

MAUT Council Meeting
Wednesday, June 14, 2023 at 12:00 pm
In-person meeting with hybrid option

Approved Agenda

1. Approval of Agenda

2. Approval of Joint-Council Minutes

- [2023-05-17](#)

3. Business Arising from the Minutes (Action Items)

- [Referendum Results](#) – CAS Constitutional Changes (R. Sieber)
- CASC Brief Statement on Merit Reduction Inconsistencies (Y. Winter and S. Hyde)
- Pcard & QST (M. Hendricks Absent)
- MAUT letter – revised [V1](#) & [V2](#) (S. Jordan)
- MAUT Awards and Recognition Committee & Career Mentoring Committee [Proposal](#) (J. Ristic)

September Action Item Reminders:

- Information on Retirement Sub-Committee (N. Quitoriano and B. Shore)

4. President's Report [P. Grutter]

i. CASC (2023-05-19):

- (a) Creation of a joint MAUT-administration committee to define expectations of chair's role with respect to merit exercise.
- (b) Administration will show tableau of real time salary data as (PhD year) at next CASC.
- (c) Presentation to Council by Manfredi on Budget Model in September? (to be discussed).

ii. Provost/ Assoc. Provost meeting (24.5.2023):

- (d) Bill 94 / Mon Français program to fulfill French requirements.
Angela Campbell will look at finding protected time and run it by the Deans.
Teaching load is not the same in all Faculties, but all new hires receive similar teaching relieve. Until reappointment the teaching load currently is 9/12 in Arts (1 per term relief until reappointment), in Science it is 5/6 (1 course reduction). Impact of teaching dossier at tenure! One issue is that course relieve was initially implemented to allow new faculty to kick-start their research and teaching, not to learn French.
- (e) Social connections among faculty (important for informal mentoring, mental health, collegiality and future leadership).
University will bring this topic up at a future Academic Leadership Forum (ALF) for departmental chairs to exchange ideas.
MAUT: Ask members why they are not engaging, coming to campus. How they see and value social engagement. Poll members?
- (f) PCard issue of double taxation. Michael Hendricks is taking this battle up and made excellent suggestions on how to fix it and how to avoid it in the future. University seems to be

engaging now and taking this seriously. It will take some time as the system and/or processes are really antiquated.

(g) TLS & IT support meeting will be set up before summer starts. Issue is better IT support for teaching.

(h) Administrative structures (HUBS):

'McGill will encourage and support a culture of calculated risk-taking, with **a commitment to ensuring agility, efficiency, creativity, and organizational learning across all our functions** by eliminating barriers to change and through institutional support of the pursuit of new challenges.' my highlights, from the Strategic Plan 2017 – 22

<https://www.mcgill.ca/provost/article/mcgill-university-strategic-academic-plan-2017-2022>)

MAUT asked if the Faculties (Medicine, Science, Arts) assessed the success of the administrative hubs in attaining efficiencies that were foreseen, whether in providing

- greater expertise in particular departmental functions (Graduate or undergraduate administration, financial services, human resources),
- in responsiveness in addressing the needs of faculty and students, or
- in achieving administrative goals with fewer individuals.

Supposedly Arts did this a few years ago. Contacted Dean of Arts (on 24.5.2023), trying to track down the report. Report not found yet, to be followed up.

(i) What is coming down the pipeline in terms of policy in the next 12 months?

- COI (less clunky, more streamlined).
- Fresh look at what and how research is valued, how to measure its impact (e.g. indigenous scholarship with communities is not 'only' outreach/service).
- Possibly regulations on tenure.

iii. Invite new Principal to Council meeting.

Issue: Discussion of date needed (Budget/Manfredi in September)?

At special Council in October: dedicated meeting? Agenda?

5. CAS [C. Riches]

6. Past-President's Report [R. Sieber]

- i. [Asbestos Ad Hoc Committees](#) (R. Sieber)
 - Asbestos on Mac
 - Asbestos at Stewart

7. President-Elect's Report [N. Quitariano]

- i. McGill Policy Framework ([draft](#))

8. VP Internal [J. Ristic]

- i. Expense Reports
- ii. Stewart Asbestos Committee

9. VP External [V. Muniz-Fraticelli]

10. VP Communications [S. Jordan]

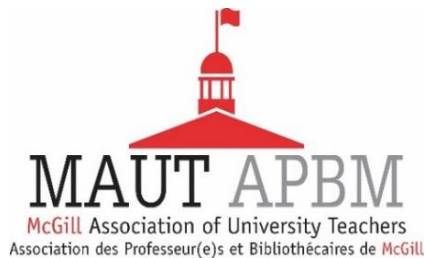
11. VP Finance [K. Bevan]

- i. Motion - Proposed MAUT Budget 2023-2024

12. Other Business

- i. [U15 Per Diems](#) and [Analysis](#) (updated version) (B. Forest)
- ii. Approval of [2023-2024 Standing Committees and Joint University Committees](#) (updated version)

13. Adjournment



MAUT Council Meeting
Wednesday, June 14, 2023 at 12:00 pm
In-person meeting with hybrid option

Attendees:	<u>Executive Officers</u>	<u>Council Members</u>
	Peter Grutter, President	Richard Gold
	Renée Sieber, Past-President	Jill Boruff
	Nate Quitoriano, President-Elect	Ben Forest
	Jelena Ristic, VP Internal	Yves Winter
	Victor Muniz-Fraticelli, VP External	Ipek Tureli
	Steve Jordan, VP Communications	Lisa Munter
		Mary Hague-Yearl, MAUT-LS

MAUT Office: Jo-Anne Watier, AO and Joseph Varga, PLO

Regrets: Executive: Kirk Bevan, VP Finance
Council: Catherine Lu, Sandra Hyde, Caroline Riches, Michael Hendricks, Bruce Shore, MAUT-RAC

Proposed Minutes of the Meeting

P. Grutter called the meeting to order at 12:10 pm.

1. Approval of Agenda

Moved by B. Forest, seconded by R. Sieber. Friendly amendment to the agenda - add Library Section after CAS. Revised agenda was approved unanimously.

2. Approval of Joint-Council Minutes 2023-05-17

Moved by R. Sieber, seconded by B. Forest. Council approved unanimously.

3. Business Arising from the Minutes (Action Items)

- CASC Brief Statement on Merit Reduction Inconsistencies (Y. Winter and S. Hyde)
- Pcard & QST (M. Hendricks)
- Information on Retirement Sub-Committee (N. Quitoriano and B. Shore)

4. President's Report [P. Grutter]

i. CASC (2023-05-19):

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- (b) Administration will show tableau of real time salary data as (PhD year) at next CASC.
- (c) Presentation to Council by Manfredi on Budget Model in September? (to be discussed). How will the budget work? Council discussed. Perhaps invite Tony Massi first then Chris Manfredi. Get advised from other universities. Approach with caution – do we want to request presentation (ahead of time). Have them show us how they can do better (not us tell what they are doing wrong). October so he can prepare by September and prepare our questions in advance. How can the budget be increased and dispersed. Past [budget presentation – April 2021](#). **Action Item: Invite C. Manfredi to the October Council meeting**

ii. **Provost/ Assoc. Provost meeting (24.5.2023):**

- (d) Bill 94 / Mon Français program to fulfill French requirements.
Angela Campbell will look at finding protected time and run it by the Deans.
Teaching load is not the same in all Faculties, but all new hires receive similar teaching relieve. Until reappointment the teaching load currently is 9/12 in Arts (1 per term relief until reappointment), in Science it is 5/6 (1 course reduction). Impact of teaching dossier at tenure! One issue is that course relieve was initially implemented to allow new faculty to kick-start their research and teaching, not to learn French. May 24th Mon Francais and teaching dossier at tenure versus course relief – to kick start their research but doing both is very difficult and takes away from academic duties. How to best accommodate those who have to learn French. Has to be equitable.
- (e) Social connections among faculty (important for informal mentoring, mental health, collegiality and future leadership). University will bring this topic up at a future Academic Leadership Forum (ALF) for departmental chairs to exchange ideas at monthly meetings.
MAUT: Ask members why they are not engaging, coming to campus. How they see and value social engagement. Poll members?
Council discussed - students are social beings – long term impact on collegiality. How it also effects mental health. What is preventing people from engaging in-person. Is it lack of incentive? What is the social behavior? Where's the money coming from? What can MAUT do? Part of the issue has been caused by the pandemic. Membership survey could be conducted. Lack of social areas to convene with colleagues (no lounge/spaces for interaction). Suggestions for other events is welcome that would be more interesting for other members (some more on a local level). B. Forest volunteered to crunch the data if a survey is conducted. MAUT could sponsor department coffee and conversations with muffins under the membership committee. **Action items: come up with a poll to implement social events in the near future**
- (f) PCard issue of double taxation. Michael Hendricks is taking this battle up and made excellent suggestions on how to fix it and how to avoid it in the future. University seems to be engaging now and taking this seriously. It will take some time as the system and/or processes are really antiquated.
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iii. **Invite new Principal to Council meeting.**

Issue: Discussion of date needed (Budget/Manfredi in September)?

At special Council in October: dedicated meeting (agenda)?

Agree on a date and send invitation ahead of time to new Principal. Council had a few concerns with what his priorities are, what is his vision for bringing salaries inline with the U15 and to reduce bureaucracy and inefficient workload? Perhaps organize a special council meeting with him separately over a friendly lunch with Council asking his vision on 'infrastructure, compensation, bureaucracy, finance'. Perhaps in first two weeks in September for a one hour lunch. **Action item:**

Check with his secretary if he is available in the first two weeks in September

5. **CAS [C. Riches]**

CAS Constitutional Amendment (see item Past-President's Report, item 7.i)

6. **Library Section [M. Hague-Yearl]**

M. Hague-Yearl introduced herself as the new chair and reported that the LS spring general meeting took place last month and that they are having their first Exec meeting next week. M. Yearl, R. Sieber and P. Grutter met with the new dean where they discussed finance, working conditions, expense reports, etc. The new dean has requested more funding to correct anomalies.

7. **Past-President's Report [R. Sieber]**

i. **Referendum Results – CAS Constitutional Changes**

R. Sieber reported that the results of the referendum passed with quorum. MAUT Council now has a permanent CAS representative from CAS. The next step is to hold a special election nominating a CAS employee to sit as Chair (as with LS and RAC). MAUT will also have to update the Bylaws by adding the committee and mandate (purpose, activities and composition).

Action item: JA Watier to send R. Sieber and C. Riches the list of CAS members of MAUT

i. **Asbestos Ad Hoc Committees**

o **Asbestos on Mac**

The committee members have met but are on hold as they are waiting on a report from the provost on asbestos and mould conditions (were promised for the end of April but they had decided to conduct more interviews with people and may release the report later this month).

o **Asbestos at Stewart**

Nothing to report at this time. Committee requires two more people. Waiting to self organize and make progress.

Action item: J. Ristic is not chairing (could co-chair though) she will reach out to M. Hendricks

8. **President-Elect's Report [N. Quitariano]**

i. **McGill Policy Framework (draft)**

N. Quitariano, R. Gold and V. Muniz-Fraticelli met with the Secretary General, Edyta Rogowska earlier today and they talked about the policy framework. They agreed with the general philosophies and procedures around the policy, and it should be better specified to engage stakeholders (best practice to develop). Please forward your comments on the draft policy for follow up with the secretary general. After several email exchanges, Nate recently met with Marc Richard regarding how the university regulations and framework is organized (statutes and

regulations are at the top where most of the policies require Board and Senate approval and things such as guidelines and procedures are lower level policies). Some discussion with Edyta regarding how administrative policies come about and are administered by certain units without a formal process. It was suggested that perhaps set the tone to improve policies so that administrative units can put in place better policies. Council discussed and shared various concerns:

- approaching senior administrators who are authors of such policies
- large undertaking that could take several years and how will this benefit MAUT
- good emphasis on the cross analysis and MAUT should be involved
- cost effectiveness is essential and has the potential to improve the framework
- elaboration with the secretary general will be beneficial (without taking up too much time)

N. Quitariano also reported that he met with L. Munter and B. Shore regarding retirement/financial workshops to help better prepare faculty for retirement. He added that he would like to eventually obtain feedback from the university at all levels on this important issue.

9. VP Internal [J. Ristic]

i. MAUT Awards and Recognition Committee & Career Mentoring Committee [Proposal](#) (J. Ristic)

J. Ristic presented two motions:

1. [Motion for the formulation of the MAUT Career Mentoring Committee. The purpose is to help mentor members \(MAUT\) to the promotion to the rank of full professor.](#)

R. Sieber moved, seconded by P. Grutter. Council discussed. It was noted the lack of Librarian representation in the committee description. As mover, R. Sieber made a friendly amendment to the motion to include full librarian and CAS (*rank of full professor/librarian*) and to change the title of the committee to *Promotion Mentoring Committee*. N. Quitariano accepted the amendment. A few minor changes were pointed out in the document – everyone agreed to change these in another version at the next meeting. Both the mover and seconder accepted the two main changes as discussed. Council voted with 1 opposed, 1 abstained and 7 in favor. [Revised motion was adopted.](#)

2. [Motion for Awards and Recognition Committee. The purpose is to help establish, solicit, and manage different ways in which service to MAUT is formally recognized, financially and otherwise, by McGill University. This may include but is not limited to leveraging merit points and other incentives for others to join and meaningfully contribute to MAUT.](#)

R. Sieber moved, seconded by N. Quitariano. Council discussed and wanted to know if other similar associations had awards and recognition. It was mentioned that MAUT has given out one-time awards of recognition for outstanding service to MAUT. A Council member expressed opposition as the awards could be self serving merit and inappropriate while others pointed out that Executive receive a stipend. How do we differentiate recognition to those on Council, committees, etc. It could be an opportunity to help inform those of MAUT (promote the association). Some felt the committee was not entirely inappropriate but needed more time to process the purpose and outcome. Council voted with 6 opposed, 1 abstained, 1 in favor. [The motion did not pass and will be revisited at a later time.](#)

10. VP External [V. Muniz-Fraticelli]

V. Muniz-Fraticelli briefly summarized the [University of Laval's collective agreement](#). There are four areas where UofL made some gains:

1) Workload and hiring

- 90 new positions (union wanted 100; admin committed to none)
- additional hiring in units affected by reduction of faculty
- obligation for workload to be not only equitable but also reasonable, and formal mandate to take personal and family responsibilities into account in assigning workload and course scheduling
- formalized right to adequate administrative support on all tasks that are not strictly academic

2) Compensation

- 15.6% increase in salary over three years, plus an additional increase (approx 7.04%) on fourth year to bring Laval closer to UdeM and affiliated institutions; goal of achieving parity with U15
- new long-term disability benefits (75% salary in addition to short-term disability benefits); new gradual retirement benefit
- financial support for research, especially between grants; more money and flexibility for AER (sabbatical?) including postponement in case of parental leave or elder care

3) Academic Freedom

- modes of course delivery in hands of unit councils and right to refuse a course if the modality is improper or outside a professor's job description; enlarged notion of academic freedom; removal of all reference to duty of loyalty; protection of faculty extended to those who assume administrative positions
- institutional recognition of collegiality, including transparency as part of collegiality
- evaluation towards transparency on pay premiums for special cases (chairs, dept heads, etc), which have led to gender disparities (women are 38% of staff but receive 27% of salary mass)

4) Vulnerable Colleagues

- protection of CAS to allow them to become permanent
- complaints and grievances related to research considered by a committee with parity between professors (SPUL) and administration (whereas previously all were appointed by the administration)
- simplified processing of health complaints and accommodation of part-time return to work

Sources:

https://spul.ca/wp-content/uploads/2023/06/gains_V5_Table_des_matiere_5.pdf

https://spul.ca/wp-content/uploads/2023/05/CC_SPUL_2022_2027_signees.pdf

Action item: Proposed town Hall on unionization for spring 2024

11. VP Communications [S. Jordan]

i. H. Diab - MAUT letter:

S. Jordan shared web links with Council regarding the case against H. Dia and circulated the latest revision of the letter. Feedback was received from Council members (legal aspects and implications for MAUT). S. Jordan asked Council to again review the letter so that it could be refined over the next few days by email over the summer. Action item: Present a final version for approval

12. VP Finance [K. Bevan] absent

i. Motion - Proposed MAUT Budget 2023-2024

Moved to September Council Meeting.

13. Other Business

i. U15 Per Diems and Analysis (updated version) (B. Forest)

B. Forest reported on the per diem and had nothing that would require action at this time (only in the fall). He asked that Council read the documents and send him their comments. One main decision to take into consideration is if we would prefer a flat rate per diem or a per diem that varies

by location? The university will eventually grant per diems equally for all. Out-of-pocket advance works quickly and efficiently. **Action item: Ben to collect comments for the fall**

- ii. **Approval of [2023-2024 Standing Committees and Joint University Committees](#)** (updated version)
Council did not reach quorum – moved to September Council Meeting.

14. Adjournment

P. Grutter called a motion to adjourn the meeting. V. Muniz-Fraticelli moved, seconded by R. Sieber.
Meeting adjourned at 2:15 pm.

Respectfully submitted and recorded by: JA Watier