



MAUT Council Meeting
Wednesday, October 13, 2021 at 12:00 pm
Zoom Meeting

Approved Agenda

1. Approval of Agenda
2. Approval of Summer Council Meeting Minutes – August 31, 2021
3. Approval of Council Meeting Minutes – September 15, 2021
4. Approval of Special Council Meeting Minutes (verbatim) – September 17, 2021
5. Business Arising from the Minutes
6. President's Report [A. Kirk]
 - i. Report on recent meetings with the Provost and planning for next meeting (13/10/2021)
 - ii. New Ad Hoc Senate committee on COVID Academic Planning and Policies
 - iii. Revised terms of reference for Working Group on Administrative Overload
 - iv. Planning for In-person MAUT Meetings: AV requirements ([Logitech](#), [Polycom](#))
 - v. Report from CASC
 - vi. Council involvement
7. Past-President's Report [J. Mauzeroll]
8. President-Elect's Report [R. Sieber]
9. VP External [S. Rousseau]
 - i. FQPPU - COPLA
10. VP Finance [N. Quitariano]
11. Other Business
12. Adjournment



MAUT Council Meeting
Wednesday, October 13, 2021 at 12:00 pm
Zoom Meeting

Attendees:	<u>Executive Officers</u> Andrew Kirk, President Renée Sieber, President-Elect Tim Kennedy, VP Internal Simon Rousseau, VP External Lena Simine, VP Communications Nate Quitariano, VP Finance	<u>Council Members</u> Jill Boruff Melanie Dirks Lucy Kiester Caroline Riches Maureen Mckeague 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:	Janine Mauzeroll, Past-President Ada Sinacor, Council Member	Thavy Long, Council Member Sandra Hyde, Council Member

Approved Minutes of the Meeting

A. Kirk called the meeting to order at 12:06 pm and welcomed new Executive Officers, Tim Kennedy, VP Internal and Lena Simine, VP Communications.

1. Approval of Agenda

R. Sieber moved to approve the minutes, seconded by B. Shore. A. Kirk added an agenda item for the LS. Council approved unanimously.

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

B. Shore moved to approve the minutes, seconded by D. McKinnon. Council approved unanimously.

3. Approval of Council Meeting Minutes – September 15, 2021

B. Shore moved to approve the minutes, seconded by D. McKinnon. Council approved unanimously.

4. Approval of Special Council Meeting Minutes (verbatim) – September 17, 2021

D. McKinnon moved to approve the minutes, seconded by M. Mckeague. Council approved unanimously.

5. Business Arising from the Minutes

i. Survey – On campus health measure

The person who initially volunteered to run the survey was no longer available. Council discussed and decided that the survey should be conducted anyway but only after the libraries have implemented the vaccine passport.

R. Sieber offered to help L. Simine craft the questions for the survey.

ii. Administrative Overload

The working group presented the draft on the terms of reference to the Provost. A. Kirk will wait for his feedback.

iii. Social Event

Membership event has been organized to host a hotdog lunch in late October.

6. President's Report [A. Kirk]

i. Report on recent meetings with the Provost and planning for next meeting (2021-10-13)

A. Kirk reported that the 3 P's have been meeting regularly with the Provost and A. Campbell regarding Covid related issues, teaching in-person and most recently accommodations for teaching online. They learned that there have been 22 requests for accommodation, of which 10 have not yet been dealt with, due to incomplete documentation. Of those which have been dealt with, apparently 50% were accepted and 50% declined. A. Campbell pointed out that for those who were declined accommodations, were able to split their teaching to partly in-person and mostly online and they seemed satisfied with the arrangement. It was suggested that HR encourage this idea when dealing with the dept. chairs but the faculty deans were not on board. A. Campbell suggested this could be something that the new Ad Hoc committee could discuss. She mentioned that only 3 staff members seem to be in this situation at present and no disciplinary action was taken at that time. There was also the expansion to the Covid-19 dashboard which provides a better understanding on the impact of Covid on campus and (requested this be published) testing of CO2's in certain rooms and lecture theatres.

ii. New Ad Hoc Senate Advisory Committee on Covid Academic Planning and Policies

The new ad hoc committee initiated by a motion passed at Senate recently met. The terms of reference says that it shall liaise with and advise the University's senior administration on COVID-related decisions affecting academic planning and policies, and how such decisions can be most effectively communicated and implemented. The committee is co-chaired by Chris Buddle and Angela Campbell with 3 academic staff (one nominated by MAUT - Daniel Weinstock who is serving). The first meeting was last Friday and Prof. Weinstock reported that the first meeting mainly concerned procedural matters, but that it was also positive and he is hopeful that issues of substance will be dealt with in future meetings. The [Minutes](#) of the meeting are available here.

iii. Revised terms of reference for Working Group on Administrative Overload

Previously discussed in Business Arising, point ii.

iv. Planning for In-person MAUT Meetings: AV requirements ([Logitech](#), [Polycom](#))

A. Kirk presented the idea of improving MAUT's IT situation by integrating in-person meetings while taking into account those who want to remain online by investing in portable AV equipment. This would accommodate everyone. A. Kirk talked about the [Logitech](#) system which does not require a hardwire connection and easily connects to a laptop (comes with camera, speakerphone and table top microphone and is compatible with laptop, projector, Zoom meeting, etc.). Approximate cost is \$2,000. Council discussed the quality of Logitech, expense/worth versus the number of users, in-person rules and the attendance success rate (in-person vs remote). A. Kirk mentioned the [Polycom](#) system (thought superior) it is cumbersome and expensive. R. Sieber brought up concerns regarding the lack of optimal performance at the Faculty Club as most rooms are WiFi only and not hardwired with ethernet access and asked her takes care of this for MAUT. B. Shore added that having our own equipment will quickly pay itself instead of using McGill's audio services (which expenses adds up). VP Finance, N. Quitoriano compared in-person expenses versus audio equipment costs and gave the green light to make this purchase.

v. Report from CASC (Committee on Academic Staff Compensation)

CASC (which is a parity committee with equal membership from administration and MAUT) meeting was held on October 6, 2021. MAUT's members are: (J. Varga sits on the committee and collects information)

Committee on Academic Staff Compensation (CASC) 2021-2022	
Andrew Kirk, President (Engineering)	
Renée Sieber, President-Elect (FAES & Science)	
Janine Mauzeroll, Past-President (Science)	
Nate Quitariano, VP Finance (Engineering)	
Jacques Hurtubise (Science)	
Tim Kennedy (Medicine)	

There are two main items for consideration:

- a) This year's merit exercise – we will need to decide whether to accept the administration's proposed merit category distributions with a 1% across-the-board (ATB) percentage and the rest put into merit. This should be decided in the next month.
- b) Starting January, and finishing no later than fall 2022, we will be negotiating the next 3-year salary policy.
 - Jacques Hurtubise had asked them to run numbers with 1.5% ATB, to take into account higher inflation in past year
 - Ideally we should have that before next Council meeting

We also raised two other items:

- Use of Professional Development Fund (PDF): We urged the admin to do a better job of reminding people that they have a PDF balance, and to remind them that there is a deadline to use it.
- Application of Merit for people who start in January (should be included)

The administration seemed receptive to both of these suggestions.

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

A. Kirk thanked J. Mauzeroll for her efforts in running the by-election. Her next task will be the Rmef referendum to amend the Constitution (membership eligibility and gender neutral language) in moving the opt-out option forward.

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

- R. Sieber reported that the MCC will be hosting a 'meet the Principal' lunch in November. Concerns were posted surrounding the mask violators and those entering buildings without the passport.
- Going forward through the BofG, the creation of Ombudsmen to handle whistleblower complaints around toxic work places in being planned (mostly occurring with MUNASA).
- There was some skepticism around the Senate ad hoc committee on Covid Academic Planning and Policies and the continued push for the vaccine passport.

9. VP External [S. Rousseau]

i. FQPPU – COPLA

S. Rousseau mentioned that the FQPPU federal council meeting will be taking place this week and they will be collecting votes for the proposed creation of a permanent committee on academic freedom entitled [COPLA](#) (Création de la commission permanente sur la liberté académique). Investment of funds will be made partly through association dues/contributions made by members. In collecting

Council's opinions, S. Rousseau presented two points for consideration: 1. Document academic freedom and make promotions (lobbying in favor for project or the law protecting academic freedom as seen by the FQPPU) 2. Play a role in supporting association and members who feel they have grievances in the context of academic freedom. S. Rousseau asked Council for their feedback. Members discussed the limits of the committee in this jurisdiction and if there any red flags, (FQPPU is trying to counterbalance loyalty to the employer), would McGill benefit from this (probably not have much of an impact on us), would government be tempted to overstep and dictate what it is rather than protecting the law. What does a law look like that protects AF and how will they determine what is AF and what isn't? Who does this actually include? Most Council members were in favor of the creation of the committee. S. Rousseau will bring this to the FQPPU meeting and will pose a few questions that were asked on behalf of MAUT Council.

10. VP Finance [N. Quitoriano]

N. Quitoriano shared with Council the different options for an in-person social event by having a lunch. The food truck we wanted to hire was too cumbersome in planning, so it was thought to perhaps have lunch at the Faculty Club with a 60 person cap which. JA Watier is looking into another option of hiring the hotdog vendor for the lunch.

11. Librarians' Section [D. McKinnon]

D. McKinnon reported on a New Model of Work located at 550 Sherbrooke (unit in the library) where approximately 20 academics signed up. The idea is to sign up and share a workspace when on campus. There have been some issues with administrators where some academics do not actually have a desk to work at (shortage) and some of their professional status has been removed. This idea was implemented for those who would work mostly from home. A. Kirk suggested that perhaps someone from MAUT should drop by to assess the situation. J. Boruff added that the librarians would lose their office space with this new implementation (giving this space to students for extra study purposes).

12. Other Business

M. Dirks reported that the OSD (Office of Student Disabilities) has given away their tasks to faculty in accommodating student's needs, which is overburdening professors (often time's last minute) for online teaching only. A. Kirk asked for a brief summary to bring to the attention to the Provost. M. Mckeague shared that she has been experiencing this as well.

M. Mckeague asked if the protection of intellectual property (online exams) is still being looked into. A. Kirk said he will follow up with the Provost.

13. Adjournment

A. Kirk called for a motion to adjourn the meeting. C. Riches moved to adjourn, seconded by M. Mckeague. Meeting adjourned at 1:49 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer