



MAUT Council Meeting
Wednesday, December 16, 2020 at 12:00 pm
Zoom Meeting

Approved Agenda

- 1 Approval of Agenda
- 2 Approval of Minutes – November 11, 2020
- 3 Business Arising from the Minutes
- 4 President’s Report [J. Mauzeroll]
 - i. Black Caucus Discussion on [Statement](#) [Adelle Blackett]
 - ii. MAUT Statement Discussion [Janine]
 - iii. MAUT Merit Deferral [Janine]
 - iv. Workday Survey Analysis, next Step [Nathan]
 - v. Setting up Task Force about the Committee on Administrative Overload. [Janine]
 - vi. Age of the pension settlement [Janine]
 - vii. Update of Merit Task Force [Janine]
- 5 Past-President’s Report [P. Rohrbach]
- 6 President-Elect’s Report [A. Kirk]
 - i. Review the policy on inventions and copyright
- 7 VP Internal Report [C. Lu]
- 8 VP External Report [S. Rousseau]
- 9 VP Finance Report [D. Etzion]
 - i. Financial Audit Postponement
- 10 VP Communications Report [N. Hall]
 - i. Newsletter (submission deadline Jan. 12, 2021)
- 11 Other Business
 - i. [Notice of Motion](#) on behalf of the Retiree Affairs Committee
- 12 Adjournment



MAUT Council Meeting
Wednesday, December 16, 2020 at 12:00 pm
Zoom Meeting

Attendees:	<u>MAUT Executive Officers</u>	<u>MAUT Council Members</u>
	Janine Mauzeroll, President Andrew Kirk, President-Elect Petra Rohrbach, Past-President Catherine Lu, VP Internal Simon Rousseau, VP External Nathan C. Hall, VP Communications Dror Etzion, VP Finance	Sandra Hyde Eran Shor Renée Sieber Ada Sinacore Nate Quitoriano Jill Boruff Caroline Riches Debra Titone Melanie Dirks Laura Gonnerman Dawn McKinnon, MAUT-LS James Coulton, MAUT-RAC
Guests:	<u>McGill Black Faculty Caucus</u>	<u>MAUT Ad Hoc Committee on Academic Freedom</u>
	Adelle Blackett Loydie Majewska Glyne Piggot	John Galaty Ian Henderson
MAUT Office:	Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer Joseph Varga, Professional and Legal Officer	

Approved Minutes of the Meeting

J. Mauzeroll called the meeting to order at 12:04 pm

1 Approval of Agenda

P. Rohrbach moved to approve the agenda, seconded by S. Rousseau. Council approved unanimously.

2 Approval of Minutes – November 11, 2020

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

3 Business Arising from the Minutes

Nothing to report.

4 President's Report [J. Mauzeroll]

i. Black Caucus Discussion on [Statement](#) [Adelle Blackett]

A. Blackett thanked everyone for the invitation and introduced the members of the Caucus and gave a brief description of its endeavors. J. Mauzeroll opened the floor to Council members to pose questions. C. Lu brought attention to the letter regarding [McGill's Action Plan to Address Anti-Black Racism](#) developed by the Provost and asked for the opinion of the Caucus. The Caucus recognized the broad message and how it outlined the policy on harassment, academic freedom and the principles of McGill's mission. She added

there is much work to be done on the part of the university and expressed appreciation for MAUT's consultative approach and that a statement from MAUT would affirm the message from the Caucus. R. Sieber shared that the MAUT Non-Discrimination Committee met and discussed how to shift the culture and push the conversation with dept. chairs, faculty deans and program directors through MAUT. G. Piggot agreed that engaging at the local level would be an ideal start. N. Quitoriano asked about the Caucus statement and who can use the n-word, how do we guide colleagues in referencing the word. The [student statement](#) by SSMU seems to be pushing a ban on the word all together. Another Council member asked if only Black people are permitted to use the n-word. It was expressed by the Caucus that depending on one's role within the university and in any context that a particular use of the word can be appropriate while it can be a weapon. Council asked about its use in a pedagogy environment and how can this be made clear to its usage. P. Rohrbach mentioned that she is an assessor on the harassment and discrimination policy working group and offered the Caucus to reach out to her should there be suggestions that would improve the policy. Council agreed that the use of the n-word should not be used at all. The MAUT statement is meant to support the Caucus statement explaining the interpretation in a clear way. However, some Council members felt that the nuance of one of the statement sentences, "These historic and contemporary contexts confer to *members of the Black community the ultimate say regarding when and where it is appropriate to fully state the n-word.*" is strong and could be misinterpreted. L. Majewska said that the sentence had been reworked several times among the Caucus. It was finally decided that the current version was created to be exactly as one would read it; and depending on who is reading it, it could have different meanings. A. Blackett added that the sentence is meant to create a discussion in a constructive manner. Council members reiterated their solidarity in supporting the Caucus statement and thanked them for coming to the meeting.

ii. **MAUT Statement Discussion [Janine]**

J. Mauzeroll invited guests from the Ad Hoc Committee on Academic Freedom to stay during the discussion of MAUT's statement which supports the Black Faculty Caucus statement and provide their feedback. R. Sieber, Chair of the Non-Discrimination Committee and its members support the statement drafted by C. Lu. The committee found two points that needed clarification.

1. Statement talks about the word but it prohibits conversations about the word
2. Good not to have sanctions - culture shift through chairs and deans

Though most people accepted the statement, C. Lu noted the text needed some modifications in terms of the pronunciation. J. Galaty and I. Henderson shared their opinion as well as Council members. The statement text was revised and it was agreed to circulate the statement at this time instead of January.

C. Lu accepted all the changes and proposed the following motion:

Motion: MAUT adopt "MAUT statement on the use of the n-word", seconded by A. Sinacor. Council discussed and two friendly amendments were made by R. Sieber and D. Etzion, changes were accepted by C. Lu. Council discussed further. Council voted yes (15), opposed (0) and no abstentions. **The motion was carried.**

iii. **MAUT Merit Deferral [Janine]**

J. Mauzeroll summarized the merit deferral. The university applied the 1% increase across the board on June 1st and on Dec. 6th applied the full amount of the merit increase. As an example, a merit category 1 with a base salary was increased by \$1,400 (on top of the 1%), for the following year they will begin to receive their new base salary. Salary based on December 6, 2020 will be higher than the base salary of December 6, 2019 by the full amount of the value of the academic salary policy to which CASC agreed. As per the agreement of last spring, the 6-month delay of the salary policy provided the university with a one-time cash savings to mitigate against the impact of Covid. And if by the Dec. 6th enrolment driven revenue (plus government transfers) were equal to or greater than the pre-Covid amount specified in the provisional [FY2020-21](#) budget, the university would then disburse the merit based salary adjustment for the period

from June to December. However, the budget was not met due to less than expected government transfers hence the revenue was not enough to support the one time disbursement and will likely not occur. Council members discussed the negative impact on faculty due to Covid (lower revenue, less government transfers, increased cost of living, heavier workload, etc.). Some felt MAUT was not transparent enough and that more could have been done. J. Mauzeroll reminded everyone that collectively Council agreed to support this decision with the university during a very trying time. Council agreed that MAUT should be more pragmatic in the future when it comes to salary increases.

iv. Workday Survey Analysis, next Step [Nathan]

N. Hall reported that the quantitative and qualitative data has been collected and analysed by one of A. Sinacor's students. The results have shown the negative impact of Workday on faculty staff as well as other administrative staff.

v. Setting up Task Force about the Committee on Administrative Overload [Janine]

With the Workday survey data collected, J. Mauzeroll reported that she officially requested that the Administrative Overload Committee be set up and the Provost agreed. He proposed that a task force be set up to determine the terms of reference. J. Mauzeroll asked that if any Council members are interested to send her an email. She will also organize a small Council work group after Christmas to begin the process.

vi. Age of the pension settlement [Janine]

When changes to the pension plan occurred (the university switched from Manulife to Sun Life), there were questions to the change of 'age of settlement' from 65 to 71 ([Amendment 25](#)). J. D'Agata was helpful in clarifying this and has prepared an informative article for the January 2021 MAUT newsletter.

vii. Update of Merit Task Force [Janine]

Angela Campbell, Lesley Fellows, Tynan Jarrett, Robert Leckey, Uzma Jamil, Catherine Lu and Janine Mauzeroll sit on the Merit Task Force which was created to determine the impact of Covid-19 on academic performance including tenure promotion, merit and reappointment. The role of the task force is to provide assessors with guidelines to make them aware of the effects of Covid and the repercussions after the pandemic is over on academic staff. J. Mauzeroll asked Council to review the [recommendations in the report](#) created by the task force and to send any feedback to her by January 8, 2021.

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

Nothing to report.

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

i. Review the policy on inventions and copyright

A. Kirk sits on the policy on inventions and copyright working group, which is reviewed every three years. They are proposing that any work produced by the university will be owned by the university. Administrative employees/academic administrators in an administrative role, work produced will be owned by the university and faculty teaching/research will be owned by the author. The review period will change from 3 years to 5 years. A. Kirk does not feel there is anything to be concerned about and also the policy has been reviewed by J. Varga.

6 VP Internal Report [C. Lu]

C. Lu shared with Council that her department has an equity committee and asked if other departments have a similar committee and if they do, what is their mandate. Referencing to the Black Faculty Caucus and other institutions, she learned of a McGill program called [Branches](#) where they have community outreach events and programming to help empower elementary, high school and CEGEP students from underserved communities to pick their educational paths. It was suggested that perhaps MAUT could put together a communication that these types of opportunities exist to members. She also added that the Black Faculty Caucus is interested in creating a VP of Equity (independent from the EAP (A. Campbell) Equity and Academic Policies) as they worry if someone else steps

into her role, the agenda would change. It was suggested this topic be added to the next Council agenda to continue the discussion.

7 VP External Report [S. Rousseau]

S. Rousseau attended the CAUT virtual Parliament Hill Day last November 2020. A report will be prepared for the January Council meeting.

8 VP Finance Report [D. Etzion]

i. Financial Audit Postponement

D. Etzion reported that between Covid-19 and the introduction of Workday during 2020, the audit has been delayed. The new auditor should have it completed by January 2021.

9 VP Communications Report [N. Hall]

i. Newsletter

The submission deadline is January 12, 2021.

10 Other Business

i. [Notice of Motion](#) by MAUT-RAC

Council read the proposed notice of motion. J. Coulton proposed the motion and seconded by A. Sinacor. J. Coulton explained the purpose of the motion is to 1) cancel the MOA between MAUT and MURA due to concerns of fiduciary responsibilities and/or irresponsibility under article 3.3 by MURA. A dossier is currently being assembled with details to back this up and will be presented at the next Executive meeting in January 2021. 2) Develop a new MOA between MAUT and MAUT-RAC on the continuance of a funding transfer for the operations of the MAUT-RAC. J. Coulton clarified that this motion will be officially presented at the next Council meeting when the dossier/portfolio is complete. Therefore, no voting took place today. J. Coulton divulged that MUNASA has terminated their financial agreement with MURA and will contribute only \$500/year (from the initial \$5000/year) and that MUNACA will probably pull out as well (won't be confirmed until Sept. 2021). J. Mauzeroll clarified to Council and J. Coulton that MUNASA has not officially terminated their agreement but are revising it and MUNACA is doing the same. The MOA is between MAUT and MURA and can either be revised (article 3.1) or terminated (article 3.3) and is decided by Council. J. Mauzeroll added that should there be changes/cancellation, a letter would have to be sent by January 15th. P. Rohrbach had previously explained this in a letter last year but due to Covid, no action was taken.

ii. MCC Workday [R. Sieber]

An open letter on Workday from MCC is on the table and MAUT has been asked to sign. R. Sieber asked that MAUT take a look at the letter and consider signing it. This will be discussed further at the January 2021 meeting.

11 Adjournment

J. Mauzeroll called for a motion to adjourn the meeting. C. Lu moved, seconded by P. Rohrbach. Meeting adjourned at 2:13 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer