

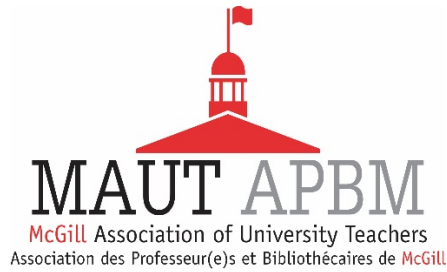


**MAUT Council Meeting**  
Wednesday, April 14, 2021 at 12:00 pm  
*Zoom Meeting*

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**Approved Agenda**

- 1 Approval of Agenda
- 2 Approval of Minutes – March 17, 2020
- 3 Business Arising from the Minutes
- 4 President’s Report [J. Mauzeroll]
  - i. Executive Reports
    - i. [President](#)
    - ii. [President-Elect](#)
    - iii. [VP Internal](#)
    - iv. [VP External](#)
    - v. [VP Communications](#)
    - vi. [VP Finance](#)
  - ii. Standing Committee Reports
    - i. [Collegiality](#)
    - ii. [Faculty Club](#)
    - iii. [Membership](#)
    - iv. [Nominating](#)
    - v. [Non-Discrimination](#)
    - vi. [Retiree Affairs](#)
    - vii. [Tenure and Mentoring](#)
  - iii. AGM
  - iv. Fall 2021 Course Buyouts (course relief)
- 5 Past-President’s Report [P. Rohrbach]
- 6 President-Elect’s Report [A. Kirk]
  - i. Update – T & M Workshop
- 7 VP Internal Report [C. Lu]
  - i. Constitutional Revisions
  - ii. Update – MAUT Workshop JBSCE Subcommittee on Persons with Disabilities
- 8 VP External Report [S. Rousseau]
- 9 VP Finance Report [D. Etzion]
- 10 VP Communications Report [N. Hall]
  - i. MAUT-RAC Survey Results
- 11 Other Business
- 12 Adjournment



**MAUT Council Meeting**  
Wednesday, April 14, 2021 at 12:00 pm  
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Attendees:	<u>MAUT Executive Officers</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	<u>MAUT Council Members</u> Sandra Hyde Eran Shor Renée Sieber Ada Sinacore Melanie Dirks Nate Quitoriano Caroline Riches Jill Boruff Laura Gonnerman Debra Titone Dawn McKinnon, MAUT-LS James Coulton, MAUT-RAC
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MAUT Office: Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer  
Joseph Varga, Professional and Legal Officer

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**Approved Minutes of the Meeting**

J. Mauzeroll called the meeting to order at 12:03 pm

**1 Approval of Agenda**

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

**2 Approval of Minutes – March 17, 2021**

P. Rohrbach moved to approve the minutes, seconded by S. Hyde. Council approved unanimously.

**3 Business Arising from the Minutes**

No business arising.

**4 President's Report [J. Mauzeroll]**

**i. Executive Reports**

J. Mauzeroll went through the reports and confirmed with each Officer that their reports were final for the AGM.

- i. [President](#)
- ii. [President-Elect](#)
- iii. [VP Internal](#)
- iv. [VP External](#)
- v. [VP Communications](#)

N. Hall expressed some difficulties with the online voting system using SurveyMonkey. Emails were being redirected to spam email folders of voters. This was largely due to

McGill's IT flagging SurveyMonkey emails as spam. N. Hall suggested that the Omnivox system be used next year. N. Hall added that the upcoming MAUT newsletter will announce the merit deferral and then MAUT will put out a statement expressing MAUT's role. S. Hyde offered to draft a letter to her department accompanied with the MAUT statement.

vi. [VP Finance](#)

J. Mauzeroll acknowledged Nathan Hall's work and expressed much appreciation for his contribution to MAUT during his mandate in the last four years. J. Mauzeroll also extended thanks and appreciation to Dror Etzion's dedication to MAUT during the last three years.

ii. **Standing Committee Reports**

J. Mauzeroll went through the Standing Committee Reports. MAUT Council approved each Chair's report.

i. **Collegiality**

C. Lu will remove the section on Collegiality Committee from her VP Internal Report and will make a separate report for the Collegiality Committee.

ii. [Faculty Club](#)

iii. [Membership](#)

N. Quitariano added that the Local Liaison Project will be launched in May.

iv. [Nominating](#)

v. **Non-Discrimination**

R. Sieber will remit her report before the AGM. She gave a brief summary that the committee held two meetings and lost committee members during the year and had approached prospective members but are too busy with EDI.

vi. [Retiree Affairs](#)

J. Coulton thanked D. Etzion and N. Hall for their past involvement with RAC. There were concerns regarding the use of Omnivox for retiree's for future elections. J. Coulton will prepare bullet points for the RAC AGM presentation.

vii. [Tenure and Mentoring](#)

iii. **AGM**

The Executive will present their reports and the Standing Committees will prepare bullet points instead of presenting the entire report (including the MAUT-LS). An open discussion on COVID-19 with Q&A will be scheduled and merit deferral/reinstatement will be covered as well. The constitutional changes will be presented and voted on if MAUT meets quorum of 100 full members. R. Sieber suggested we send an attractive bullet point of the AGM Agenda to draw more people to the meeting. J. Mauzeroll agreed and will implement this in the reminder.

iv. **Fall 2021 Course Buyouts (course relief)**

J. Mauzeroll shared with Council that the amount of the course relief will be increasing. C. Lu said that with the substantial increase in salary of course lecturer's and benefits, the cost of the course buyout will be approximately \$12,031 (fall 2021) and course lecturer salary \$9,625 plus 25% benefits. The amount would have to be confirmed by the Office of the Provost and the varying cost verified depending on the department. P. Rohrbach added that this has been negotiable in the past.

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

Nothing to report. J. Mauzeroll wanted to recognize P. Rohrbach's dedication to MAUT during the last five years and the appreciation for all her work and representation on various committees.

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

**i. Update – T & M Workshop**

A.Kirk encouraged Council to invite pre-tenure faculty to the workshop taking place on April 21, 2021 (via Zoom).

**7 VP Internal Report [C. Lu]**

**i. Constitutional Revisions**

C. Lu asked Council to revisit some of the decisions made from the past year and explained why by summarizing some of the recommendations made by the Membership Committee as a way to increase membership:

1. Motion carried: Academic staff governed by a collective agreement with McGill are not eligible for MAUT membership
2. Motion carried: Eliminate the Associate Member category
3. Motion NOT carried: Eliminate the requirement for MAUT membership that an academic staff member hold a remunerated appointment at McGill

C. Lu went on to explain that by eliminating the Associate category, and keeping the definition of Full member the same, the February 17 constitutional amendments effectively stripped current Associates of any membership in MAUT. While Council wanted to set limits on expansion, it is not at all clear that Council intended to strip MAUT membership status to Associates. DEFINITION OF A MEMBER (passed in February 17 decision): A person holding a full-time or part-time academic appointment at McGill University, **with duties equal to or greater than half of a regular full-time appointment**, is eligible to be a Member (same definition as old 'Full' member). This excludes current Associate members. It is not clear how changing the definition of a member (from the current definition of a full member) to include these Associates, would affect the number and categories of academic staff eligible for MAUT membership. It could make eligibility too expansive. C. Lu met with the Constitutional Revision Working Group (K. Hastings, J. Varga and N. Quitoriano) to discuss how these changes would have implications on membership categories and eligibility. It was asked to rescind the previous decisions and accept the basic changes for the Constitutional Amendments at the 2021 Annual General Meeting.

***Motion 1 – Rescind May 2020 and February 2021 motions***

C. Lu moved to rescind the two past motions passed in May 2020 and February 2021 (PPT 8 & 9) and accept the new changes following this motion. Seconded by D. Etzion. Council discussed. 17 voted yes, 1 abstention – **motion carried**.

***Motion 2 – Constitutional Amendments 1 & 2***

***1. Constitutional Amendments #1***

***ARTICLE III - FULL MEMBERS, ASSOCIATE MEMBERS, AND RETIRED MEMBERS***

- ***5. INELIGIBILITY - Full-time students and persons holding full-time non-academic appointments at McGill University are not eligible for Full Membership, Associate Membership or Retired Membership.***
- ***Change to: Full-time students and persons holding full-time non-academic appointments at McGill University, and academic staff whose working conditions are governed principally by a collective agreement with McGill University, are not eligible for Full Membership, Associate Membership, or Retired Membership.***
- ***Rationale: Motion passed from Membership committee report: 2) revise Constitution wording to make clear that academic staff governed by a collective agreement with McGill (principally Course Lecturers and Instructors in MCLIU) are not eligible for MAUT membership.***

## 2. **Constitutional Amendments #2**

### ARTICLE VIII – ELECTIONS

- *7. A Council member who is elected to a position with the Executive, other than in the last year of his or her term on Council, shall be deemed to resign the position on Council with effect from the date at which the new Executive takes charge.*
- *Change to: 7. A Council member who is elected to a position with the Executive, other than in the last year of their term on Council, shall be deemed to resign the position on Council with effect from the date at which the new Executive takes charge.*
- *Rationale: Gender-neutral language: 'his or her' has been replaced by 'their'. Comment: There was only one place where this change needed to be made.*

C. Lu moved to adopt the two Constitutional amendments. Seconded by P. Rohrbach. Council discussed and agreed to present only the rationale of these changes to the AGM participants as not to cause confusion and to use examples. 16 voted yes, 2 abstentions – **motion carried**.

### **Motion 3 – MAUT Bylaw Revision:**

#### **MAUT Bylaw Revision:**

- *FULL MEMBER - In addition to the rights and obligations contained in the MAUT Constitution, a Full Member is entitled to, the regular MAUT communications, the regular CAUT communications, the regular FQPPU communications, attend MAUT conferences and seminars, obtain legal assistance under certain conditions at reduced cost in arbitration matters, and access to the Professional and Legal Officer for consultation.*
- *Change to: In addition to the rights and obligations contained in the MAUT Constitution, a Full Member is entitled to the regular MAUT communications, the regular CAUT communications, the regular FQPPU communications, and/or the communications of other federal and provincial organizations of which MAUT is a member, attend MAUT conferences and seminars, obtain legal assistance under certain conditions at reduced cost in arbitration matters, and access to the Professional and Legal Officer for consultation.*
- *Rationale: Include a generic reference to other organizations of which MAUT may become a member.*

C. Lu moved to adopt the Bylaw Revision. Seconded by P. Rohrbach. Council discussed. These changes can be proposed and voted on at the current Council meeting and not the AGM. 16 voted yes, 2 abstentions – **motion carried**.

It was suggested by Council that if the meeting attendance meets quorum but the Council member is not present to vote (not participating during the Zoom meeting) their vote is automatically abstained. Perhaps draft a provision to the MAUT Bylaws. Council discussed that this provision should be further reviewed and not decided on the floor and could be revisited after the summer.

## ii. **Update – MAUT Workshop JBSCE Subcommittee on Persons with Disabilities**

C. Lu reported that the invitations were sent on behalf of the facilitator Rachel Desjourdy to MAUT members for a live webinar on Friday, April 23rd at 11:30 am. The presentation will be uploaded to the MAUT website afterwards.

## 8 **VP External Report [S. Rousseau]**

S. Rousseau mentioned that he will be attending the FQPPU and CAUT meetings next week in addition to the MAUT AGM.

**9 VP Finance Report [D. Etzion]**

Nothing to report.

**10 VP Communications Report [N. Hall]**

i. [MAUT-RAC Survey Results](#)

N. Hall reported that the overall satisfaction was equally shared by both RAC and MURA members and most were pleased with MAUT's support of the two associations. Council agreed to share the results with J. Coulton, RAC Chair and the MURA President. J. Mauzeroll added that an invitation will be sent out to RAC and MURA to discuss the results and to move forward.

**11 Other Business**

R. Sieber wanted to reach out and support Laurentian University (as they experience bankruptcy) through MAUT's social media. J. Mauzeroll suggested that S. Rousseau cover this at the next CAUT meeting on behalf of MAUT. S. Rousseau added that MAUT had also supported Laurentian University through a CAUT Statement at the last Council meeting.

J. Boruff said she received an email regarding a new health and wellness service (through McGill HR) and had concerns regarding privacy. J. Mauzeroll brought this forward to A. Campbell for more information and is waiting for a reply. P. Rohrbach added that the software is not internal to McGill but from elsewhere. R. Sieber also asked to ensure that the data collected is private and not shareable/sold when J. Mauzeroll speaks to A. Campbell.

**12 Adjournment**

J. Mauzeroll called for a motion to adjourn the meeting. R. Sieber moved to adjourn, seconded by P. Rohrbach. Meeting adjourned at 1:51 pm.

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Respectfully submitted by Jo-Anne Watier, Recording Officer