



MAUT Council Meeting
Wednesday, January 11, 2023 at 12:00 pm
Zoom Meeting

Approved Agenda

1. Approval of Agenda
2. Approval of Council Minutes
 - Sept. 14, 2022
 - October 12, 2022 (unavailable)
 - November 23, 2022 (unavailable)
 - December 21, 2022 (unavailable)
3. Business Arising from the Minutes
4. President's Report [R. Sieber]
5. Librarians' Report [R. Desmeules]
6. Past-President's Report [A. Kirk]
7. President-Elect's Report [P. Grutter]
8. VP Internal [J. Ristic]
9. VP External [V. Muniz-Fraticelli]
10. VP Communications [S. Jordan]
11. VP Finance [K. Bevan]
12. Other Business
13. Adjournment



MAUT Council Meeting
Wednesday, January 11, 2023 at 12:00 pm
Zoom Meeting

Approved Minutes

Attendees:

Executive Officers

Renée Sieber, President
Peter Grutter, President-Elect
Andrew Kirk, Past-President
Jelena Ristic, VP Internal
Victor Muniz-Fraticelli, VP External
Steve Jordan, VP Communications
Kirk Bevan, VP Finance

Council Members

Melanie Dirks
Michael Hendricks
Maureen McKeague
Jill Boruff
Caroline Riches
Richard Gold
Robin Desmeules
Bruce Shore
Jessica Lang

MAUT Office:

Joseph Varga, Professional and Legal Officer

Regrets:

Council – Ada Sinacore, Thavy Long, Sandra Hyde
Jo-Anne Watier, Administrative and Membership, Engagement Officer, Recording Officer

1. Approval of Agenda

- a. Moved by Richard and Victor

2. Approval of Council Minutes

- Sept. 14, 2022
 - Change Law 96 to Law 14
 - Andy--could we clarify MCC ombudsperson section? Could put into the January minutes.
 - Principal Manfredi, thank you for your email dated September 27, and for your explanation regarding the external method of whistleblowing in QC via the Office of the Public Protector of Quebec. We understand that the information for whistleblowing via this external route appears on the Secretariat website. However, we feel that this information is important enough that it warrants an amended email from the Secretary General to the McGill Community that includes the information about this external route.
 - In addition to an amended email, we believe that the McGill community should be actively involved and represented in the review of the "Policy on Safe Disclosure (Whistle Blowing)". As such, the McGill Community Council remains interested in joining the discussions at the University. We still hope that McGill will consider establishing an impartial internal

Ombudsperson office for staff for whistleblowing reports, similar to the one currently available for students.

- October 12, 2022 (unavailable)
- November 23, 2022 (unavailable)
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3. Business Arising from the Minutes

Renee has been in contact with PGSS about upcoming survey re: actual sources of funding

4. President's Report [R. Sieber]

Jo-Anne: has a serious medical issue that limits her presence at MAUT meetings. Consequently, her activities need to be reduced to core functions/activities in mid-term. There has been discussion of possibility of hiring p/t staff (one day per week), but this is proving difficult given staff shortages across campus and training issues. Exec/Council members will need to volunteer to take on MAUT admin duties (e.g. especially taking minutes at meetings, as well as other tasks) over the coming months including:

- Core activities: Year end audit 2021-2022
- Opt-Out project (being launched this week)
- Updating the MAUT website in accordance to the opt-out
- Winter Brunch Poster and Invitation Reminder (confirmation and attendance)
- Filing Year-end revenue Quebec, CNESST, NEQ, etc.
- ADP Year-end reports (T4 & Releve 1)

Discussed Exec/Council members taking notes, to record action items and main discussion points.

Suggestion for everyone to drop reports into the notes in advance of meetings, preferably at least 48 hours before.

RS: Exec discussion on what Exec does and what Council does; Exec handles administrative matters

Winter gathering: please sign up for it if not yet done so

Still don't have student for digest/analysis special meeting survey--Jelena is willing to take a look and Renee will forward as well as the actual survey questions

PGSS feedback

Special Council Meeting on AMPL: discussion as to whether we need to have a special meeting or not, and if so how, when and who should attend. BS states that existence of AMPL does impact MAUT so should be discussed (e.g. financial etc). We should have a meeting on unionization instead? Meeting, if it takes place, should focus on MAUT and unionisation, not AMPL's relationship to MAUT and impact of unionisation. That said, we need to know what kind of negotiations AMPL is in with central admin as this might affect MAUT members. Irrespective, we need to ensure close relations collegial with AMPL moving forward. When we do initiate the debate, it should probably be as a committee of the whole. **[Action: special Council meeting on unionisation]**. We need to plan the debate on unions carefully, especially as members have divergent views on unionisation. This would imply the following: i) MAUT relationship with AMPL; ii) what is MAUT's future vis a vis unionisation.

Motion to have a special meeting on MAUT's relationship to unionisation of faculty (Michael/Bruce).

Amendment to Motion accepted: to have a special meeting on AMPL's relationship with MAUT (Proposed by Victor and accepted by Michael and Bruce).

Discussion: what is the goal of this meeting? To figure out implications of the existence of AMPL e.g. financial. Peter: As an outcome of the proposed meeting the big picture/question about the future of MAUT could emerge. We won't know as it is a fact finding meeting, so it's preliminary, to open up

debate/discussion about the way forward for MAUT. Not whether AMPL should exist or not (it exists, whether we like it or not).

Vote: in favour 13, opposed), 2 abstentions: PASSED

Jo-Anne to set a Doodle poll for the special council meeting. Preference for in-person with hybrid option. RS: Maureen volunteered to do it).

Winter gathering, please sign up by Jan 19

TBD: Town Hall on Merit and Salaries: report on preliminary data to be circulated in near future. Townhall can inform the BoG (Richard: don't assume BoG is against a shift in merit vs ABT). Does merit work? Antony Pare collected a large amount of data to show that it had negative impacts on faculty. Tends to focus on productivity, not quality. Corrosive effect of teaching evaluations on faculty. Same with merit: there is a body of evidence countering merit. We could look to experts at town hall as part of a broader discovery process.

Action item: continue debate on merit via email and other social media.

5. Librarians' Report [R. Desmeules]

Some quick updates:

- Name Change update: Joseph Varga has made the changes to the Bylaws and Constitution for our name change. The Library Section will update the website soon. Thanks again to Joseph for this work, and also to our past Chair of LS, Dawn, for helping to make this happen.
- Pay Equity 2020: Peter G. has followed up with Angela Campbell about the 2020 Pay Equity exercise. Angela Campbell has reported back that the University is working to postpone the 2020 exercise until the 2010 and 2015 exercises are resolved. Pay Equity is a hot button issue in libraries as we are a feminized profession, which results in depressed wages.
- We're continuing to work with the Library Section about how we manage our Section Fees.
- No movement on Fiat Lux, New Models of Work, Storage, etc. since the previous meeting.
- Renee: Need Provost's meeting re: NMW Feedback Survey Report delivered to Dean of Libraries in Fall, NMW Feedback Session offered to NMW participants in December that Robin reported on at December Council.

6. Past-President's Report [A. Kirk]

- Nominating committee: NEED NOMINATIONS! Please consider staying or moving up from Council to Exec. Need to think about incentives to attract people to these positions. RAC members could consult the faculties that they were formally members of to solicit membership and nominations
- Upcoming items at Senate
 - NEWMAD: interim report of NEWMAD to be submitted in senate in two weeks
 - Budget: budget report also to be submitted in near future in senate

7. President-Elect's Report [P. Grutter]

- Question from Library Section AGM about Pay Equity: 2020 pay equity audit has been postponed by HR pending 2010 and 2015 issues. Need to discuss with Angela Campbell to figure out what's happening. Last official Pay Equity update from 2019:
https://www.mcgill.ca/hr/files/hr/memorandum_sept_20_2019_payequity.pdf
- Academic overload: meetings on this next week on Workday and Expense Reports. Contact Judy Dear re: Workday. Central admin insulated from regular faculty so don't appreciate problems confronted by colleagues
- Purchasing P-card and IT/teaching support also to be discussed

8. VP Internal [J. Ristic]

- Expense management meeting with the University
- CASC meetings - Merit survey to understand procedures sent out using Qualtrics. Responses from 20/98 so far. Will send out follow up to try and increase the number of responses. Addresses broader question as to whether merit being implemented fairly?
- CASC numbers: meeting on 23rd with Central Admin numbers person (Charles ???) to discuss McGill salaries v other universities in the province. Need to consult CAUT data collection on this (CAUT uses Stats Can #s). CAUT appear to review salary minima.
- Senate Subcommittee on Women: discussed merit and salaries. Surprised that officially there is no gender gap reported by McGill. Will look at, among other items, how to increase women profs salaries through for e.g. augmenting grants with salary top ups
- MCC: new cloud platform (Chromedriver) expense management software still on hold, roll out looks like February

9. VP External [V. Muniz-Fraticelli]

- CAUT asking for nominations for CAUT Executive committee.* Please circulate/ask colleagues to apply

10. VP Communications [S. Jordan]

- No report

11. VP Finance [K. Bevan]

- Investment portfolio for advisor

12. Other Business

Agreed to limit meetings to 90 - 120mins

13. Adjournment

Motion to adjourn (Steve/Andy)

* From CAUT: Nominations are being sought for the following positions on the CAUT Executive Committee:

- President
- Vice-President
- Chair of the Academic Freedom & Tenure Committee
- Chair of the Contract Academic Staff Committee
- Co-Chair of the Equity Committee
- Representative-at-large (Quebec)
- Representative-at-large (Aboriginal)
- Representative-at-large (Francophone)
- Two Representatives-at-large (General)

Deadline for submitting nominations is **March 1, 2023**.

Elections by secret ballot will take place during the CAUT Council meeting to be held in Ottawa, **April 20-23, 2023**.