



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

Approved Agenda

1. Approval of Agenda
2. Approval of Council Minutes – November 10, 2021
3. Approval of Special Council Minutes (AMPL) – November 16, 2021
4. Business Arising from the Minutes
5. President's Report [A. Kirk]
 - i. Report on recent discussions with Principal and the Provost
 - ii. Salary Policy / ATB & Merit
 - iii. Update on administrative overload project
 - iv. New Model of Work
 - v. Opt-Out – next steps
 - vi. Disciplinary regulations
 - vii. MAUT representative to Teaching Evaluations Working Group
6. Past-President's Report [J. Mauzeroll]
 - i. Referendum Update
 - ii. [Academic Freedom](#)
7. President-Elect's Report [R. Sieber]
8. VP Internal [T. Kennedy]
9. VP External [S. Rousseau]
10. VP Communications [L. Simine]
 - i. Survey
11. VP Finance [N. Quitariano]
12. Other Business
 - i. MAUT's position - safe winter semester [R. Gold]
13. Adjournment



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

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

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 agenda, seconded by S. Rousseau. Council approved unanimously. R. Sieber proposed a friendly amendment to the order of the agenda, seconded by L. Kiester. Council approved the changes to have Academic Freedom moved to item 5. and S. Rousseau's report moved to item 6.

2. Approval of Council Minutes – November 10, 2021

The minutes were not available. A. Kirk moved this item for approval at the next Council meeting of January 12, 2022. Council agreed unanimously.

3. Approval of Special Council Minutes (AMPL) – November 16, 2021

The minutes were submitted just prior to the meeting. A. Kirk moved this item for approval at the next Council meeting of January 12, 2022. Council approved unanimously.

4. Business Arising from the Minutes

No business arising.

5. [Academic Freedom](#) [J. Mauzeroll]

J. Mauzeroll had circulated a document (Liberté Académique – gouvernement du Québec) to members in the fall, the FQPPU have wanted this type of law for the last 10 years. When the unionized system would go

to the labour courts, often times they were unsuccessful because the concept of academic freedom was not bound by a law. It is possible in the coming months that MAUT be asked to provide their opinions regarding academic freedom. The wording may be different for associations and for unions. J. Mauzeroll invited Council Members to attend FPPU meetings (next meeting in February 2022). S. Rousseau added that loyalty to the employer can not diminish the importance of academic freedom and he will gladly present Council members feedback/concerns at the upcoming meeting. B. Shore was concerned with clause 4.2 of the document finding it weak and that it should include librarians and retired professors. R. Sieber also asked about the loyalty to the employer clause. FQPPU reaction takes an excerpt that doesn't side with the employer but talks about the implications that the employee has towards to the employer and should not take precedence over academic freedom.

6. VP External [S. Rousseau]

S. Rousseau reported on the CAUT federal meeting held a couple of weeks ago where a number of motions were discussed and one in particular was an anti-Semitism motion that seemed to infringe on academic freedom where we were asked to reject (brought up at Executive and Council last year by C. Lu). There was also the motion of censure of the Administration of the University of Toronto where it failed to resolve concerns regarding academic freedom (hiring controversy). The motion was passed and Professor Azarova was offered their position back but declined for other reasons. These were a couple of the stand out elements. Another issue was the insolvency clause (usually reserved for private organizations) regarding Laurentian University's financial challenges. Should Council members wish to learn more, S. Rousseau can provide information regarding the one-hour session on what the implications are for universities across the country and how legislation varies from one province to the other.

7. President's Report [A. Kirk]

i. Report on recent discussions with Principal and the Provost

Discussions with the Principal and Provost were mostly over Covid concerns (see President's Report). Accommodations for faculty members was discussed and it was learned that since the pandemic 20 professors had requested accommodation, with 10 approved, 5 declined and the rest in review. The Provost seemed to be leaning towards allowing for accommodations based on the health risk to dependents, not just the faculty members. The path for this type of request would most likely be via the Provost's office rather than HR but the Deans were not entirely on board. They will provide the results of the requests in a quick turn around time before the start of the winter semester. Each case will have its own tailored solution (a percentage of remote teaching, in-person class spacing, etc.).

Council talked about MAUT being more engaged with members, not only through emails (despite the strong culture to use email) but also through open discussions or requesting assistance. Having MAUT open itself up to the entire community with improved communication would benefit not only members of the association but all faculty. Make MAUT the first point of contact for help or advising.

MAUT had sponsored a [study](#) into the financial benefits of more daycare at McGill (due to reduced absenteeism) which showed that it could be worth several million dollars to the university. We forwarded it to the Provost. A. Campbell had already seen it, and told us that she is talking to the McGill Daycare Director and investigating construction costs. Recently the university agreed to fund the costs (approx. \$10,000) of an architectural study in order to apply for subsidized spaces from the government, so it seems as if this dossier is finally going somewhere.

At our meeting with the Principal we raised the topic of collegial governance, and how essential it was for the administration to demonstrate its willingness to work with, and listen to, MAUT if we

want the current model at McGill to continue. We also raised concerns over the Omicron variant, the New Model of Work, 20% remote teaching and Administrative Overload.

ii. Salary Policy / ATB & Merit

The current last year of the 3-year agreement of 3.25% and the next 3-year salary policy of the recommended 4.10% (ATB 1.35% + 2.75% Merit). This represents approximately \$1M additional money from McGill, which CASC felt was reasonable. One topic that needs to be decided on is whether there should be an increase for associate professors since they have a lower salary than assistant and full professors in comparison to the U15. Council discussed the overall frustration regarding salary increases and questioned the salary policy and how do we move the needle? As an association, MAUT has little negotiating power.

iii. Update on administrative overload project

We had our first meeting on November 24th with a focus on computer purchases and the Professional Development Fund. In addition to the MAUT Presidents, the Provost and Associate Provost Campbell were Francois Pouliot (Director of Procurement), Leigh Yetter (Director of Strategic of Operations) and Chris Tinmouth (AVP Finance). We felt that the meeting was constructive and helpful. On the computer purchase side, the outcomes were:

- Current purchasing directive will be retired (Feb), and will be coordinated with the provision of supplier catalogs on MMP
- P-Card computer purchases will be permitted in January
- The university will make faculty members aware of the existence of 'super-Pcards' which can be used to help purchase items that require a credit card for purchase.
- Purchasing will create a flow chart so that people can understand all the options available
- Until these new measures are in place Purchasing will tell Le James to relax the criteria that are used to decide whether an outside purchase is permissible.

We also learned that parts, components and second-hand purchases are not covered in the current directive. Subsequent to the meeting we had some back and forth about what sort of information would be required from computer buyers who do not go through Le James. The university has compliance requirements, which imply some reporting is necessary. We are seeking to make this as simple as possible. We have also suggested that MAUT could host a virtual meeting for members where Francois Pouliot explains these different purchasing options. Council added that the MMP platform is arduous and any assistance would be helpful.

On the topic of PDF balance access, this is more complicated since 4 faculties have centrally managed balances, whereas the rest are local. The Provost suggested the Science and Arts could implement a pilot project for funds to be available via Minerva. Faculties that administer their own funds mostly just provide balances on demand, but some give quarterly updates. We also learned at CASC that on average around 50% of the funds are unspent - that's about \$500k out of \$1M annual amount. This is a work in progress.

iv. New Model of Work

A. Kirk and R. Sieber did a site visit on Sherbrooke. Thought the new model of work is an experiment, it seemed crowded and not very private. No one is willing to accept authority over this project. R. Desmeules, mentioned that the space is difficult and not static. Apparently they will be redoing the floor layout in January and is very disruptive.

v. Opt-Out – next steps

Now that the referendum is complete, the constitution will be updated in order to continue with the Opt-Out plan. However, there are many administrative steps still required, and work needed to be done by the MAUT Membership Committee to prepare fliers, etc. It would be better to target July 2022 new hires rather than January 2022.

vi. Disciplinary regulations

Nothing to report since Prof. Petra Rohrbach, who is coordinating our side of these negotiations, is compiling the comments that she has received from the working group to the latest draft that we had obtained from the administration. Once she has done that, we will review them and will report back to Council.

vii. MAUT representative to Teaching Evaluations Working Group

J. Mauzeroll was appointed to this group and A. Kirk thanked her for her commitment.

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

i. [Referendum Results](#)

J. Mauzeroll presented the attached referendum results of 129 votes (123 yes and 6 no) for the following two constitutional changes:

#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:

- Recommendation of the Membership Committee report of May 2020 to 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. Housekeeping revision: since advent of MCLIU, MAUT has not had such members join.

#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.

ii. Teaching Evaluations Working Group

J. Mauzeroll is working on this and will keep Council updated.

iii. MAUT Elections 2022-2023

In preparation of the MAUT spring election, J. Mauzeroll is starting to work on of the January nomination and asked Council to forward any names for positions on both Executive and Council.

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

R. Sieber reported on the MCC and there were two outstanding issues:

- 1) MUNASA had a personnel issue where a position was not posted and was given to a certain employee directly. This goes against HR regulations yet HR commonly does this. Judy Dear is issuing a letter of disapproval for this practice and has asked MAUT to sign in requesting that HR follow its own rules when it comes to hiring people.
- 2) The creation of an ombudsperson (currently this role is normally handled by the secretary general), but depending on who the secretary general reports to – may not necessarily be a good distantiating from the influence by the administration or the BoG. A former member of the BoG has requested to create an ombudsperson position. Other universities have these positions that are distinct from the hierarchy of the university and BoG to enable greater protection of whistle blowers or concerns that may be raised by members of the McGill Community. A document will be sent to MAUT asking for support. This will be presented at Council for discussion before deciding to sign.

10. VP Internal [T. Kennedy]

T. Kennedy expressed his interest to enhance MAUT's communication and will look into [Slack](#) (a software program that organizes conversations into channels) and will work with L. Simine on this.

11. VP Communications [L. Simine]

i. Survey

L. Simine reported that the survey is complete and has hired a student to analyse the overall comments. She presented a brief overview of the survey results. With close to 500 respondents (highest participation in an MAUT survey). L. Simine went through the questions with Council:

- Preferred mode of teaching when there is a low risk (most preferred to teach in-person)
- Preference to teach in uncertain public health conditions (most preferred to teach online)
- How strongly does salary amount factor into why you are at McGill (most said some and some said not at all)
- If salary is balanced by other advantages of the McGill experience, are continuously strengthened or eroded (there were lots of comments that need to be analyzed but some felt it is eroding)
- Is salary compensation adequate at McGill compared to other universities (most disagreed)
- Proposed New Model of Work would allow faculty to work from home a certain number of days/week. How much is the overhead cost to work from home (most reported a monthly average of \$100 or more)
- How to base the salary increase for the next 3 years (less strongly on merit)
- Workday difficulties (most said yes)
- If McGill could change its mode of communication, would they be opposed (most said no)
- When asked what the preference would be (most said email)
- Indicate your level of satisfaction with McGill's handling of the pandemic (most were satisfied)
- Did you invest unremunerated time on top of your normal teaching schedule to an online format (most said yes)
- If so, how many hours in addition to your regular teaching schedule (most said between 5 – 10 hours)

Once the comments and qualitative data is properly analyzed, only then will we know the results of the survey in the New Year.

12. VP Finance [N. Quitarano]

Nothing to report.

13. Other Business

i. MAUT's Position – Safe Winter Semester [R. Gold]

Omicron will only get worse before it gets better and how do we prepare in anticipation of the return to class in January (N95 masks are preferable, lower capacity class, on-line teaching, etc.). The floor was open to Council to discuss. Seems for the time being in-person teaching is still planned unless there are other directives from the government over the holidays. Suggestions were if you are feeling unwell that you should not teach in-person. Concerns regarding illness and how does one teach if they are too sick to teach, what are the repercussions? There is also mental health issues for both professors and students. Without proper solutions, some professors may go ahead and teach online just the same. Questions posed to the Provost such as what if the numbers go up and what is the threshold were met with; there's a back up plan that roll back to the beginning of the pandemic and that McGill will be guided by what the province does. The university needs to do a better job at motivating and reassuring the faculty. MAUT could put out a positive message before the holidays and that there could potentially be some flexibility with a two-week in-person delay.

A. Kirk will draft up a letter and circulate it to Council for feedback/approval.

14. Adjournment

A. Kirk called to adjourn the meeting, B. Shore moved and seconded by R. Gold. Meeting adjourned at 2:05 pm.

Respectfully submitted by: JA Watier, MAUT Recording Officer