



**MAUT Council Meeting**  
Wednesday, March 15, 2023 at 12:00 pm  
*Hybrid Meeting*

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**Approved Agenda**

1. Approval of Agenda
2. Approval of Council Minutes
  - Council Meeting Minutes [February 8, 2023](#)
3. Business Arising from the Minutes
4. Guest Speaker - Eric Galbraith on the Destructive Separation of Admin, Faculty and Students
5. President's Report [R. Sieber]  
**Provost meeting of February 2nd, Varia**
  - i. Librarians' Issues regarding NMW – Renee and Robin
  - ii. Pay Equity Study for Librarians (MUNACA) Robin
  - iii. Covid Delays: Departmental Tenure Committees (important to know answer for the upcoming MAUT tenure mentoring meeting)
  - iv. IT Asset Management Policy (request for clarification)—Peter
  - v. Concerns re. gender (and possibly other biases) in the issuing of Tending to the Negative (TTN) letters by DTC and UTCs –Andy
  - vi. IT Support for Teaching (reminder to set up a separate meeting about this, similar to expense and workday)—Peter
  - vii. Professional Development Fund: any plans for an increase? No
  - viii. Family Care (Kirk's issue)
  - ix. Grad Student Admission (beginning of conversation on Slate)—Peter**Action items: how to follow through?**

**Unionization Meeting**

- i. Information item: Sent Consultation to CAUT  
**Action Items?**

**Human Subjects (participants) Consultation** (deadline March 31, 2023) Jelena/Ada?

- i. For Council

**Asbestos**

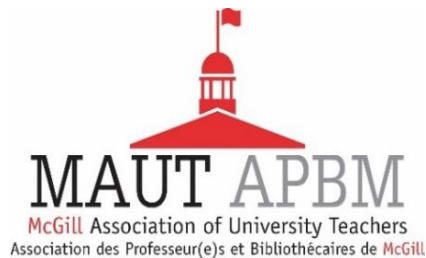
- i. Townhalls with [Mac](#) and [Stewart](#) personnel  
**Action: Met with Provosts, Dean Sci and Principal**  
**Action: Follow-through on Dean meeting with Stewart (promised but yet to be scheduled)**  
**Action: Jelena set up Mac committee. Members have submitted letter to CNESST, BoG**  
**Action: Need to meet with Provost re: Mac Campus**

## Research Institute

- i. (It's really 3 parties: MUHC, McGill and RI)  
2-3 meetings with Terry Hebert, impacted RI employee and others. MUHC refuses to help. McGill either doesn't know or is refusing to help.  
**Action: Terry has crafted a senate question that Secretariat has accepted. After that, a provost meeting.**

## What to do at AGM

- i. two possible topics to cover beyond mandatory items. Merit? Unionization?
6. CAS [C. Riches]
  7. Past-President's Report [A. Kirk]
  8. President-Elect's Report [P. Grutter]
  9. VP Internal [J. Ristic]
    - i. Chrome river expense management
    - ii. [MAUT Merit Procedures Survey Report](#)
  10. VP External [V. Muniz-Fraticelli]
    - i. Motion: MAUT support the faculty association - Université de Laval ([Négo SPUL](#))
    - ii. Motion: MAUT adopt a [By-law governing solidarity with faculty associations](#)
  11. VP Communications [S. Jordan]
  12. VP Finance [K. Bevan]  
Nothing to report
  13. Other Business
  14. Adjournment



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**Minutes**

Attendance:

Executive - R. Sieber, P. Grutter, A. Kirk, S. Jordan, J. Ristic, V. Muniz-Fraticelli

Council - A. Sinacore, B. Shore, C. Riches, J. Boruff, M. McKeague, M. Hendricks, S. Hyde, T. Long

MAUT Office: J. Varga

Guest: E. Galbraith

Absent: K. Bevan, M. Dirks, R. Gold, J. Lange, R. Desmeules

President Renee Sieber called the meeting to order. Prof. Muñiz-Fraticelli took notes.

Prof. Andrew Kirk moved to adopt the agenda, seconded by Prof. Jelena Ristic.

Agenda was approved without objections.

Prof. Kirk moved that Council Meeting Minutes of [February 8, 2023](#), seconded by Prof. Riches

Council Meeting Minutes were approved without objections.

There was no Business Arising from the Minutes

The Chair recognized Guest Speaker Prof. Eric Galbraith (Earth and Planetary Sciences) to speak on on the Destructive Separation of Administration, Faculty and Students. A summary of the discussion follows:

Prof. Galbraith

McGill exists to pursue research & teaching, carried out by faculty with students. Administration exists to support research and teaching. There is a general trend to separate administrative staff from faculty and students, e.g. moving staff to a different location, sometimes a different building, away from faculty and students (admin pods, etc.).

2 reasons why this might result in downgrading of service:

- Admins lose touch with motivation and inspiration for their work
- Development of a Kafkaesque bureaucracy that focuses admins only on administrative machinery

President Sieber offered what could be the administration's justification for this policy, and suggested that we need to come up with alternatives. The administration might argue that:

- Cross-training necessary to cover absences
- Managers have an interest in reporting to a managerial hierarchy, rather than a department chair

Prof. Sandra Hyde pointed out that what started as "twinning" departments in administrative hubs have become major administrative hubs. The problem of breaks in service during absences resurged.

Prof. Maureen McKeague pointed out that admins holding weekly office hours helped.

President Sieber insisted that we need metrics.

Prof. Steve Jordan cited Ben Ginsburg *The Fall of the Faculty* as a resource.

## 1. President's Report [R. Sieber]

### *Provost meeting of February 2nd, Varia*

Prof. Ristic pointed out that we may be taking on too much and we need to prioritize; Prof. Hyde agreed.

President Sieber proposed

- 1) that Council members have a portfolio, and
- 2) that more support is needed either through increasing the number of Council members or
- 3) hiring more support staff.

Prof. Ada Sinacore suggested that there are models of organization that wouldn't require increasing council

Prof. Ristic suggested that one way of increasing volunteers is by recognizing service by association members.

Discussion of library issues was postponed.

### *Unionization Meeting*

Prof. Sieber informed executive that she had sent a response to the consultation demanded by CAUT regarding AMPL/AMPD membership in CAUT.

Action items for a possible meeting on unionization/ structures of representation were proposed:

Prof. Kirk suggested a Town Hall Meeting. Prof. Sinacore agreed and asked for speakers to discuss pros and cons. Prof. Jordan called to invite representatives from CAUT and AMPL. Prof. Hyde added that we should invite representatives other universities. Prof. Muñiz-Fraticelli was tasked with asking someone from FQPPU at the next Federal Council.

Prof. Ristic suggested a special General Meeting of MAUT. Prof. Bruce Shore opined that it should not be a general meeting of MAUT, because meetings can make binding decisions, but rather structured as a consultation. Prof. Sieber recalled that the meeting was not to be about "unionization" but rather about "structures to safeguard the interests of faculty and contract academic staff".

### *Human Subjects (participants) Consultation*

The deadline for the consultation is March 31, 2023. Prof. Sinacore volunteered to prepare comments, if someone would help her. Prof. Sieber and Prof. Kirk agreed that there should be coordination with AMPL/AMPD in order to align the faculty positions, but that there should be separate documents by each association. Prof. Michael Hendricks agreed to send the document prepared on the academic freedom policy as a model.

### *Asbestos*

Town halls with [Mac](#) and [Stewart](#) personnel

Four action items:

- Met with Provosts, Dean Sci and Principal
- Jelena set up Mac committee. Members have submitted letter to CNESST, BoG
- Need to meet with Provost re: Mac Campus
- Follow-through on Dean meeting with Stewart (promised but yet to be scheduled)

There will be a Town Hall meeting in Stewart Building on Thursday, March 16 (hybrid)

Prof. Hendricks noted that the meeting is pointless if Dean of Science Bruce Lennox doesn't attend, because he had the responsibility of support during the shutdown. Prof. Sieber suggested that we should present the action items from MAUT at the meeting.

Prof. Ristic informed that there is dissatisfaction at Mac campus. We need to help them channel the points they want to put forward. Prof. Sieber explained that the problems at Mac campus are serious and structural. Prof. Gruter added that the equipment Mac acquires cannot be put into facilities because of the state of the buildings, and wants to see the plans for renovations. Prof. Sieber suggests that MAUT could do its own audit of asbestos.

### *Research Institute*

Prof. Sieber noted that there are three parties involved in the issue: MUHC, McGill and RI. She had 2-3 meetings with Terry Hebert, with the impacted RI employee, and with others. MUHC refuses to help. McGill either doesn't know or is refusing to help. Terry Herbert has crafted a senate question that Secretariat has accepted. After that, a provost meeting.

### *What to do at AGM*

Two possible topics to cover beyond mandatory items. Should it be Merit? or Unionization?

Prof. Sinacore suggested a deep dive into merit and salaries. Prof. Mckeague and Prof. Gruter agreed. Prof. Kirk suggested that, if unionization is discussed, a neutral term be used. Should the topic be addressed, it will come as part of the President's report.

## **2. CAS**

Prof. Riches moved that we create a reserved seat on Council for CAS members. Prof. Gruter seconded. Prof. Sieber spoke for the motion.

Me. Joseph Varga clarified that this would require a constitutional amendment. Prof. Sieber proposed that Prof. Riches craft the required amendment.

## **3. Past-President's Report**

Prof. Kirk indicated that nominations were still underway, but it was difficult to get people to run.

## **4. President-Elect's Report**

Prof. Gruter will inquire about the experience with the proposed Chrome River expense report software at other universities. Prof. Ristic worried about losing administrative support if the software was implemented.

## **5. VP Internal**

Prof. Ristic noted that the [MAUT Merit Procedures Survey Report](#) is ready and the Executive summary in the newsletter.

Prof. Muñiz-Fraticelli noted that there was no longer a quorum at 2:21pm.

## **6. VP External [V. Muniz-Fraticelli]**

As there is no quorum, motions will be carried forward until the next meeting.

**7. VP Communications [S. Jordan]**

Nothing to report

**8. VP Finance [K. Bevan]**

Nothing to report

**9. Other Business**

**10. Adjournment**

Prof. Kirk moved to adjourn. Prof. Muñiz-Fraticelli seconded.