



MAUT Council Meeting
Wednesday, October 14, 2020 at 12:00 pm
Zoom Meeting

Approved Agenda

- 1 Approval of Agenda
- 2 Approval of Minutes – September 16, 2020
- 3 Business Arising from the Minutes
- 4 President’s Report [J. Mauzeroll]
 - i. Brad Siwick approval to serve on SBAC membership
 - ii. Task Force on Addressing COVID's Impact on Academic Performance
 - iii. Remote Teaching Issue Regarding In-Person Activities for Winter
 - iv. Workday Issue Follow Up
- 5 Past-President’s Report [P. Rohrbach]
 - i. Flu shot Deferral
- 6 President-Elect’s Report [A. Kirk]
- 7 VP Internal Report [C. Lu]
- 8 VP External Report [S. Rousseau]
- 9 VP Finance Report [D. Etzion]
- 10 VP Communications Report [N. Hall]
- 11 Other Business
- 12 Adjournment



MAUT Council Meeting
Wednesday, October 14, 2020 at 12:00 pm
Zoom Meeting

Attendees:	<u>MAUT Executive Officers</u>	<u>MAUT Council Members</u>
	Janine Mauzeroll, President	Sandra Hyde
	Andrew Kirk, President-Elect	Eran Shor
	Petra Rohrbach, Past-President	Renée Sieber
	Catherine Lu, VP Internal	Laura Gonnerman
	Simon Rousseau, VP External	Nate Quitarano
	Nathan C. Hall, VP Communications	Jill Boruff
	Dror Etzion, VP Finance	Caroline Riches
		Debra Titone
		Melanie Dirks
		Dawn McKinnon, MAUT-LS
		James Coulton, MAUT-RAC

MAUT Office: Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer
Joseph Varga, Professional and Legal Officer

Regrets: Ada Sinacore, Council Member

Approved Minutes of the Meeting

J. Mauzeroll called the meeting to order at 12:06 pm

1 Approval of Agenda

A friendly amendment was made by R. Sieber to add one item under Other Business. R. Sieber moved to approve the amended agenda, seconded by S. Rousseau. Council approved unanimously.

2 Approval of Minutes – September 16, 2020

R. Sieber moved to approve the minutes, seconded by P. Rohrbach. Council approved unanimously.

3 Business Arising from the Minutes

Nothing to report.

4 President's Report [J. Mauzeroll]

i. Brad Siwick approval to serve on SBAC membership

J. Mauzeroll presented a motion to approve Brad Siwick, Dept. of Chemistry to serve on SBAC, following the resignation of Al Shrier. R. Sieber seconded, Council discussed the role and mentioned that a representative from Medicine would be more ideal. Some thought that the role does not have much influence on the committee and though other potential reps from Medicine were approached, they declined to serve. It was agreed that future representatives should be actively sought from Medicine. For this year, it was important to have Brad Siwick who will be an engaged representative. All were in favor and voted yes. The motion was approved.

ii. Task Force on Addressing COVID's Impact on Academic Performance

J. Mauzeroll and C. Lu are serving on the task force. The purpose is to examine the best approach to ensure equitable and rigorous assessment of academic performance of academic staff given the pandemic's impact on research resources, varied teaching formats and increased care responsibilities that can have disproportionate impact on women. J. Mauzeroll asked Council if they had anything to bring forward to do so before the first draft of the report is due at the end of November.

iii. Remote Teaching Issue Regarding In-Person Activities for Winter

J. Mauzeroll mentioned that with the current level 4 pandemic status, remote teaching will continue through to the winter term. C. Buddle sent out an email with plans to implement a 3-tier system for faculty concerning in-person teaching.

Tier 1 – In-person essential: Critical laboratories, clinical activities, project courses, and other experiential in-person components of courses, including those required for graduating students to graduate on time;

Tier 2 – Possible in-person activities: Seminar courses, tutorials, conference sections, and some lectures that are not deemed essential for graduating and may be cancelled given certain circumstances (i.e. COVID positive, etc.);

Tier 3 – No in-person component: Most courses across programs

P. Rohrbach talked about mental health issues and that it is available and added that perhaps this could be posted to the MAUT website or email the membership listerv.

iv. Workday Issue Follow Up

J. Mauzeroll reported on her meeting with the Principal Fortier regarding the hardships of Workday and proposed that a formal group be created. She also suggested that MAUT meet with Diana Dutton and Leigh Yetter. Bi-weekly meetings could be set up in keeping the traction going with HR. Perhaps an email to the membership with troubleshooting Workday resources. D. Etzion doesn't feel this approach is conducive but instead will burden the support teams. C. Lu expressed that the administration must take accountability and the feedback was not receptive in a reassuring way. The current method of overworking managerial staff is unproductive and unsustainable. There also seems to be no compensation for those who are spending a lot of extra time on trying to problem solve and the added mental stress. D. Titone added that using past experience with the Administrative Overload survey, that MAUT model something similar for Workday and obtain real user data from all faculty. N. Hall can set up a survey using questions that would need to be constructed in such a way to obtain the relevant information required (monetary cost vs human cost, productivity, time management, etc.). R. Sieber suggested that McGill hire technical support from the software company rather than use administrative staff who were trained to be super users but don't have the experience/skills and can't meet the demands of colleagues on a daily basis. C. Lu suggested that we prioritize the Workday issues. D. Titone emphasized the need to measure each level affected by the administrative burden from administration, to faculty, down to students. J. Mauzeroll thanked both N. Hall and D. Titone for working on the survey together.

5 Past-President's Report [P. Rohrbach]

i. Flu shot Deferral

P. Rohrbach shared that there was a concern from an MAUT member who normally would get vaccinated on campus but this year the program was cancelled. This decision was made due to a shortage of nurses, and to avoid a large influx of people in one location. This is in line with the government's request that people get vaccinated in the area where they live (prevent unnecessary inter-regional travel). The university flu shot program is expected to resume next year.

6 President-Elect's Report [A. Kirk]

Nothing to report.

7 VP Internal Report [C. Lu]

Nothing to report.

8 VP External Report [S. Rousseau]

Nothing to report.

9 VP Finance Report [D. Etzion]

Nothing to report.

10 VP Communications Report [N. Hall]

Nothing to report.

11 Other Business

Non-Discrimination Committee [R. Sieber]

- R. Sieber reported that the committee met but two people declined to stay on as they have other obligations. The committee is now looking for replacements.
- The committee met with Adele Blackett, they came up with a resolution but still requires more information and still waiting to hear back from A. Blackett.

12 Adjournment

J. Mauzeroll called for a motion to adjourn the meeting. R. Sieber moved, seconded by P. Rohrbach. Meeting adjourned at 1:47 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer