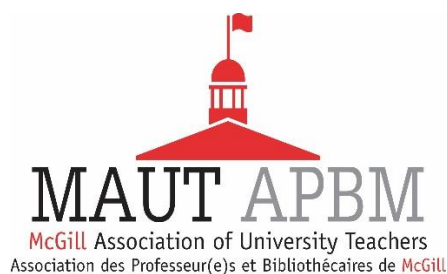




MAUT Council Meeting
Wednesday, September 15, 2021 at 12:00 pm
Zoom Meeting

Approved Agenda

1. Approval of Agenda
2. Approval of Special Council Meeting Minutes – August 31, 2021
3. Business Arising from the Minutes
4. President's Report [A. Kirk]
 - i. Vaccine mandate and related matters, including plans for extraordinary Council meeting with the Provost on Friday 17th
 - ii. McGill Pension Presentation (Sept. 20, 2021)
 - iii. Update on Opt-out plan / referendum
 - iv. Working group on student evaluations
 - v. Working group on administrative overload
 - vi. Revised PCard regulations
 - vii. Appendix C, TT-regulations (Service Portfolio)
5. Past-President's Report [J. Mauzeroll]
6. President-Elect's Report [R. Sieber]
7. VP External [S. Rousseau]
8. VP Finance [N. Quitariano]
9. Other Business
10. Adjournment



MAUT Council Meeting
Wednesday, September 15, 2021 at 12:00 pm
Zoom Meeting

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| Attendees: | <u>Executive Officers</u> Andrew Kirk, President Renée Sieber, President-Elect Janine Mauzeroll, Past-President Simon Rousseau, VP External | <u>Council Members</u> Jill Boruff Melanie Dirks Lucy Kiester Sandra Hyde Caroline Riches Thavy Long Ada Sinacor Dawn McKinnon, MAUT-LS Bruce M. Shore, MAUT-RAC |
| MAUT Office: | Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer Joseph Varga, Professional and Legal Officer | |
| Regrets: | Nate Quitoriano, Executive, VP Finance Maureen Mckeague, Council Member | |

Approved Minutes of the Meeting

A. Kirk called the meeting to order at 12:02 pm.

1. Approval of Agenda

J. Mauzeroll moved to approve the minutes, seconded by B. Shore. Council approved unanimously.

2. Approval of Council Summer Meeting Minutes – August 31, 2021

The minutes were not available. A. Kirk moved this item for approval at the next Council meeting of Oct. 15th, 2021. Council agreed unanimously.

3. Business Arising from the Minutes

Concerns regarding a vaccine mandate from the summer Council meeting are discussed in the President's Report in point 4 below.

4. President's Report [A. Kirk]

i. Vaccine mandate and related matters, including plans for extraordinary Council meeting with the Provost on Friday, September 17th

A. Kirk summarized that on August 14th [via email](#), MAUT Council passed the following motion: *MAUT is in favour of requiring vaccines for McGill University students and staff, with limited exceptions for medical and religious reasons. McGill should facilitate access to the vaccine for international students, as well as for any others who may not have had the opportunity.*

It called for McGill to require proof of vaccination (or regular testing) to access all spaces on campus, which no response was met by the administration. On August 30th, MAUT became aware of a memo that was sent by the Provost to Deans, Department Chairs and Directors pushing a hard line on instructors seeking to continue teaching remotely because of concerns about Covid infection. On August 31st, MAUT held a special Council meeting with over 60 MAUT members in attendance. A second resolution repeating our call for a vaccine mandate at McGill and called on the Provost to respect the right of faculty members, in collaboration with their chairs/directors to make decisions about how we teach, including the mode of instruction. Several messages were sent to members explaining our position and to offer them support. MAUT received many messages of encouragement for its position, despite receiving three membership resignations. The 3 P's (President, Past-President and President-Elect) gave interviews with several different journalists and responded to email questions.

On September 2nd, the 3 P's met with the Provost (C. Manfredi), Associate Provost (A. Campbell) and McGill Legal Council (L. Thibault). MAUT expressed the very significant degree of concern that the Provost's August 30th memo had generated and explained why this is seen as (another) breach of collegial governance. McGill's Legal Council presented the administration's arguments against wider use of the vaccine passport at McGill, which was mostly based in the Quebec Civil Code. They added because there is no real threat, there is no legal case.

Following that meeting, the Provost circulated a letter to academic staff recognizing that instructors may have pedagogical reasons to include on-line components in their teaching, which was essentially a change in tone rather than substance. The Provost offered to speak at a special MAUT Council meeting on Friday, September 17th at 1 pm.

Another meeting was held with the Provost and Prof. Campbell last week at which we raised concerns that we had heard about the long and convoluted process that academic staff who are seeking medical accommodations to teach remotely must go through, and he promised to look into it. We also described several examples of memos from Deans to academic staff, following his August 30th letter, which continued the heavy-handed and non-collegial approach.

At the national level, according to CAUT, 59 out of 121 college campuses in Canada have a vaccine mandate (including almost all in Ontario, BC, Alberta (large schools), Saskatchewan, Newfoundland, PEI and Nova Scotia (larger schools)). The US has over 1000 college campuses with a vaccine mandate. Meanwhile in Quebec, the FQPPU was silent on this issue, they are now seeking input from member organizations on the situation on their campuses, and we will take this opportunity to urge collective action at the provincial level.

A. Kirk asked Council members what they want to do next. The two specific topics are: 1) the Extraordinary Council meeting on September 17th (A. Kirk reached out to several members of the community who have a great deal of expertise on public health policy, infectious diseases, and the law, and he encouraged them to attend and pose questions. He also let the Provost know that we will provide 20 minutes for him and his team to present, so that there is sufficient time for questions and comments by Council and attending MAUT members) 2) whether or not to run a survey of members on the topic. Susan Bartlett offered to conduct this on behalf of MAUT. Council members shared their thoughts:

1) Sept. 17 Council meeting:

- Worried the presentation will be vague. S. Hyde suggested three top issues be discussed:
 - 1) Push for the vaccine mandate
 - 2) Layered approach as recommended by the scientific advisory committee
 - 3) Why can't McGill implement the same plan as Concordia?
- R. Sieber's two points:
 - 1) A. Campbell said that if you have a medical certificate while your accommodation is being adjudicated by HR they will allow you teach remotely while they process your request
 - 2) Who is actually teaching only online?
- The vaccine mandate will be implemented at the library
- J. Mauzeroll shared the [Radio Canada report](#) featuring Dr. Arruda's request to verify the vaccination status of all personnel in the education system. Perhaps suggest to the university administration to lobby the government in obtaining this type of information and will the university have access to this data.
- Lack of distancing – space issues is a huge problem despite everyone being happy to be back
- What is the definition of educator and how does this help librarians?
- Ventilation issues – real time tests haven't been done (how long does air quality improve without windows or fresh air)
- University priority is safeguarding the in-person learning experience for students.
- People can send their questions anonymously to Andrew through the chat or manage the questions ahead of time by sending it to R. Sieber's Gmail.
- More flexibility in practising harm reduction (go a little beyond the provincial regulations that is currently being implemented by the university) when applicable

2) Survey

- In favor of the survey and the librarians support it as well
- Ask about specific incidences where the current policies break down
- Simple poll asking whether in favor or not of a vaccine mandate

ii. McGill Pension Presentation (Sept. 20, 2021)

Prof. Julia Scott (member of the Pension Administration Committee) PAC has asked MAUT to help run an information session on a fossil free option for the McGill pension fund. The presentation is scheduled for September 20 at noon. Invitations were sent to MAUT members who are MUPP members.

iii. Update on Opt-out plan / referendum

A. Kirk and JA Watier met with Diana Dutton and Leigh Yetter in June to discuss the opt-out plan. They expressed concern about having the opt-out option for all faculty and recommended that the membership auto enrollment be geared towards new faculty hires only. This would avoid overwhelming the HR helpdesk and avoid any backlash from the existing community. They urged us to follow the MUNASA approach, which has worked well. They also sent us the text that has been included in offer letters for new MUNASA members. A. Kirk had also met with the Provost and A. Campbell two weeks ago and was given the green light for new-members opt-out. Although there are equity issues at stake in terms of old non-members riding on backs of new hires, A. Kirk hopes the Membership Committee will reach out again to non-members and urge them to join. However, before implementing the opt-out process, MAUT must conduct a referendum to update the existing membership categories. A. Kirk will work with J. Mauzeroll (who is running the current elections) to get this done.

iv. Working group on student evaluations

A working group on student evaluations of teaching performance is being struck. A. Kirk wrote to Associate-Provost Chris Buddle and received his assurance that a representative (or representatives)

from MAUT will be included. The final details haven't yet been released. A. Kirk will keep the conversation going in ensuring maximum representation. Objectives will focus on reducing bias in evaluations of teaching, considering whether numerical evaluations can ever be fair or should be dropped altogether. J. Mauzeroll added that strong representation is needed on this working group in order to evoke change.

v. Working group on administrative overload

As background for new members of Council, in 2017 MAUT formed an Ad Hoc Committee on Administrative Overload. This was motivated by the many complaints MAUT had received in regard to a perceived decrease in the availability of clerical/administrative support at the university and a commensurate increase in the number of routine administrative tasks that our members were called on to undertake. The committee conducted a survey of faculty members and librarians experience of the administrative burden that they experience at McGill. The Committee made the following recommendations:

- Formulation of proposals to address the six most often encountered sources of administrative overload
- Formation of a permanent Standing Committee on Elimination of Administrative Overload consisting of representatives from the administration, MAUT, MUNACA, and MUNASA
- Creation and maintenance of a variety of readily accessible and easily navigable entry points where members of the community can register their concerns about unnecessarily burdensome administrative tasks and possible suggestions of solutions
- Consideration of mechanisms that will compel central administrative units to actively seek the input of representatives of those most affected in the local units before imposing any new administrative burdens on the latter

Over years since then successive MAUT Presidents have requested that the Provost set up the proposed Standing Committee. Earlier this year, they succeeded in getting an agreement to set up a working group and the Provost asked MAUT to [draft the terms of reference](#). A. Kirk asked Council members to look over the document and provide feedback.

vi. Revised PCard regulations

MAUT members brought to the attention of A. Kirk concerns about recent restrictions to PCard use ([PCard Regulation | Financial Services - McGill University](#)). In particular, PCards that are used less than five times a year will be cancelled, and cancelled cards cannot be renewed for a period of 3 years. Council members were asked that if they hear of other complaints, to advise A. Kirk. He will raise this with the administration.

vii. Appendix C, Tenure Track Regulations (Service Portfolio)

Associate Provost Angela Campbell approached A. Kirk during the summer with a proposed [Appendix C](#) for the tenure regulations, which describes the Service Portfolio. She asked whether this meets with MAUT's approval or whether we have any suggestions for modifications. The document was circulated to Council for feedback but only one positive response was received. As per A. Kirk's opinion, the proposed changes to Appendix C does a good job of expanding the scope of what can be recognized as service and should help to improve collegiality. However, MAUT Bylaws contain a detailed process as to how we should address requests for consultation. A. Kirk formally raised this at Council for any suggested changes.

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

J. Mauzeroll reported that the Call for Nominations in the MAUT By-election was sent out. The vacancies are two Executive positions (VP Internal and VP Communications) and two Council seats. J. Mauzeroll reminded Council members to encourage anyone they know and to forward their nominations to the MAUT Office by September 23 at 5 pm.

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

i. Council Agenda

R. Sieber suggested that there be a stronger librarian representation on the Council meeting agenda. RAC Chair, B. Shore added that he would also like to the opportunity to report the RAC's activities.

ii. Meeting of MCC

R. Sieber attended the MCC meeting on September 3, 2021. She reported on the following:

- There were several problems with mask wearing by both students and faculty (cloth masks, no masks, eating in the Library, not filling out covid assessment forms, overcrowded elevators). Reliability on the collective set of norms is not being respected.
- Ventilation issues are ongoing – some faculty are taking matters into their own hands causing some friction with the university.
- Workday continues to be problematic for MUNASA. Seems they shut down all the casual hires, forcing them out of the system and terminating their employment. MUNASA has had to rehire these same people and re-enter them into Workday, creating pages and pages of work.
- Judy Dear mentioned that obtaining a medical certificate is not clear for faculty.
- The MCC discussed what should be talked about at the Board of Governors meeting. Seems the BoG have not been cooperative is sharing meeting information.

7. VP External [S. Rousseau]

S. Rousseau reported that from the provincial perspective - the commission mandated by the government completed their work two weeks ago and will have recommendations ready in the coming months.

S. Rousseau will share this with Council when it becomes available. The FQPPU has a proposal to form their own permanent committee on academic freedom. It will have a significant investment of funding (partly through association dues – contributions made by MAUT, etc.). The next federal meeting, they will be voting on this. S. Rousseau will circulate a document relevant to this topic to Council members asking what position they would like to defend when he presents at this meeting.

MAUT and other associations have been asked to fill out a FQPPU questionnaire regarding its position with the current health measures on campus. [Gestion de la pandémie – les conditions de la reprise sur vos campus](#). MAUT will also request that they lobby the government in proposing the vaccine mandate and if they can pressurize the government as a way forward. R. Sieber added that it is important for FQPPU to frame this as academic freedom vs loyalty to the employer.

8. VP Finance [N. Quitariano]

On behalf of N. Quitariano, A. Kirk mentioned that with the cost savings since Covid, that the Membership Committee was looking into organizing a membership event for Executive, Council and members. JA Watier elaborated that despite the short notice and red tape with health/safety measures she is trying to organize a lunch either on campus or on a nearby public street by hiring a food truck for the first week of October.

9. Other Business

No other business was reported.

10. Adjournment

A. Kirk called for a motion to adjourn the meeting. S. Rousseau moved to adjourn, seconded by L. Kiester. Meeting adjourned at 1:52 pm.