



MAUT Council Meeting
Wednesday, February 8, 2023 at 12:00 pm
Hybrid 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)
 - [January 11, 2023](#)
 - Special Council Meeting Minutes [February 2, 2023](#)
3. Business Arising from the Minutes
4. President's Report [R. Sieber]
 - i. CASC – salary policy released, transparency about salary amounts and data
 - ii. Co-provosts – 3 meetings:
 - a. Feb 2 meeting -- I'll do that one
 - iii. Academic freedom document status
 - iv. Terry Hebert and RI
 - v. CAUT Presidents
 - a. Academic Freedom, Indigenous fraud
 - vi. Request for New Mad to return
 - vii. Winter Brunch
 - viii. Union meeting action items?
5. Librarians' Report [R. Desmeules]
6. CAS [C. Riches]
 - i. Amend Constitution to add Contract Academic Staff Rep to Council
7. Past-President's Report [A. Kirk]
8. President-Elect's Report [P. Grutter]
 - i. Workday, expense reports
9. VP Internal [J. Ristic]
 - i. Merit Survey Report
10. VP External [V. Muniz-Fraticelli]
 - i. FQPPU – Info Négos

11. VP Communications [S. Jordan]

12. VP Finance [K. Bevan]

13. Other Business

14. Adjournment



Approved Minutes of the Meeting of MAUT Council

Wednesday, February 8, 2023

Faculty Club and Zoom

Renée Sieber (President) called the meeting to order at 1:05 PM.

Present--Council Members: Kirk Bevan, Robin Desmeules, Richard Gold, Peter Grutter, Steve Jordan, Andrew Kirk, Jessica Lange, Thavy Long, Maureen McKeague, Victor Muñoz-Fraticelli, Caroline Riches, Jelena Ristic, Bruce Shore, Renée Sieber, Ada Sinacore. Regrets: Jill Boruff, Melanie Dirks, Michael Hendricks, Sandra Hyde. Staff: Joseph Varga.

1. Agenda. Moved by Andrew Kirk, seconded by Steve Jordan to approve the agenda. Bruce Shore requested one information item in item 13 (Other Business). Approved with addition.

2. Minutes. Moved by Richard Gold, seconded by Bruce Shore, (a) to dispense with the approval of minutes of the meetings of October 12, November 23, and December 17; (b) recordings where available will serve as the record of these three meetings, (c) and to approve the minutes of the meetings of September 14, 2022 (if not previously approved) and January 11, 2023, and of the Special Meeting of February 2, 2023. Approved.

Moved by Jelena Ristic, seconded by Steve Jordan, to ask a member of Council to take minutes at each meeting. Approved. Bruce Shore offered to prepare minutes of this meeting.

3. Business Arising. The overall issue is if and how to follow up the February 2 Committee-of-the-Whole Council discussion about the implications for MAUT overall of one unit becoming a certified union. Joseph Varga will circulate to Council as background the document proposing advantages, disadvantages, and neutral elements of certification, as already shared with Executive members; circumstances including the law have changed in those two decades. Victor Muñoz-Fraticelli will ask CAUT and FQPPU what they will be asking MAUT and other associations about membership applications by AMPL and when they will do so; no indication of objection by MAUT was expressed in comments but a formal position was not taken. A town hall discussion is one possibility. Decisions were not needed urgently. Moved by Steve Jordan, seconded by Caroline Riches, to table further discussion of further action until the March 15, 2023, Council meeting. Approved.

4. President's Report. Renée Sieber reported.

i. CASC. MAUT was not consulted about the last-minute insertion of a clause that the new salary policy would not apply to unionized faculty members. MAUT objected and an updated version is anticipated without this provision. Renée Sieber will write a reminder to the administration.

ii. Co-Provost Meetings. (a) Overload was addressed in two meetings. (b) Academic Librarians reported helpful interaction from the Dean but, even though the new working model experiment is over, academic librarians (and others) are still working from cubicles at 550 Sherbrooke; it is not clear who owns the furnishings, private meetings are cumbersome to organize, and these changes need budget allocations. (c) Discussion addressed "Tending to Negative" letters that are very disruptive. Many such tending-letters are reversed but the impact of the process is nonetheless felt. Female academics appear over-represented and there are other differences; the Co-Provost's data did not indicate the gender difference, but it appears MAUT's numbers are based on the initial letter and the Co-Provost's on final dispositions. Tenure procedures follow a schedule and more closely tracked, including by the Secretariat. Promotion to Full Professor includes informal steps (e.g., a conversation with department chair or equivalent) that are undocumented. MAUT asked the Co-Provost to provide updated and aligned data. Andrew Kirk will ask the Senate Committee on Women for relevant data. (d) For hires made after September 2023, the COVID-delay provision will be removed. (e) IT requests the return of McGill-purchased laptops. Requests can be made to hold on to them and these appear to be accepted. On return of a laptop, IT knows how to clean out all data. IT's request to return a laptop purchased with McGill-administered funds is to be understood as a reminder not to discard these computers without consulting IT. (f) Improved IT support for teaching will be discussed in a separate meeting. (g) Regarding Professional Development (PD) funding, an update is expected to the laptop program. (h) Family-care accommodation needs to be addressed in the regulations, but consideration is currently being given to where to include them (teaching regulations do not address all academic staff but not all academic activities are scheduled like teaching). McGill's provisions are currently fewer than required by Quebec law. Andrew Kirk will involve Caroline Riches and Robin Desmeules in these considerations.

iii. Academic Freedom Document. The Co-Provost circulated the working draft to all academic staff before incorporating the latest round (February 3) of suggestions from MAUT. To be followed-up.

iv. MUHC-Research Institute (RI). Even if they are McGill faculty members, researchers using funds connected to the RI have been told they must hire RAs and other staff as personal employees, not use letterhead for this purpose, and lost a collaboration with Ste-Justine in the process. The MUHC-RI has a separate HR and legal structure. It also affects MUNACA. Thavy Long and Joseph Varga are preparing a proposal for MAUT to act on what was described as an outrageous situation.

v. CAUT Presidents. In addition to items reported above, discussion is underway regarding identification as Indigenous. Self-identification has opened the door to self-misrepresentation. The language eventually chosen in new regulations needs to complement equity, diversity, and inclusion (EDI) considerations.

vi. *New MAD*. See agenda item 5, below. Library Section.

vii. *Winter Brunch*. 167 people attended the very successful event.

viii. *Action Items Arising from the February 2 Discussion*. See agenda item 3 above, Business Arising.

5. Library Section. Robin Desmeules reported. (a) MAUT is continuing to work with the Library Section about how we manage Section Fees. (b) No movement on Fiat Lux, New Models of Work, Storage, etc., since the previous meeting. (c) Pay equity--Peter Grutter received a slightly more detailed response with respect to why the Administration is currently working with CNESST to delay the 2020 exercise: "At McGill we have a single Pay Equity Plan which includes all employee groups. This means that our Pay Equity audit must be run for all employees at the same time. Until we have a final decision regarding the 2010 and 2015 pay equity investigation, we are unable to run the 2020 audit."

6. Contract Academic Staff (CAS). Caroline Riches reported. Although titles resemble those of tenure-track-staff, there are important differences in employment conditions. CAS would welcome formal recognition within MAUT as with the Library Section. A Constitution change would be needed. A motion to Council, indicating the proposed revisions, could start that process at any time; final decision approval requires a vote at an Annual Meeting.

7. Past-President. Andrew Kirk reported. (a) Senate received a new report with proposals on French-language policy. (b) His term on Senate is ending this year; MAUT Executive does not have a guaranteed seat on Senate therefore he encourages continuing Council members to stand for election to Senate in response to the forthcoming call for nominations. (c) MAUT's investment practices and advising are active topics, including being assured that the fossil-fuel-free portfolio specification is respected. Our administrative fee was 0.5% but we are now experiencing 0.8%. Victor Muñiz-Fraticelli will ask other associations about their practices.

8. President Elect. Peter Grutter reported. (a) A new travel-expense reimbursement procedure is supposed to be an improvement--to be seen. (b) *Workday* and its implementation continue to impact everyone with an array of difficulties. Improvements or by-passes are needed, for example, in hiring students will send Steve Jordan a summary for earlier distribution or a formal Newsletter (due only in April). Victor Muñiz-Fraticelli will check if the Tri-Councils are able to exert any influence over these administrative procedures.

9. VP Internal. Jelena Ristik presented a global summary of the results of the survey of Deans and Chairs regarding their perceptions of the merit-allocation process (e.g., weighting categories, transparency, distribution of awards--the total envelope given to Deans would allow everyone to be assigned Category 2; CASC stated that 80% of faculty receive Category 1 or 2, roughly 40%-50%-10%. Fewer than 5% are appealed. About 50% of Anomaly and Retention requests are successful, and some Chairs initiate the process for colleagues. Practice details vary widely. Provision of formal feedback is rare but local, informal communication sometimes exists.

Her PowerPoint and the associated full data report are here: [Merit Survey Report and ppt](#) and were circulated to Council. She requested that Council members review and send comments either by email or directly in the file. She hopes to have a discussion at the March 15 Council meeting to come up with action items. She will mine some of the free form data, so if there is something specific you would like extracted, please let her know.

10. VP External. Victor Muñiz-Fraticelli reported. Two unions are on strike in Quebec. McGill remains the only nonunionized campus (with the partial exception of AMPL). MAUT lacks a policy on how to express solidarity with associations in disputes. CAUT officials claim that such expressions help in negotiations and that we all benefit (not only monetarily) from successes.

11. VP Communications. Steve Jordan requested items for the next Newsletter, due in April. He will send MAUT membership a reminder of the Friday, April 8, 2023, PD fund application deadline.

12. VP Finance. Kirk Bevan: No report for this meeting

13. Other Business. Led by Alenoush Saroyan and Joan Wolforth, the MAUT Retiree Affairs Committee (RAC) is offering Regular MAUT members a preretirement workshop 12-4 PM, Wednesday afternoon, April 26th (with an opening lunch) at the Faculty Club.

14. Adjournment. Moved by Victor Muñiz-Fraticelli and seconded by Jelena Ristic at 2:59 PM.