



**MAUT Joint Council Meeting**  
Wednesday, May 19, 2021 at 12:00 pm  
*Zoom Meeting*

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**Approved Agenda**

1. Approval of Agenda
2. Approval of Minutes – April 14, 2021
3. Business Arising from the Minutes
4. President's Report [A. Kirk]
  - i. Working conditions for In-person teaching Fall 2021
  - ii. Equity, diversity and inclusion at McGill
  - iii. Academic Freedom discussion with Associate Provost Angela Campbell
  - iv. Professional development fund and IT purchases
  - v. Report from Annual Meeting with MURA
  - vi. RAC motion held over from January 13<sup>th</sup> 2021
  - vii. Proposed revisions to regulation 2.9 of Graduate Student Supervision regulations
  - viii. OCADU Librarians solidarity
  - ix. MAUT Meetings Calendar 2021-2022
5. Past-President's Report [J. Mauzeroll]
  - i. Motion to Appoint Member as VP Finance
  - ii. Motion on Nominating Committee Composition for VP Internal
  - iii. MAUT 'To Do' List
6. Outgoing Past-President's Report [P. Rohrbach]
  - i. Regulations Relating to Academic Staff Grievance and Discipline
7. President-Elect's Report [R. Sieber]
  - i. Graduate Students and AGSEM Survey (Kristi Kouchakji at 1:30)
8. VP External [S. Simon]
  - i. CAUT censure re: University of Toronto
9. VP Communications [A. Dubé]
10. Other Business
  - i. Open session on MAUT priorities for 2021-22
11. Adjournment



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Attendees:	<b><u>Incoming 2021-2022 Executive Officers</u></b>	<b><u>Incoming 2021-2022 Council Members</u></b>
	Andrew Kirk, President Renée Sieber, President-Elect Janine Mauzeroll, Past-President Simon Rousseau, VP External Adam Dubé, VP Communications	Debra Titone Jill Boruff Lucy Kiester Maureen Mckeague Melanie Dirks Nate Quitoriano Sandra T. Hyde Thavy Long Dawn McKinnon, MAUT-LS Bruce M. Shore, MAUT-RAC
	<b><u>Outgoing 2020-2021 Executive Officers</u></b>	<b><u>Outgoing 2020-2021 Council Members</u></b>
	Petra Rohrbach, Past-President	Eran Shor Renée Sieber

Member Guest: Robin Desmeules. MAUT-LS, President-Elect

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

Regrets: Outgoing Executive – Catherine Lu, Nathan Hall, Dror Etzion  
Incoming Council – Ada Sinacore, Caroline Riches  
Outgoing Council – Laura Gonnerman, James Coulton - RAC

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**Approved Minutes of the Meeting**

A. Kirk called the meeting to order at 12:05 pm. He gave a warm welcome and invited everyone to introduce themselves.

**1 Approval of Agenda**

P. Rohrbach asked to add under Past-President's Report, update on Regulations. J. Mauzeroll moved to approve the agenda, seconded by P. Rohrbach. Council approved unanimously.

**2 Approval of Minutes – April 14, 2021**

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

**3 Business Arising from the Minutes**

No business arising.

#### 4. President's Report [A. Kirk]

##### i. **Working conditions for in-person teaching fall 2021**

A. Kirk reported that the university is planning for in-person teaching this fall for classes with less than 150 students and large classes are slated for remote teaching. Deputy Provost Fabrice Labeau said that they are planning for a range of contingencies based on public health guidance, but the most likely scenario is that students will be in class, with a spacing of 1.5 m and with all persons wearing masks. Though many teachers are excited to be back to in-person teaching but there were also concerns with those who feel apprehensive if not everyone is vaccinated and may be more at risk from Covid and would like to have that option to choose. A. Kirk open the floor for discussion among Council on whether instructors should have a choice to offer courses in an on-line format only and if MAUT should insist the only fully vaccinated students be permitted on campus. P. Rohrbach added that it depends on the Canadian laws and before giving a position, we would have to find out. J. Varga will look into this. It was agreed that there has been very little push back from MAUT members on in-person teaching. With concerns focused only on teachers, A. Kirk mentioned that students have suffered in the last year as well. Another concern was where will students learn virtually while on campus for in-person learning as there could potentially be limited space/locations. J. Mauzeroll suggested the possibility of short term disability for those who can't teach in-person. Council discussed further. A. Kirk will bring the issue of support of working conditions from departments and deans to the administration and welcomed more feedback from members who can reach out to him by email.

##### ii. **Equity, Diversity and Inclusion at McGill**

As a cautionary note, A. Kirk mentioned that different groups have been publishing their opinions in national newspapers and while it excites an interest, one must be cautious with social media savvy people who may misconstrue one's opinion and that is it important not to be misrepresented.

##### iii. **Academic Freedom Discussion with Associate Provost Angela Campbell**

On May 11<sup>th</sup>, A. Kirk, J. Mauzeroll and R. Sieber met with Angela Campbell and [Terri Givens](#) to discuss academic freedom. Dr. Givens has been appointed to McGill as a professor in Political Science starting in fall 2021 and will also be joining the Office of the Provost. A. Campbell reached out to MAUT seeking our opinion on how to provide support for instructors in the area of difficult classroom conversations. She is considering optional workshops, perhaps modeling what [Jonathan Friedman has done at PEN America](#). S. Rousseau mentioned that there has been a lot of work done on trauma sensitive teaching and there are resources specializing in this and they already have elements that could be useful and are well trained (this could be a topic they can use). R. Sieber added that she is not in favor of workshops due to the delegation of responsibilities onto those who participate by creating more work. Will central administration get their hands dirty as faculty cannot always fix this. There is also the issue of those who may not participate with the best intention and how do we divide between those doing their job and those who are not. J. Mauzeroll made two points 1) it is difficult for the senior administration to provide details when they are involved and are bound to confidentiality, 2) people will always have different opinions and the point of these workshops is to evoke discussion about events and though it may add to the workload, the emphasis is to provide support to younger faculty. This is voluntary and it is important to engage and create a discussion (keep the communication open) and that MAUT's involvement is important. A. Dubé added that we should be supportive. Council agreed.

##### iv. **Professional Development Fund and IT purchases**

Council member Dawn McKinnon relayed an [email](#) to MAUT [from a colleague about the Professional Development fund](#). The rules of the fund currently states "Electronic equipment that

is purchased in part or in full through the PDF Program is subject to the [McGill University IT Asset Management Regulation](#) and must be returned to the University upon the staff member's departure." A. Kirk asked Council if this rule should be changed. P. Rohrbach added that this is a tax issue and suggested this be looked into further. Council discussed that the PDF allots certain percentages to the different purchases and that often professors add their own personal funds to complete their purchase. Often times laptops/equipment depreciate and lose value. A. Kirk will check with the appropriate VP and will obtain more information.

**v. Report from Annual Meeting with MURA**

**a)** A. Kirk met with the MURA Executive on May 17<sup>th</sup> for its annual meeting as required by the terms of agreement (MOA – Memorandum of Agreement). For new Council members, A. Kirk gave a brief description of the relationship between MAUT and MURA and how MAUT funds both MURA and RAC based on a funding formula using a percentage for each association (65%/35%). He went on to say that some proposed changes to the formula from the previous RAC Chair was now off the table. He said that the meeting was very positive and that the current MOA will remain status quo.

**b)** The MURA Executive expressed dissatisfaction with SBAC (Staff Benefits Advisory Committee) and would like MAUT to spearhead an initiative to improve the way it operates so that its members are better informed and more empowered to improve benefits at McGill. S. Hyde will bring forward any issues and will meet with them next year. N. Quitariano added that the representatives give advice but don't seem to have a built-in system to report back to the member organization. A. Kirk will make arrangements to meet with S. Hyde and N. Quitariano to discuss further. Having pre-SBAC meetings was well received by Council and the RAC requested that they be present or are kept abreast.

**c)** MURA will be organizing a session on 'Pre-retirement' aimed at MAUT members, involving RAC as well. It would probably be run as two one-hour sessions in September one on the psychological aspect and the other on the financial.

**vi. RAC motion held over from [Council Meeting of January 13<sup>th</sup> 2021](#):**

At this meeting the previous RAC Chair presented a notice of motion: *"The Retiree Affairs Committee invokes Article 3.3 of the Memorandum of Agreement between the McGill Association of University Teachers (MAUT) and the McGill University Retiree Association (MURA), that Council direct the Executive to cancel/terminate the Memorandum of Agreement between the two associations, effective September 1, 2021. MAUT Council and MAUT Retiree Affairs Committee agree to develop an annual budget from MAUT for the operations of the MAUT Retiree Affairs Committee."* In subsequent discussion the motion was withdrawn and tabled for further action *"until the RAC conducts a survey to retired members and the results are collected"*. That survey has now been completed, and at previous Council meetings and the incoming RAC Chair has asked to formally remove the question of terminating the agreement with MURA from the table. J. Varga added that because we had notified MURA of the motion, we would have to let MURA know that the notice will be officially withdrawn and only then will the motion be presented to remove it from the table.

**vii. Proposed revisions to regulation 2.9 of Graduate Student Supervision regulations**

A member (Prof. Reghan Hill) has contacted us in regard to his concerns about a proposed revision to the Graduate Student Supervision Regulations. The [linked document](#) sets out the proposed changes, his concerns with them and then also the reaction of former VP-Internal Catherine Lu (who expresses her opinion that they are actually reasonable and an improvement on the previous version).

**viii. OCADU Librarians solidarity**

OCAD University had recently terminated four unionized senior librarians rather than restructuring their roles within the university. Dawn McKinnon provided more background in the attached [email](#) and requested MAUT to express support via the [attached letter](#) to the President of OCAD U. D. McKinnon added that most universities have already sent in letters. Council agreed to support OCADU and will send a letter on behalf MAUT.

**ix. MAUT Meetings Calendar 2021-2022**

There are normally no meetings during the summer months (July and August) but as with last year during the pandemic, staying up-to-date with the fall 2021 semester will better prepare everyone in managing expectations. It was suggested to meet in August just before the return of teaching. JA Watier will send out a doodle poll for the best date.

**5. Incoming Past-President's Report [J. Mauzeroll]**

**i. Motion to Appoint Member as VP Finance**

***Motion to MAUT Council May 19th: MAUT VP Finance Appointment***

*Considering: ARTICLE VIII – ELECTIONS*

*9. If a position of Officer remains vacant after the General Meeting held in the spring, the Council shall elect, before the last day of November, a Full Member from among its members or, failing that possibility, another Full Member of MAUT nominated by the Nominating Committee, to fill the vacant Executive Office. 10. Ballots are counted by the Nominating Committee.*

*MAUT Council recommends the immediate appointment of Council member Nate Quitoriano to the position of MAUT VP Finance for the 2021-2022 year.*

J. Mauzeroll moved to approve the motion, seconded by S. Hyde. Council discussed, all were in favor and voted yes. **The Motion was carried.**

**ii. Motion on Nominating Committee Composition for VP Internal**

***Motion to MAUT Council May 19th: MAUT Nominating Committee***

*Considering: ARTICLE VIII – ELECTIONS*

*1. The immediate Past President is the Chair of the Nominating Committee. Council appoints additional members of the Nominating Committee as required.*

*2. The Nominating Committee solicits nominations for all vacant Council seats and all offices except that of President*

*Considering: Relevant provisions from the MAUT By-Laws*

**NOMINATING COMMITTEE**

*Purpose: The Nominating Committee solicits nominations for positions of officer and Council member from Council and the General Membership.*

*Activities include but are not limited to: • Soliciting nominations • Organizing elections and by-elections. • Ensuring a fair election process in accordance with Article VIII of the MAUT Constitution. • Authenticating and reporting election results to Council and at the Spring General Election • Informing Council at the first Council Meeting in February, and then the General Membership, of any positions for which it has not yet received nominations. • Making efforts to ensure that all nominations are filled no later than March 1st so that elections can take place at least 15 calendar days prior to the General Meeting held in the Spring before the last day of April.*

*Committee Composition: Chair (immediate Past President – Council to appoint another Past President if immediate Past President is unable to serve) and a minimum of two additional members.*

*<https://www.mcgill.ca/maut/files/maut/mautby-laws17052019final.pdf>*

*MAUT Council proposes that the Nominating Committee composition for the elections for the 2021-2022 VP Internal and 1 Council seat currently vacant will be:*

- *Janine Mauzeroll (Past-President)*
- *Adam Dubé (Current VP communications)*
- *Kenneth Hastings*

J. Mauzeroll moved to approve the motion, seconded by S. Hyde. Council discussed, all were in favor and voted yes. **The Motion was carried.**

**iii. MAUT 'to do' list**

J. Mauzeroll went over the list of outstanding items that should be carried over with the new incoming Executive/Council in 2021-2022.

- 1- Participation in Academic Freedom & Classroom Conversation
- 2- Follow up of Benefit problems related to members 65 years and older that pay differential fees (ongoing resolution)
- 3- Participate in Student Evaluation Working Group
- 4- Fix MAUT credit card and signing authority
- 5- Revision of Disciplinary Regulations
- 6- Election of VP Internal
- 7- Election of Council seat to replace Nate
- 8- Implement Opt-out Option through HR
- 9- Carry out referendum for constitutional change
- 10- Fund transfer to Exec Members
- 11- Invite MURA to Council to discuss their report and activities
- 12- Decision about MURA/RAC agreement and fund disbursement
- 13- Keep track of Micro TF on Merit/Academic Performance
- 14- Write the terms of reference for the Committee on Administrative Overload
- 15- Run regular the pre-senate meetings

**6. Outgoing Past-President's Report (P. Rohrbach)**

**i. Regulations Relating to Academic Staff Grievance and Discipline**

P. Rohrbach summarized for the incoming Council members that the regulations have been in the works for the last 4 years (which was started by A. Saroyan, passed on to A. van den Berg and then to P. Rohrbach but was put on hold since the pandemic hit) and now needs to be completed. This began with a case involving a member who was dismissed and MAUT was not in agreement with how the entire process transpired. MAUT was pushing for an arbitrator and this has become a continued conversation with A. Campbell from Administration and L. Thibault, McGill's lawyer who was very cautious in not coming forward with certain information. They finally allowed an arbitrator to provide an opportunity for the member to be reinstated. The working group includes A. van den Berg, K. Hastings, R. Janda and J. Varga as well as newcomers J. Mauzeroll and A. Kirk. With P. Rohrbach eventually stepping away, the goal is to revise and finalize the regulations with Administration and to bring this to Council and later to Senate in fall 2021.

**7. President-Elect's Report [R. Sieber]**

**i. Graduate Students and AGSEM Survey (Kristi Kouchakji, PGSS University Affairs Commissioner)**

K. Kouchakji presented the survey results regarding the return to in-person in fall 2021 and the comfort levels of participants/students. The survey covered safety concerns such as:

- will everyone be vaccinated by fall 2021 (2 doses)
- do you have an underlying condition and does anyone you live with have an underlying condition

- do you feel safe taking public transportation and do you have an alternate travel choice
- will masks be allowed to be removed during class
- will the social distancing be reduced to 1 meter (half the respondents were not comfortable unless everyone had 2 vaccine shots)
- where will students be permitted to eat (inside/outside)

Because the survey was conducted in April and protocols have changed within the Administration and government since then, the survey will mostly likely be redone in August. Meanwhile, classes with +150 students will be taught online and conferences/classes with less will be in-person (most respondents did not feel comfortable). K. Kouchakji will keep MAUT informed of any new developments and if the survey results and questions can be shared with other associations.

## 8. VP External [S. Simon]

### i. CAUT Censure re: University of Toronto

S. Rousseau reported on a busy CAUT meeting and spoke about the recent censure motion and that this has been an exceptional occurrence (3<sup>rd</sup> time) against the University of Toronto (see details from CAUT [Motion of Censure against the Administration of the University of Toronto](#)). The [Cromwell Report](#) was issued by the University of Toronto to investigate the matter on their behalf. Meanwhile CAUT encouraged association members to support the censure against the U of T as per an [email](#) that MAUT circulated to its members. The impact of this was felt through a Twitter feed (<https://twitter.com/SamerMuscati/status/1394693055463182344?s=20>) by Amnesty International where they dropped their support from the Faculty of Law Program ([letter](#)) until CAUT removes the censure. This can only have meaning if everyone supports it. A. Kirk added that this should be discussed further with the Administration and that members made aware. A. Dubé mentioned that he has been sharing this through various social media platforms but is willing to prepare something that could be sent out by email.

## 9. VP Communications [A. Dubé]

Nothing to report.

## 10. Other Business

### i. Open session on MAUT priorities for 2021-22

To be discussed at the next Council meeting.

## 11. Adjournment

A. Kirk called for a motion to adjourn the meeting. R. Sieber moved to adjourn, seconded by N. Quitariano. Meeting adjourned at 2:02pm.

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Respectfully submitted by Jo-Anne Watier, Recording Officer