



MAUT Council Meeting
Wednesday, June 9, 2021 at 12:00 pm
Zoom Meeting

Approved Agenda

1. Approval of Agenda
2. Approval of Minutes – May 19, 2021
3. Business Arising from the Minutes
4. VP Finance [N. Quitariano]
 - i. Motion - Proposed 2021-2022 Budget
5. Standing Committee Composition 2021-2022
6. Open Session on MAUT priorities for 2021-22
7. President's Report [A. Kirk]
 - i. Referendum on Constitutional changes
 - ii. Opt-Out membership option for MAUT
 - iii. Working conditions for in-person teaching
 - iv. SBAC
 - v. Quebec government call for memoranda on academic freedom
8. Past-President's Report [J. Mauzeroll]
 - i. By-election VP Internal
 - ii. By-election Council Member
9. President-Elect's Report [R. Sieber]
10. VP External [S. Simon]
11. VP Communications [A. Dubé]
12. Other Business
13. Adjournment



MAUT Council Meeting
Wednesday, June 9, 2021 at 12:00 pm
Zoom Meeting

Attendees:	<u>Executive Officers</u> Andrew Kirk, President Renée Sieber, President-Elect Janine Mauzeroll, Past-President Simon Rousseau, VP External Adam Dubé, VP Communications Nate Quitariano, VP Finance	<u>Council Members</u> Jill Boruff Melanie Dirks Lucy Kiester Maureen Mckeague Caroline Riches Thavy Long Bruce M. Shore, MAUT-RAC
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MAUT Office: Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer
Joseph Varga, Professional and Legal Officer

Regrets: Ada Sinacor
Sandra Hyde
Dawn McKinnon, MAUT-LS

Approved Minutes of the Meeting

A. Kirk called the meeting to order at 12:05 pm.

1. Approval of Agenda

A. Kirk amended the agenda as follows: proposed budget moved to item 4, approval of standing committee composition moved to item 5 and the open session moved to item 6. B. Shore moved to approve the amended agenda, seconded by R. Sieber. Council approved unanimously.

2. Approval of Minutes – May 19, 2021

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

3. Business Arising from the Minutes

No new business arising.

4. VP Finance [N. Quitariano]

i. Motion - Proposed 2021-2022 Budget

N. Quitariano reviewed the budget and explained that this year's expenses for in-person meetings will again be reduced due to the pandemic; a budget will be set aside for the membership liaison reps.

Motion: N. Quitariano moved to approve the 2021-2022 Budget, seconded by R. Sieber. Council discussed. All were in favor and voted yes unanimously. Motion was passed.

A. Kirk asked to amend the proposed [2021-2022 Budget](#) so that MAUT meetings for Pre-Senate be held twice in-person and that Council and Executive meetings be held four times in-person and the remaining meetings be held on-line. This would reduce the budget from approximately \$11,000 to \$7,000. *R. Sieber accepted the friendly amendment. Council discussed and approved the proposed membership management system. All were in favor and voted yes unanimously. Motion was passed.*

5. Standing Committee Composition 2021-2022

A. Kirk asked for a motion to approve the current appointed membership on the Standing Committees:

Motion:

Standing Committee Membership 2021-2022

- *Collegiality Committee*
- *Communications Committee*
- *Faculty Club Committee*
- *Membership Committee*
- *Nominating Committee*
- *Non-Discrimination Committee*
- *MAUT Staff Remuneration Committee*
- *Retiree Affairs Committee*
- *Tenure and Mentoring Committee*

Joint University Committees 2021-2022

- *SBAC*
- *CASC*

R. Sieber moved to approve the motion, seconded by B. Shore. Council approved unanimously. Motion was passed.

6. Open Session on MAUT priorities for 2021-22

A. Kirk reviewed a few priority items for the 2021-2022 year. He started with the Membership Opt-Out Plan and the Administrative Overload working group and opened the floor to Council:

- Working Group on Student Evaluations
 - J. Mauzeroll mentioned that there is going to be a revision on student evaluations through a working group, which will be discussed at the next Senate meeting. MAUT should request to be officially part of it to ensure that it helps promote better pedagogy. A conversation with Angela Campbell should be planned. B. Shore is willing to contribute within an MAUT working group.
- Lecture Recordings
 - M. Dirks anticipates some push back from students who will want faculty to record their lectures and expressed her concerns. Perhaps changing the student code of conduct could protect faculty member's intellectual property. Instructors may be penalized for not offering recordings. There's also the risk of personal information being divulged by students especially in professional programs. Recordings are not compatible with active learning.
- Merit Evaluation System for Next Year
 - Revised plan will come to Senate
- Daycare
 - MCC will create a taskforce
- MAUT's role on SBAC
- Collegiality vis a vis Central Administrative

- R. Sieber mentioned centralized decision making during Covid (reclaim collaboration with the workings of the university)
 - Relates to the need to promote and reward service for onboarding faculty
- Perhaps collegiality training could be offered
- More sharing of metrics from central admin (such as GPS data on funding)
- McGill budget: find a key person who is willing to readily share information
 - Get a better understanding of the McGill budget
- Administrative Overload
 - Grad student supervision
- What do Executive Members do?

7. President's Report [A. Kirk]

i. **Referendum on Constitutional Changes**

This is an on-going item; A. Kirk will get the necessary information from Joseph and will work with A. Dubé to ensure that the referendum takes place; we may want to run it in conjunction with the election of the VP-Internal and the new Council member.

ii. **Opt-Out membership Option for MAUT**

JA Watier prepared a [document](#) that sets out the considerations and actions required to implement the opt-out plan. Unfortunately, the project was delayed by one-year due to Workday. One major decision that Council needs to take is to decide whether to roll this out just for new faculty, or for all faculty. There are more discussions needed with HR, and we should review the MAUT By-Laws and set up a referendum to seek approval from the membership.

iii. **Working conditions for in-person teaching**

As announced at the recent Town Hall, the university is anticipating that the government will relax social distancing restrictions sometime around the beginning the semester. A. Kirk's [full report](#) to Council and Executive last week. In general, it seems like good news, so long as the projections hold. However, the decision to open up an additional set of teaching spaces on a provisional basis also increases uncertainty for some instructors. In addition, some members have voiced concern about opening up too quickly, and the experience of the UK suggests that a high vaccination rate may not be sufficient to keep variant Covid strains at bay. A. Kirk has requested a meeting with the Provost to set out these concerns.

A. Kirk expressed concerns from faculty regarding those who start teaching online and then are suddenly asked to teach in-person. Mask mandate could end up not implicating legal laws, hence not being required to wear them.

iv. **SBAC**

Executive met and accepted the proposed changes(see below) that had to be remitted to SBAC by June 3, 2021.

Expanding coverage for mental health services by adding psychotherapists and marriage and family counselors as covered providers & increasing the combined maximum to \$2,000, as of July 1, 2021 (its currently \$1,000)

- *Expanding the list to all anti-obesity drugs while maintaining the same lifetime maximum of \$2,400, as of July 1, 2021.*
- *Implementing in July 2021, a McGill Age 65+ Drug Plan so that faculty 65+ can opt into a supplemental plan that will pay 80% of prescription drugs as opposed to only 65% on RAMQ's plan.*

Council discussed and agreed to have SBAC give a presentation to the MAUT membership.

v. Quebec government call for memoranda on academic freedom

The Quebec government has set up a *Commission scientifique et technique indépendante sur la reconnaissance de la liberté académique dans le milieu universitaire* to review the question of academic freedom. We recently received a [letter](#) seeking our opinion. As a result, the MAUT Ad Hoc Committee on Academic Freedom is planning to draft a memorandum. Members of the group are: Brendan Gillon, John Galaty, Ian Henderson, Janine Mauzeroll and Andrew Kirk. Once the letter is drafted, it will be circulated to Council for review.

8. Past-President's Report [J. Mauzeroll]

J. Mauzeroll is working on the By-elections with K. Hastings and A. Dubé.

i. By-election VP Internal

ii. By-election Council Member

9. President-Elect's Report [R. Sieber]

R. Sieber reported on the MCC meeting on the following agenda items that were covered:

- Held a pre-SBAC meeting (issues discussed 65+ benefits plan and discrimination)
- Lisa Munter gave a presentation on daycare and has put together a task force
- Concerns with return to campus in fall was discussed after the town hall meeting
- PGSS suggested a model that all courses have a two-week 'online' start to the fall semester and then later determine if they should go back in-person
- Pro-vaccine campaign geared towards retired faculty
- Discussed Ehab Lotayef's resignation from the Board of Governors as well as two other resignations from the BoG

10. VP External [S. Simon]

Nothing to report.

11. VP Communications [A. Dubé]

In preparation of the fall newsletter, A. Dubé mentioned that MAUT could include a pro-vaccine campaign or send a mass communication to all members by email. It could also include a timeline of what in-person teaching would look like heading back in the fall.

12. Other Business

A. Kirk mentioned he had attended the CAUT President's Conference and that other bodies have a code of conduct and perhaps MAUT should look into adopting one as well.

13. Adjournment

A. Kirk called for a motion to adjourn the meeting. N. Quitariano moved to adjourn, seconded by R. Sieber. Meeting adjourned at 1:52 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer