



MAUT Council Meeting
Wednesday, February 9, 2022 at 12:00 pm
Zoom Meeting

Approved Agenda

1. Approval of Agenda
2. Approval of Council Minutes – January 12, 2022
3. Approval of Special Council Minutes (AMPL) – November 16, 2021
4. Approval of Council Minutes – November 10, 2021
5. Business Arising from the Minutes
6. Equity in childcare [Kirk Bevan]
7. President’s Report [A. Kirk]
 - i. Recent meetings with Provost
 - ii. Report on meeting with Director of the School of Social Work
 - iii. Preparation for General Meeting 11/2/2022
 - iv. Nomination of MAUT representatives for the Advisory Committee for the Selection of the Principal
 - v. Faculty of Medicine policy on minimum graduate stipends
8. Past-President’s Report [J. Mauzeroll]
9. President-Elect’s Report [R. Sieber]
10. VP Internal [T. Kennedy]
11. VP External [S. Rousseau]
12. VP Communications [L. Simine]
13. VP Finance [N. Quitoriano]
14. Other Business
15. Adjournment



MAUT Council Meeting
Wednesday, February 9, 2022 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 Melanie Dirks Richard Gold Jelena Ristic Jill Boruff Dawn McKinnon, MAUT-LS
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Member Guest: Kirk Bevan

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

Regrets: Council members - Thavy Long, Sandra Hyde, Ada Sinacore, Bruce M. Shore, MAUT-RAC

Approved Minutes of the Meeting

A. Kirk called the meeting to order at 12:04 pm.

1. Approval of Agenda

L. Kiester moved to approve the agenda, seconded by T. Kennedy. Council approved unanimously. A. Kirk asked Council to allow a modification to the order of the agenda so that S. Rousseau's report can be moved before the President's report. Council accepted the changes.

2. Approval of Council Minutes – January 12, 2022

A. Kirk asked Council to consider approving all the minutes listed on the agenda at the next Council meeting of March 16 to allow everyone enough time to read them before they are approved. Council agreed.

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

To be approved at the March 16, 2022 Council meeting.

4. Approval of Council Minutes – November 10, 2021

To be approved at the March 16, 2022 Council meeting.

5. Business Arising from the Minutes

No business arising.

6. Equity in childcare [Kirk Bevan]

K. Bevan gave a [presentation](#) with his concerns regarding the current childcare/family care policy at McGill and how it could be improved. He began by bringing attention to the main issue that there is no minimum bound on what family care accommodations can be at McGill for academic staff. There's no duty to accommodate on the part of administrative decision making. He proposed that MAUT initiate the process with the possibility of a white paper (continuous working document) that could gradually make a change in what is relevant. He used the Ontario Human Rights Commission (OHRC) where public institutions have obligations to staff/employees (university - academic staff). Part of the obligation is associated with family care and OHRC have a document called the duty to accommodate. But in Québec the duty to accommodate doesn't seem to exist. Instead there are rules and regulations that for academic staff at McGill and administrative decisions fall within those regulations. Ideally having similar rights as other academic institutions or similar document from the OHRC at McGill, could then establish what constitutes reasonable accommodation and what does not for family care (obligation towards students, faculty, etc.). K. Bevan proposed that McGill create its own duty to accommodate in facilitating those seeking reasonable accommodation for family care.

A. Kirk opened the floor to Council for discussion. Many were supportive of the proposed presentation and were curious to know what the duty to accommodate in Quebec is. J. Varga will look into Quebec regulations. Because of varying personal situations, this would have a positive impact on the health care system while accommodating care givers. A. Kirk will put together a working group or ad hoc committee and look into the Quebec regulations. The 3 P's will bring this forward at their next meeting with the Provost at their meeting.

7. VP External [S. Rousseau]

S. Rousseau reported that the FQPPU informed MAUT that the Faculty of Law Association requested help for their accreditation and it was accepted. FQPPU will also be present at the *Tribunal administratif du Québec* and will be discussing this at the next federal meeting on Feb. 24 - 25, 2022. S. Rousseau will stand behind MAUT's statement and offered to bring any other concerns from Council at this meeting. J. Mauzeroll reminded Executive and Council that they too can attend FQPPU meetings.

8. President's Report [A. Kirk]

i. Recent meetings with Provost

- A. Kirk reported that the Micro Taskforce should be reassembled to review how academic performance is assessed in light of the Omicron wave (this was previously done when the pandemic first started and how merit should be evaluated). This was supposed to be brought to the ad hoc Senate Committee, if not the Micro Taskforce (if resurrected).
- Support to faculty for remote teaching/hybrid teaching: the Provost told us that additional resources had been made available via departments. MAUT expressed that faculty were not necessarily aware of this and asked for better publicity and also provision of more guidance in terms of how to do it. TLS subsequently organised some drop-in sessions and at least some faculties advertised the existence of resources.
- They spoke about the student referenda/boycott strikes: the Provost framed this as a demand by the students that the university provide full hybrid teaching and/or 100% lecture recordings but MAUT was opposed to this ('them' versus 'us' situation and to be careful how these things are framed). They discussed the creation of 'blacklists' of faculty members that do not provide these accommodations. Discussions with the students suggested that the situation is more nuanced than that. A particular teacher was on such a list and was distressed by this.
- After changes were made to the rules to use credit cards/super Pcards to purchase computer equipment, it was approved by Procurement Services last December. J. Mauzeroll tested this by

making a purchase and the system broke. MAUT will continue to work with Purchasing to fix the situation.

ii. Report on meeting with Director of the School of Social Work

A. Kirk met with Prof. Trocmé last week to get a better understanding of the situation with regards to the school having called an extension to teach remotely. They had an accreditation visit coming up and it would have been the first online accreditation visit ever. But they were overruled by the Dean of Arts and then later the Provost chimed in. The 20% online teaching allowed them to achieve online accreditation and they were ready to go back to in-person. Council discussed the issue of governance structure and who actually has the authority.

iii. Preparation for General Meeting February 11, 2022

A general meeting was requested by a sufficient number of MAUT members (10 or more). The Constitution requires that one be held. The agenda item: *Open discussion of members around MAUT response to the adequacy of the current return to in-person policies and COVID precautions. The motion has not been received yet but could be presented on the floor at the meeting.* It would be preferable if M. MacKenzie provided a motion in advance. Because some members feel that the university is speaking on behalf of faculty, they want to know what members want by voicing their opinion at upcoming MAUT General Meeting.

iv. Nomination of MAUT representatives for the Advisory Committee for the Selection of the Principal

A [request](#) from the Secretary General was sent to MAUT asking for the nomination of two MAUT representatives to sit on the Advisory Committee for the Selection of the Principal. A. Kirk asked Council to send nominations to JA Watier as soon as possible. Once the names have been collected, an email will be sent out to Council members to rank the names by preference. The top two will be forwarded to the Secretariat on Feb. 14, 2022. R. Sieber suggested that MAUT produce a statement in what we are looking for in a new Principal.

v. Faculty of Medicine policy on minimum graduate stipends

The Faculty of Medicine and Health Sciences are pushing for a policy whereby every faculty member is guaranteed at least \$25,000 /year for a 2-year Masters student and at least \$35,000/year for a full 5-year PhD student. Peter Nugus (Faculty of Medicine, interim Director in one of the science programs) has concerns which were raised by graduate program directors in several departments that get funding mainly from SSHRC that their faculty members will not be able to obtain this level of funding, and so will have to ramp down their research programs. R. Sieber and T. Kennedy helped to draft the [attached document](#). There are important questions since graduate students well-being is also important, but supervisors should not be solely responsible for ensuring it. Council discussed and agreed that students should have a living wage (create a university policy, centralized funding, change in university expenditures/change in business model, changes to how grants are written, fellowships, top up allocated faculty funds).

vi. Report from CASC

Members of CASC met on Monday and the administration confirmed the 1.35 % ATB plus the 2.75% merit – total of 4.1\$ (an additional .35% was not anticipated three years ago). They started to discuss the next three-year policy and hope to push beyond the 4.1% increase. They also discussed target increases for associate professors who are largely underfunded compared to their counterparts in the U15. The Provost was thinking of the anomaly approach and would look at increases based on their situation which may or may not be deserving. Council discussed merit inequities and the considerations in determining these increases. Perhaps MAUT can start by asking the university to provide data showing how merit given.

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

i. Nomination Committee [Motion](#)

J. Mauzeroll reported on the call for nominations that was sent out to the MAUT membership with a submission deadline of March 28, 2022. The election will run from April 5 – 15, 2022, the final results will be announced at the AGM on April 20, 2022.

*J. Mauzeroll proposed the motion for the Nomination Committee, seconded by L. Simine. A friendly amendment to the names listed was accepted by L. Simine. Council discussed and noted that the list contained older committee members and perhaps next year a list of younger people could be considered. Despite attempts to get newer and younger people involved, no one stepped up to the position. Council voted on the motion: 2 opposed, 6 accepted. **The motion was passed.***

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

i. Update

- R. Sieber spoke to SSMU about the student strikes and they said they are happy to work with faculty and supportive of MAUT's particular issues. They were dismayed at the way the Provost's office was characterizing the collective graduate and undergraduate efforts.
- R. Sieber also handled some grievances, drafted an alternate version of P. Nugus's document (ref. 8.v) and gave an interview with University Affairs (magazine for academics) on the impact of returning to campus with Covid.

11. VP Internal [T. Kennedy]

A. Kirk reported on behalf of T. Kennedy and mentioned that he received several emails from colleagues following the email from the Provost regarding the salary increase and expressed their concerns that cost of inflation was not considered. The salary policy was agreed to three years ago and the budget did not allow for extra increases. CASC will take into account inflation in the coming years for future salary increase.

12. VP Communications [L. Simine]

i. Survey

L. Simine reported that the survey will be ready soon and that A. Sinacore has the results document. She hopes to share the final survey with the membership in a sort of repository/storage location.

ii. March Newsletter

Asked if there would be an interest in circulating a newsletter. The newsletter would contain articles on the survey results, procurement services/professional development fund, graduate student funding, family care and contributions from other Council members.

iii. Slack Channel

L. Simine thought that having Slack might be a distraction as there are continuous chats going on. She suggested it be set it up for a trial period of one month. R. Sieber added that MAUT should use a different platform for communicating/conversations outside of McGill. L. Simine also suggested Google Groups as another option.

13. VP Finance [N. Quitariano]

i. MAUT 2020-2021 Financial Report - Motion

N. Quitariano reviewed the [draft of the financial statement](#) and the current financial situation is in good shape. An excess of revenue over expenses was at ~\$154,000 (including investment revenue of \$40,000 and \$110,000 in actuals/expenses). There was an increase in dues revenue from last year and a significant savings on expenses from meetings/events. Total assets are at \$860k (cash assets \$300k). *N. Quitariano moved to accept the draft financial statements, seconded by R. Sieber. Council discussed. All were in favor and voted yes unanimously. **The motion was passed.***

In addition to N. Quitariano's financial report, A. Kirk mentioned that with MAUT's healthy finances, the idea of hiring someone in a partial position (fact-finding, internal advocacy, data gathering, do research and to understand/modify some of the administrative overload, merit) would be beneficial. This person could be shared with other unions/associations at McGill (a certain percentage from each association's dues could be contributed to paying this person). R. Sieber will speak with MCC regarding a contractual person at their next meeting. Another option is to lessen the mil rate but that could change when the pandemic is over (depending on future costs). Representing the Membership Committee, N. Quitariano added that they would like to allocate \$5000 to do a study between other units and compare/understand the membership rates and why there are higher numbers of members in certain faculties but much lower in others. A budget would be requested when the proposal/motion is ready.

14. Other Business

No other business.

15. Adjournment

A. Kirk called to adjourn the meeting, R. Sieber moved and seconded by L. Kiester. Meeting adjourned at 2:00 pm.

Respectfully submitted by: JA Watier, MAUT Recording Officer