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## MINUTES

Wednesday, September 28, 2016  
McGill Faculty Club 12:00 noon

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

### 1. Approval of Agenda

Council reviewed the Agenda for the September 28, 2016 Council Meeting. P. Rohrbach VP  
answer  
questions. There were no other changes. D. Lowther moved to approve the Agenda. Seconded  
by K. Hastings. Council agreed unanimously.

### 2. Approval of Minutes

The Minutes of the June 15, 2016 Council Meeting were reviewed. P. Rohrbach moved to  
approve the Minutes. Seconded by T. Duchaine. Council approved unanimously. The approved  
Minutes were posted on the MAUT Website.

### 3. Business Arising

#### **Salary increases for Research Assists, Draft letter to Provost and message to members**

Council noted that Research Assistant \_\_\_\_\_, resulting from the 2010 Pay Equity  
settlement, would increase by approximately 30% in late 2016. To date there have been no  
consultations or negotiations with MAUT or AMURE. A draft letter, composed by K. Hastings  
and T. Duchaine, listed the implications that this settlement will have not only on PIs and their  
current fund limitations but also on the RAs whom they employ. The draft listed major impacts

RAAs will lose jobs because of the lack of funding allocated for their salary  
increases and benefits The PIs will have to assume many of the tasks  
previously done by RAs

A limitation to research training opportunities for McGill students as funds  
must be used to maintain jobs

The short term crunch will see diminished research productivity and  
competitiveness in a challenging research funding climate

e funding PIs

Council noted that MAUT, as well as all employee groups, needs to be involved in this solution so that PI interests are evident to the University and that the human cost of lost jobs be taken seriously. Council also noted that this pay equity exercise affects categories that are 60% female. S. Gaskin noted that a McGill solution would be to hire part-time RA for three to four days a week. T. Hébert emphasized that the Administration must provide answers to these queries.

#### **Update on Immigration Issues and Benefits**

T. Hébert noted that Associate Provost P. Oxhorn, International Relations is tasked with explaining the immigration process to international hires. A. van den Berg commented that as some MAUT members do not have permanent residency status, they will lose health coverage when outside of Canada on field work. Information is also available from O. Castillo [Regulated Canadian Immigration Consultant, Office of the Provost]. The ad hoc Committee members investigating these immigration issues have not opted to survey the membership.

#### **Congratulations to Professor Vijaya Raghavan**

T. Hébert congratulated Prof.

possibly accelerate the recruitment process for exceptional candidates as recognized Directors, Deans and recruiting committees.

Council commented that not every scholarly institution has the same level of requirements for the tenure process as does McGill. P. Rohrbach and A. Campbell confirmed the wording of the revision reflected at this point. Council recommended that these revisions be reviewed in three years. Council asked if process and which universities were involved. M. Richard noted in the original draft of the proposed revisions, there were few restrictions on the use of the bypass and seemed to be at the discretion of the Provost. The new version of the proposal stresses its exceptional nature and provides clearer parameters for its application

K. Hastings drew attention to the fact that the 2016-07-08 draft "Memorandum of Understanding between McGill University and the McGill University Retiree Association" document, which was presented by MURA to V.-P. Yalovsky in August, contains the phrase "McGill recognizes the McGill University Retiree Association (MURA) as the sole official

**Coffee & Conversation with the Principal February 2/17**

The date has been chosen.

**Council Decision: Ref. O. Dyens [Student Life & Learning] to introduce SLL Staff**

This discussion will take place at the next Council meeting.

**Membership Survey on administrative support for academics/effectiveness of Academic Excellence Centres [AECs]**

This was not discussed.

**Renovation and maintenance projects at McGill**

This was not discussed.

**7. President-**

**Update on Dismissal Section: Regulations Relating to the Employment of Academic Staff**

Alenoush Saroyan referred to the section on the dismissal process. Several years ago, the current Following this, MAUT established a working group which recommended new text whereby a member will have

beginning of this process. The text Council.

mmendations, will be forwarded to

**8. Past-**



### **13. Adjournment**

T. Hébert called for a motion to adjourn. K. Hastings moved to adjourn the meeting. Seconded by A. van den Berg. The meeting adjourned at 2:22 p.