



MAUT Council Meeting
Wednesday, March 18, 2020 at 12:00 pm
On-line Zoom Meeting

Approved Agenda

- 1 Approval of Agenda
- 2 Approval of Minutes of Feb. 12, 2020
- 3 Business Arising from the Minutes
- 4 VP Finance Report [D. Etzion]
 - i. Motion for hiring an auditor to be presented at next Council
- 5 Past-President's Report [K. Hastings]
 - i. Opt-out membership system
- 6 President's Report [P. Rohrbach]
 - i. COVID-19 and onward; A. Campbell and B. Buddle will attend
- 7 President-Elect's Report [J. Mauzeroll]
- 8 VP Internal Report [S. Gaskin]
- 9 VP External Report [J. Mauzeroll]
- 10 VP Communications Report [N. Hall]
- 11 Other Business
- 12 Adjournment



MAUT Council Meeting
Wednesday, March 18, 2020 at 12:00 pm
On-line Zoom Meeting

Attendees:	<u>MAUT Executive Officers</u> Petra Rohrbach, President Janine Mauzeroll, President-Elect Ken Hastings, Acting Past-President Susan Gaskin, VP Internal Dror Etzion, VP Finance Nathan Hall, VP Communications	<u>MAUT Council Members</u> Lisa Munter Sandra Hyde Laura Gonnerman Renée Sieber Eran Shor Caroline Riches Steve Jordan
Guests:	S. Fortier, Principal C. Manfredi, Provost A. Campbell, Associate Provost C. Buddle, Associate Provost	
MAUT Office:	Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer	
Regrets:	Joseph Varga, Professional and Legal Officer James Coulton, RAC Ada Sinacore	Jessica Lange, Chair LS Nate Quitoriano Thomas Duchaine

Approved Minutes of the Meeting

P. Rohrbach called the meeting to order at 12:12 pm.

1. Approval of Agenda of March 18, 2020

J. Mauzeroll moved to approve the agenda, seconded by L. Munter. Abstained by R. Sieber and K. Hastings. Council discussed, voted and approved to keep the agenda as is.

2. Approval of Minutes of February 12, 2020

J. Mauzeroll moved to approve the minutes, seconded by D. Etzion. D. Etzion requested that the comments made by Council be added to the Minutes reflecting the dissatisfaction of some members concerning health services/coverage. P. Rohrbach suggested if anyone was interested in sitting on SBAC they were encouraged to become a member to represent MAUT. Council discussed, P. Rohrbach presented the motion, moved by D. Etzion, seconded by J. Mauzeroll, and all were in favor with one abstention. Council approved.

3. Business Arising from the Minutes

No business to report.

4. VP Finance Report [D. Etzion]

i. Motion for hiring an auditor to be presented at next Council

D. Etzion provided a brief background that the constitution calls for an audit should the level of engagement change with the auditor. The current auditor has been a long time supplier and no longer provides satisfactory service. P. Rohrbach moved to approve the [Motion to Hire an Auditor](#), seconded by J. Mauzeroll. Council discussed, all were unanimously in favor and the motion passed.

5. Past-President's Report [K. Hastings]

i. Opt-Out Membership System

P. Rohrbach summarized the initial reasoning for the opt-out option (increase MAUT revenue to pay three MAUT employees). With the retirement of Honore and one less salary, the financial strain has been reduced. However, the opt-out option would be a good way to increase membership. P. Rohrbach would like to move this forward for August 1st, when the new hires would start, and gear this only to the new hires. D. Etzion also suggested the one-year free holiday be eliminated. Council talked about how we can engage new members by inviting them to an MAUT held event such as a breakfast. There are several existing MAUT events for new hires. There is also an opportunity to meet them at the McGill Orientation for New Tenure Track Faculty Staff. *R. Sieber moved to establish an opt-out system for incoming academic staff and librarians' (remunerated full-time staff), seconded by J. Mauzeroll, Council discussed, all were in favor. Motion carried unanimously.*

6. President's Report [P. Rohrbach]

Pre-discussion: Before welcoming the guests to the Council meeting, P. Rohrbach briefly discussed with Council that MAUT's three P's (president, president-elect and past-president) have been meeting daily with the Provost (Chris Manfredi) and Angela Campbell since the university closure on Monday, March 16th. One topic of discussion was the student evaluations. D. Etzion and R. Sieber shared concerns. J. Mauzeroll informed everyone that she has been taking notes of the meetings with Chris and Angela, which are accessible to Executive and Council Members on the shared drive.

i. COVID-19 and onward; A. Campbell and C. Buddle attending

Guests join in: P. Rohrbach updated the guests with the prior discussion with plans moving forward. C. Buddle expressed his concerns with the challenges faced during the current crisis in making drastic decisions in the interest of instructors and the impact on students. It has also been a challenge for faculty to navigate the shifting communications. On the academic planning side, they have had to move all the classes to remote distance learning situations, which requires an immense build up of technology and human resources (technological and professor support). They have had to review guidelines, assessment policies, and tools/framework for:

- In person final exams (no longer possible)
- Summer terms / convocation (cycle of the university)
- Offering guidance and framework (but need to provide more info.)
- Offer flexibility (satisfactory/unsatisfactory [S/U] options, late withdrawals, accommodations for remote access due to lack of technology)
- Having to come to terms with allowing what would work best for professors

C. Manfredi echoed C. Buddle's message of keeping the lines of communication open at all times.

A. Campbell added that the university continues to respond to everyone's concerns with the ongoing uncertainty and maintained that the priority is to complete the winter term. The level of dedication has been great during this transition.

Principal S. Fortier also added the following to the conversation:

- Showing the commitment to our students to help them complete their term/year and she is appreciative to faculty members and staff
- Confident most students will continue their learning despite the situation
- Attest to our agility (with the constant changes and stricter measures)
- Constant communication – measures put in place keep changing to keep everyone safe

Questions/Concerns:

N. Hall: *Tenure and promotion/merit - What is the status on that?* Respondent - C. Manfredi: Met with the deans and the clear consensus among them was they are not ready right now to extend the tenure clock given research has been disrupted. A plan will be made and put in place at some point during this time. A. Campbell added that this is on the radar and they have dedicated to making sure that pre-tenure and pre-reappointment individuals will not be penalized. A communication is forthcoming and the university is working on it.

L. Munster: *Do you have insight in the next few weeks from the government of Quebec?*

Respondent - S. Fortier: Everyday the government assesses the situation in changing the number of people congregating. Public safety is monitoring the situation very closely and vigilantly – use our own judgement. Must be prepared for the long term – abide by the rules of the government as they are in authority of the serious health issue. C. Buddle added that they are also taking into consideration long-term planning.

C. Riches: *What should we be communicating to visiting exchange and/or international students who don't have the capacity to go home or back to their university?* Respondent - C. Buddle:

Planning for remote instruction during the summer and will also take this to the communications side.

R. Sieber: *Feels it is unreasonable to create a 2nd exam while creating a first exam. They will have to relax the deadlines, there are issues with the evaluations and the process for changing the approval scheme will be time consuming.* Respondent - C. Buddle: Expressed that instructors will have autonomy, flexibility and adjustments. They are reviewing every aspect. As for the exams, the idea of a no sit down exam – mapping out how to do this online as it has not been done before. Creating two exams is to be proactively ready rather quickly should someone falls ill or for any other reason.

N. Hall: *As with some universities, will REB general amendments change when moving to an on-line platform?* Respondent – A. Campbell: Will verify with the VP Research office and will circle back.

S. Jordan: *We currently have three faculty searches, will the licenses still be valid and will they continue during the prolonged closure?* Respondent – A. Campbell: Initially it was a two week suspension but now having consulted with the deans, they are taking a look at which faculties have

ongoing searches and to make sure there is equity in the treatment of the candidates and to offset disparity.

S. Hyde: *Is the new VPN 2 stage roll out still scheduled for early April or that been postponed? Also, will there be online IT specialists available?* Respondent - C. Buddle: He will verify with EOC and get back to the MAUT Executive.

S. Gaskin: *After the two-week period have you considered how research activities, which are often in groups of more or less than 5 as with wet lab activities, will look if in person activities can resume after the two weeks?* Respondent - A. Campbell: Following the directives that will be set up by the government and will have to practice social distancing (whether on campus or outside in every day life).

K. Hastings: Comment - The 2nd exam will be the discretion of the professor and decides the exam. We may need software to prevent cheating (hence the two different exams). Course evaluations have been excluded. C. Buddle agreed on the exam process and A. Campbell agreed with the course evaluations.

N. Hall: Comment – Expressed his appreciation of the videos and social media updates from McGill and TLS. C. Riches chimed in with her thanks to the administration as well.

C. Riches: *What kind of arrangements need to be made for collective agreements for course lecturers?* Respondent - A. Campbell: HR and labour relations are sending communications through the course lecturer listserv. Questions related to the applications of the collective agreement are being handled through HR and labour relations.

P. Rohrbach thanked the guest panel for attending. They left the meeting.

Feedback/discussion (Council members only)

- D. Etzion predicts strict budgetary changes and salaries will be reconsidered. Feels there will be big changes and would like to ensure the 3.75% salary increase will still be granted.
- R. Sieber wants to convene during the summer.
- E. Shor has been approached by people who have been denied tenure and worried things will tighten up. S. Jordan added that E. Shor's concerns are valid and has heard similar concerns regarding the number of faculty members denied tenure. **Action item:** J. Varga to provide the numbers of increased tenure denial across the university. P. Rohrbach will ask A. Campbell and C. Manfredi at their next Zoom meeting.
- D. Etzion added that we must consider the Constitution and that we are experiencing an act of god, re: COVID-19. A decision will have to be made regarding how MAUT will conduct the AGM. Council discussed using Zoom for meetings/events and how to anticipate the on-line experience for MAUT member. **Action item:** Need to discern if the constitution stipulates that the AGM must be in-person.

- L. Munter expressed concern with long term planning for research/lab and how the university will have to follow the directives from the government.
- P. Rohrbach will draft a message of reassurance to MAUT members within the next few days.

7. President-Elect's Report [J. Mauzeroll]

Nothing to report.

8. VP Internal Report [S. Gaskin]

Nothing to report.

9. VP External Report [J. Mauzeroll]

Nothing to report.

10. VP Communications Report [N. Hall]

Nothing to report.

11. Other Business

K. Hastings requested an extension of two weeks for the nomination period for 2020-2021 MAUT elections. Council agreed and the date was pushed to April 1st for nominations.

12. Adjournment

P. Rohrbach called for a motion to adjourn the meeting. R. Sieber moved, seconded by S. Jordan. Meeting adjourned at 2:11 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer