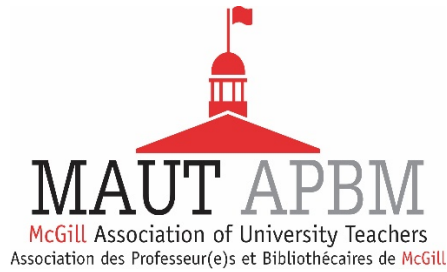




MAUT Council Meeting
Wednesday, November 11, 2020 at 12:00 pm
Zoom Meeting

Approved Agenda

- 1 Approval of Agenda
- 2 Approval of Minutes – October 14, 2020
- 3 Business Arising from the Minutes
- 4 President’s Report [J. Mauzeroll]
 - i. Workday Survey Results follow up [Nathan]
 - ii. Stipends/allocation paid to members of MAUT’s Exec [Janine]
 - iii. Academic Planning for the Winter Semester [Janine]
 - iv. Internet Costs [Janine]
 - v. Task Force Update [Catherine]
 - vi. MAUT Employment Regulation Update [Joseph]
 - vii. Merit Deferral [Janine]
- 5 Past-President’s Report [P. Rohrbach]
- 6 President-Elect’s Report [A. Kirk]
- 7 VP Internal Report [C. Lu]
 - i. President MUNASA
 - ii. Meeting with Chris
- 8 VP External Report [S. Rousseau]
 - i. FQPPU Meeting Report – Oct. 29, 2020
- 9 VP Finance Report [D. Etzion]
 - i. MAUT/Workday Issues [Jo-Anne/Dror]
 - ii. MAUT/Scotiabank Issues [Jo-Anne/Dror]
- 10 VP Communications Report [N. Hall]
- 11 Other Business
- 12 Adjournment



MAUT Council Meeting
Wednesday, November 11, 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	Ada Sinacore
	Simon Rousseau, VP External	Nate Quitariano
	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: Laura Gonnerman, Council Member

Approved Minutes of the Meeting

J. Mauzeroll called the meeting to order at 12:05 pm

1 Approval of Agenda

R. Sieber moved to approve the agenda, seconded by S. Hyde. Council approved unanimously.

2 Approval of Minutes – October 14, 2020

P. Rohrbach will amend the minutes with edits. S. Rousseau moved to approve the minutes, seconded by C. Lu. Council approved unanimously.

3 Business Arising from the Minutes

R. Sieber brought forward MUNACA agreeing to create a pre-SBAC meeting. J. Mauzeroll duly noted.

4 President's Report [J. Mauzeroll]

i. **Workday Survey Results follow up [N. Hall]**

N. Hall and D. Titone collected 197 responses from the survey. N. Hall summarized the 77 page report by briefly reporting that most of the qualitative information had a major negative impact on users (most were unsuccessful using the platform, very time consuming, lack of support, etc.). D. Titone added that from what she gathered in her preliminary findings, using the EDI (electronic data interchange) category that women had more major negative impact using Workday than non-women. Both agreed that the results need more analysis. A. Sinacore offered to hire a student to further analyze the data. C. Lu expressed that MUNASA has conducted a survey themselves and offered perhaps that A. Sinacore's student can analyze their data as well.

Once the data has been compiled and finalized, J. Mauzeroll asked that a report be prepared for presentation to the administration and shared with other employee groups too.

ii. Stipends/allocation paid to members of MAUT's Exec [J. Mauzeroll]

J. Mauzeroll shared a point of information on how the money is allocated to Executive. MAUT disburses \$28,980 and the Provost gives \$45,000 in support of course relief compensation to those while serving on Executive (research or teaching). It has been difficult at times to obtain the course relief by the chair or dean and instead had added the funds to salary. We now have a policy that under exceptional circumstances, the option to disburse a portion of the MAUT funds as salary will be accepted. C. Manfredi will circulate a notice to all Deans.

iii. Academic Planning for the Winter Semester [J. Mauzeroll]

J. Mauzeroll explained the miscommunication between in-person teaching and the 3 tier system for the winter 2021 semester was poorly communicated by the different departments. Students would not be penalized in their normal progression through their program in terms of graduation. This additional in-person component is somehow voluntary and not necessarily compulsory. J. Mauzeroll added that McGill has been conservative and successful in minimizing Covid infection. But other universities had all in-person labs and no cases of Covid was reported. These labs were reorganised in such a way that they maximized safety with efficiency.

J. Mauzeroll asked for Council's feedback to report back to Chris Buddle. Council discussed issues such as in-person conferences, the obligation of contractually bound TA's and professors, clarifying what the law is regarding McGill mandating mask wearing for in-person staff, and that students are not interested in attending in-person courses if not necessary. R. Sieber brought forward the following points/requests for additional information:

1. Clarify what the laws are mandating McGill staff for wearing a mask

- J. Mauzeroll was informed by F. Labeau that McGill at this time has not made it necessary

2. When not wearing a mask, air exhaled is a contributor to aerosol. Give us the data by building on the HVAC mitigation measures (e.g., in Burnside, Leacock), to raise humidity, increase fresh air coming into buildings and modify the duration/periodicity of shutoffs. We're looking for McGill to meet COVID HVAC standards.

- J. Mauzeroll explained that the F. Labeau has been implementing the INSPQ (Institut national de santé publique du Québec) ventilation standards to all buildings. R. Sieber would like to request the management of air quality measures for each of the campus buildings.

3. Engage in a mask campaign/branding of Made by McGill.

- C. Lu added that since the campus is mostly closed. C. Manfredi is discouraging people to come to campus, the campaign would not be a good idea.

4. Give academic personnel in winter the freedom to not teach in person and not to compel their TA's to teach in-person should the main instructor be unable or unwilling to teach in person.

- C. Lu said that depending on the department, discussions among faculty and TA's, determine whether or not they want to do in-person teaching while taking into consideration the course, the number of people, location, etc. It is open and voluntary.

P. Rohrbach reminded Council that the tier system was set up as follows:

Tier 1 - In-person: Critical studies, laboratories, clinical activities, project courses, and other experimental in-person components of courses required for graduating students

Tier 2 - Seminar courses, discussion groups, tutorials, conferences and some lectures that are not essential for completing the course and can be cancelled or moved remotely if required

Tier 3 - Completely remote: most program courses fall into this category

iv. Internet Costs [J. Mauzeroll]

Some faculty members escalated their internet and mobile/cell costs to finance and administration. The following are three options are being discussed:

1. Emergency research fund (stage 3) allows faculty to claim expenses related to research from March to November 15, 2020. FM can claim the incremental increase of internet through their ECF stage fund 2.
2. Rev. Canada issue T-2200 forms for faculty who had to work remotely from home. Details are unknown at this time (will they compensate and if so, when and how much?).
3. McGill policy internet and cell phone costs are ineligible expenses for all grants which is not imposed by the Tri-Council agency. Some faculty were told by the Tri-Council agency stating they have no problem approving claims that are consistent with the university policy. However, McGill's internal financial policy is preventing refunding of these claims. It seems this has been temporarily revoked (there's a disconnect between the office of the provost and finances).

v. Task Force Update [C. Lu]

J. Mauzeroll and C. Lu still on the task force was created to determine the impact of Covid-19 in academic performance, reappointment, tenure, promotion and merit. They will be meeting with the group to learn more about the DTC's and UTC's and chairs for performance assessment. Three meetings to date have been held and together they discussed and agreed on implementing a one-page opportunity on the impact of Covid on teaching, research and service during the past year. Due to the diversity between faculties and different remote settings, a set of guidelines would be drawn up. It was suggested that MAUT create a survey for tenure track regarding equity considerations and extending the tenure/promotion/reappointment by one year and build a policy that would support them.

R. Sieber suggested that at the MAUT Tenure and Mentoring Workshop include Covid task force information.

vi. MAUT Employment Regulation Update [J. Varga]

J. Varga reported that is a work in progress.

vii. Merit Deferral [J. Mauzeroll] (get report)

J. Mauzeroll summarized the meeting that took place last August with the Provost regarding the December 6th merit deferral announcement. She had asked J. Varga to obtain the Quebec Operating Grant Revenue, Tuition & Fees and Salary Expenditures (FY17 to FY20) report from the office of the Provost. J. Varga surveyed the U15 universities and found that not one of them had a Covid impact on their salaries nor were there any merit deferrals. Other university faculty staff still received their merit increases regardless of enrollment and government funding. The numbers are not that bad and despite the approximate shortfall of \$7 million, with the salary exercise being completed, it was negotiated when asked to defer their increases from June to December, that they be returned as promised. The 3 P's have a meeting this afternoon and the Provost has to find the money but what is the best way to ask? If they say no, MAUT will have to take a stand as McGill will be the only university in the U15 with a salary penalty. Unionized universities are more successful in securing faculty salaries during Covid times. J. Mauzeroll will report back after today's meeting.

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

Nothing to report.

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

Nothing to report.

7 VP Internal Report [C. Lu]

i. President MUNASA

MUNASA President has been communicating with C. Lu in discussing the issues of Workday and the inability to pay staff and the extensive amount of work imposed upon administration and HR.

ii. Meeting with Chris

C. Lu met with C. Manfredi via Zoom and asked that they must come up with some sort of compensation for all the extra work and stress related to the hiring and paying TA's. A meeting between Judy Dear and the Provost will take place soon and perhaps a copy of the results of MAUT's Workday survey be shared. C. Lu thanked MAUT for its ongoing support.

8 VP External Report [S. Rousseau]

i. FQPPU Meeting Report - Oct. 29, 2020

Points covered were the impact of Covid, academic integrity and institutional autonomy. Like most institutions, emergency funds were disbursed but how they are being used varies from one institution to another.

A consensus of the importance of academic integrity and the importance of preserving the autonomy of universities was discussed. The following four documents are as follows:

1) FQPPU Report – [université futur](#) containing several recommendations (government and funding agency offered workshop/round table discussed the future of the university and academic integrity and financing).

2) [L'ecampus](#) – guideline for online teaching

3) [Formation à distance](#) (enseignement) - a resource for online teaching with advice, Q & A and recommendations (what you need to know when faced with different situations/scenarios). It was suggested that members of Executive look over this document and if there are points of interest, these could be discussed at the next meeting.

4) [Announcement of funding](#) and recruitment of students (alternative way based on the number of professors – certain merits – take advantage of what FQPPU is doing. It was suggested the VP Finance give it a read... Though we contribute a large sum every month for association dues, they are doing some interesting things right now.

9 VP Finance Report [D. Etzion]

i. MAUT/Workday Issues [Jo-Anne/Dror]

JA Watier gave an update on the following 4 issues:

1. Membership HR Reports: These were finally received with an end date of September 30, 2020. Though the reports are incomplete, it is a start to restoring past reports.

2. Dues Revenue Reports: HR are sending these reports regularly at the end of every month. Status – this has been resolved.

3. Period Fund Details Reports (FIS): The monthly dues revenue has finally been added to this report but the details are missing. Status – still in progress.

4. POPS to Workday (paying casual hires): After 60+ emails and no resolution in sight. ADP (payroll company) was used to pay our casual hire. Status – unresolved (closed the ticket). Will revisit this issue when Workday has improved in the New Year.

ii. MAUT/Scotiabank Issues [Jo-Anne/Dror]

D. Etzion mentioned that the current alignment of the Scotiabank on-line payment doesn't meet with MAUT's governance. To be compliant, two approvers are a must. RBC account remains open should the Scotiabank not work out. The annual audit process is also in progress.

10 VP Communications Report [N. Hall]

Nothing to report.

11 Other Business

Nothing to report.

12 Adjournment

J. Mauzeroll called for a motion to adjourn the meeting. P. Rohrbach moved, seconded by R. Sieber. Meeting adjourned at 1:54 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer