Committee Report that was prepared for the Spring General Meeting. He also noted the statistical appendix prepared by K. Hastings for the May 18/16 Council meeting

T.Hébert noted that future donations to the CAUT Academic Freedom Fund will be subject to an annual review.

9. MAUT Consultations WE NEED YOU

R.Sieber noted with MAUT's By-Law on Consultations, such requests are part of a regular and defined process. A request was sent to the ListS

Advocating for Tenure-Track Faculty and their Funding Issues

T. Duchaine commented on the difficulties faced by tenure-track faculty and funding issues to ensure sustainability. T. Hébert commented on the increased difficulty in getting one's first grant. The MAUT Presidents have discussed this concern in meetings with the Principal and Provost. The latter are scheduled to meet with a committee of early career investigators.

K. GowriSankaran commented that when joined MAUT in 1968, it was presented as an automatic option to new academics. He proposed using a modified Rand Formula to recruit new members but Council noted this would not be accepted under the Québec legal system because the Rand Formula only applies to unions. A. van den Berg commented on the fear factor and that access to J. Varga, MAUT's Legal Officer should be emphasized in MAUT's publicity. A. van den Berg will forward his editorial suggestions for the MAUT brochure to S. Algieri and J. Varga.

On-going Consultations

T. Hébert noted the following on-going consultations with MAUT:

Draft Regulations on the Conduct of Research and Implementation Plan for Consultation

[Members: T. Hébert, M. Nahon, V. Talwar, D. Titone]

Policy on Intellectual Property [Members: F. Ferrie, A. Kohn, T. Hébert]

Contract Academic Staff [Members: C. Riches, E. Zorychta, T. Duchaine, B. Robaire, R. Amsel, F. Benson]

Sexual Violence Policy and Policy on Harassment, Sexual Harassment and Discrimination by Law [Members: R. Sieber, J. Ruglis, S. Gaskin]

Co-opting a Macdonald Campus Council member

T. Hébert proposed that at its June 15/16 meeting, MAUT Council move to co-opt V. Raghavan (Macdonald Campus) for a one-year term, if he is willing to serve. This will be an agenda item on June 15/2016 Council Meeting.

13. Council Election of President-Elect

D. Lowther explained the process outlined in the Constitution for filling Officer positions still vacant after the MAUT Election. In brief Council must elect someone to that vacant position before the Fall General Meeting, either from among their own number, or a candidate proposed by the Nominating Committee. He also explained the current composition of the Nominating Committee, whose Chair changes at the Spring General Meeting to the new Past President (namely himself in the present case), but whose other members remain unchanged. He noted that the Nominating Committee wished to bring forward a candidate for the vacant position of President-Elect. He presented a Motion that would permit Council to consider the Nominating Committee's suggested candidate before considering whether to elect one of their own number as President-Elect. The Motion, as follows, was moved by David Lowther and seconded by Terry Hébert.

Whereas the office of President-Elect of MAUT is currently vacant;

Whereas the MAUT Nominating Committee has received the consent of .uJET(N).00756 T;s Lowtheren-US

its prerogative under Article VIII.9 of the MAUT Constitution to "elect, before the Autumn General Meeting, a Full Member from among its members or, failing that possibility, another Full Member of MAUT nominated by the Nominating Committee, to fill the vacant Executive Office."

Before voting on the Motion there was general discussion until all Council members were satisfied they understood the process. The vote was called and the Motion passed unanimously.

Ballots were prepared for the current Executive and Council members for the election. Members were asked to answer the following question by secretly checking the appropriate **Yes, No** or **Abstain** box:

Do you vote for Alenoush Saroyan as MAUT President-Elect?

The ballots were distributed and collected anonymously by H. Kerwin-Borrelli and J. Varga. D. Lowther declared the polls closed. The ballots were counted by D. Lowther, H. Kerwin-Borrelli and J. Varga in another room and the results were announced by D. Lowther. The result: 14 Approved with 2 Abstentions. The position of President-Elect for 2016-2017 is now filled by A. Saroyan.

These ballots will be kept in the MAUT Office. Council did not approve, at this time, a proposed motion to destroy the ballots, presented by T. Hébert and seconded by K. GowriSankaran. Ballots will be kept until the next Council meeting in case of a recount.

14. Adjournment

T.Hébert called for a motion to adjourn. R. Sieber moved to adjourn the meeting. Seconded by T. Duchaine. Council agreed unanimously. The meeting adjourned at 1:50 pm.

Appendix 1

MAUT
MAUT MEMBERSHIP COMMITTEE
ANNUAL REPORT
2015-2016
April 18, 2016

This MAUT Membership Committee (a) 2015-

manner, they received support through 2015-16. Conducted in concert with the McGill University Faculty Club and its General Manager, Mr. Nicolas Zrihen, the feedback from these Events, has been widely positive.

At recent MAUT Membership Committee Meetings, along with proposing and soliciting support from MAUT Council in May 2016 for continuation of the model of said 'social' Events, discussion focused on adding another Event in October 2016, **TO THE UNIVERS(ITY).**

This Event would be an Information and Support session that reaches out to Prospective-Members, Former-Members, and Members in general as well as newly elected members of MAUT Council. Serving as a Recruitment Event as well, its goal is to enhance awareness of MAUT, its background, the services that it provides, and the multi-faceted roles that it plays in the local and national educational communities.

To help ensure success for the new October Event, plans are in the works to reach out to representatives who can serve as MAUT Membership Committee liaisons, or "point persons" in individual Faculties and Departments. Along with reaching out to these units and bringing colleagues to this Event, it is desired that the idea of a permanent position, the position of a 'Faculty/Department Representative' remain in place to serve and inform in the years to come.

As of this writing, an updated MAUT Brochure is being formatted, thanks to Joseph and Edith Varga. We are assembling the final draft, as well as quotations for the cost associated with its printing and distribution. It is our goal to present this information to Council at its May 18th Meeting.

At a recent Membership Committee Meeting Professors Axel Van den Berg and Jeremy Cooperstock joined us to work on the MAUT Recruiting Info Pack, and have agreed to take initiatives on our behalf.

Professor Eran Shor stepped forward in February and upon his initiative will make a slide-presentation for his Faculty.

In February, we held a joint meeting of the Communications and Membership Committees with Professor Al Shrier, Ms. Genevieve Gore and Ms. Andrea Miller-Nesbitt and agreed on the need to work closely to enhance MAUT's name-recognition presence.

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Membership Committee it would be most difficult to achieve the present goals that have been laid out in this Report.) Rather, we also hope to encourage existing MAUT members to contribute to the association, and in doing so, to experience the great satisfaction of what it is to serve and to benefit from the diverse strengths of McGill's academic staff.

MAUT Membership Committee (a) met on the following dates in the Academic Year 2015-16:

August 12th

September 1st

October 30th

December 17th

February 19th

March 22nd

April 12th

May (TB

different individuals attended one or more events. A total of 91 individuals attended one or more events in both cycles. Thus the total number of different academic staff members who attended at least one event in at least one of the cycles was 307. This is a significant level of overall participation.

Concerning the "retention" function of the events, we can define "long-standing members" as those who were MAUT members in Aug 2013, before the first cycle. The total attendance of long-standing members in at least one event in at least one cycle was 174 of which 77 attended one or more events in both cycles. This is close to 20% of the membership.

Concerning the "recruitment" function of the events, we can note firstly that MAUT non-member academic staff do participate in events (those which were open to non-members). A total of $(307 - 174 =)$ 133 different academic staff individuals who were not long-standing members participated in at least one event in one of the cycles. 26 of these individuals attended events in both years, and 12 of these 26 joined MAUT during the two cycles (termed "recently-joined members"). In addition to the 12 recently-joined members who attended events in both cycles, another 33 recently-joined members attended one or more events in one of the two cycles. Thus 45 people who joined MAUT during the two cycles had attended at least one event.

In addition to the 45 non-members who joined MAUT during the two cycles (recently-joined members) an additional 88 non-member academic staff participated in at least one event in one of the cycles, but did not join MAUT (yet). Among these were 14 individuals who attended events in both cycles. Thus, globally, 45/133, or roughly one-third of non-members who participated in an event, joined MAUT. These results indicate that the events can be useful recruitment tools, and also show that additional follow-up recruitments efforts targeted to those who attended but did not yet join could yield additional members.

During 2014/15 and 2015/16, a total of 147 new members joined MAUT, including the 45 mentioned above who attended one or more events. Thus approximately one-third of recently-joined members had attended at least one event.

An additional motivation to join MAUT can be to attend the MAUT Tenure Mentoring Workshop which, following a recommendation from the Membership Committee has been made a Members-Only event. Among 19 members who joined MAUT soon before, or at, the 2016 Tenure Mentoring Workshop there were 7 who had attended one or more of the social events during the two social event cycles and another 12 who had not attended any event. Thus both the social events and the Tenure Mentoring Workshop have distinct, but partly overlapping recruiting impacts.