



**MAUT Council Meeting**  
Thursday, December 14, 2023 at 10:30 am  
*In-person meeting with hybrid option*

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**Approved Agenda**

**1. Approval of Agenda**

**2. Approval of Council Minutes of 2023-11-23**

**3. Business Arising from the Minutes (Action Items)**

- Pcard & QST (M. Hendricks)
- Asbestos Steward Committee (J. Ristic)
- Town hall on unionization next spring (R. Sieber)
- Follow up - Invite head of Legal Services, JF Legault to Council meeting in fall (V. Muniz-Fraticelli)
- Social Engagement Survey Update (B. Forest)
- TLS technical support for faculty (P. Grutter)

**4. President's Report [P. Grutter]**

**i. Still no official message about tuition from Province**

**ii. Compensation for lab shutdowns**

Compensation for lost time due to building closures (Discussion with Dean Lennox):

U. has insurance policy. Covered is payments to students etc. with wages on grants ('ordinary payroll'), not scholarships.

Calls went to the 2 chairs 3 weeks after closure. If one made the claim (and after verification), then funds were distributed to the FOPALS that the AOs had identified. AOs resent the request several times, the last time in August. Total of 74,500k\$. No compensation for lost time.

Bruce: will check if dossier is closed.

**iii. Communication/asbestos:** communication channels seem severely unclear. Fac. Sci. states that Facilities is responsible for communication and providing info. Suggested that Fac Sci will communicate, but somehow also does not have access to all info (?). Seems even internally at Fac Sci it is unclear who should be communicating what; when I raised this topic it was revealing of how disorganized communication is. Stated that a message will be sent out (Nov 17) – but I guess it never happened.

One thing I learned was that Asbestos testing during the demolition of Stewart W. was agreed to. When that was done, monthly testing stopped. When the water leak happened in Feb., asbestos testing was resumed at the urgent request of the building inhabitants – the Dean thought this was a bad idea, as water main breaks and asbestos are unrelated. Testing sends the wrong signal, and the general bad janitorial maintenance of all buildings on campus (dust everywhere) will lead people to become paranoid.

**iv. Attended Library GA on Tue 21.11.2023.** I assume M. Hague-Yearl will report

An issue that came up which I have never heard of is that needs MAUT's attention are Project Charters. It was stated that MAUT needs to be involved at the development phase, not when it gets deployed. Concept comes from the Dean. Questions are: Does this take into account resource allocations? Does it include admin load? Merit evaluation is measured with respect to it. Is it flexible (i.e. things change, are dynamic) – is there space for this? This should be noted as a follow up for MAUT, we need to interface with the MAUT-LS to understand this issue.

5. Advisory committee on new AP-Admin&Finance.

5. Past-President's Report [R. Sieber]
  - i. [Social Network WeChat](#)
  - ii. MAUT CAS By-Election Results
6. President-Elect's Report [N. Quitariano]
7. VP Internal [J. Ristic]
  - i. Career Mentoring
  - ii. Document confidentiality
  - iii. Faculty of Science Expense reports
8. VP External [V. Muniz-Fraticelli]
9. VP Finance [K. Bevan]
  - i. Opening of the Scotia Bank Investment account continues apace
10. VP Communications [S. Jordan]
11. CAS [C. Riches]
12. Library Section [M. Hague-Yearl]
13. Retiree Affairs Committee [F. Ferrie]
14. Other Business
15. Adjournment



## MAUT Council Meeting

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*In-person meeting with hybrid option*

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Attendees:	<u>Executive Officers</u>	<u>Council Members</u>
	Peter Grutter, President	Ben Forest
	Nate Quitoriano, President-Elect	Caroline Riches (virtual)
	Jelena Ristic, VP Internal	Catherine Lu
	Victor Muniz-Fraticelli, VP External	Lisa Munter
	Kirk Bevan, VP Finance	Richard Gold (virtual)
		Sandra Hyde (virtual)
		Mary Hague-Yearl, MAUT-LS (virtual)

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

Regrets: Executive: Renee Sieber, Past-President | Steve Jordan, VP Communications  
Council: Yves Winter, Michael Hendricks, Jill Boruff, Ipek Tureli, Frank Ferrie

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### Approved Minutes

P. Grutter called the meeting to order at 10:33 am.

#### 1. Approval of Agenda

B. Forest moved to approve the agenda, seconded by C. Lu. Council approved.

#### 2. Approval of Council Minutes 2023-11-23

B. Forest moved to approve the minutes, seconded by J. Ristic. Council approved.

#### 3. Business Arising from the Minutes (Action Items)

- Pcard & QST (M. Hendricks) Absent
- Asbestos Steward Committee (J. Ristic)  
Nothing has changed as this time.
- Town hall on unionization next spring (R. Sieber) Absent
- Follow up - Invite head of Legal Services, JF Legault to Council meeting in fall (V. Muniz-Fraticelli)  
Victor reported that if you want to set up a meeting with JF Legault, you have to go through the Provost Office.
- Social Engagement Survey Update (B. Forest)  
Ben circulated the initial report and was please to announce that the survey had a good response rate. Good representation from all faculties (but lowest in Medicine). Ben will present a complete report at the next Council meeting in January.
- TLS technical support for faculty (P. Grutter)  
Peter met with IT support and Teaching in October with Adam Finkelstein (Associate Director, Learning Environments) and Chris Buddle discussed three issues. 1. When requesting assistance – it needs to be streamlined (deploy support people quickly across campus to help – perhaps a dedicated phone line or cell line). They did find that there is not enough reporting from faculty when they encounter difficulties. 2. TLS will no longer support Eduflow for those who teach large courses starting in Jan. 2024. Though they are trying to improve communication and information flow, they are also trying to have longer term contracts (education software). 3. As part of the communication

plan, TLS is aware of who users are. As an example, continuing to offer online tutorials - has been considered part of the 15% allowed to teach online (tutorials should not be part of teaching – these are pre-recorded in addition to the 39 hour course). Council shared concerns about the length of time for technical support when classes are under an hour while trying to teach within the timeframe. The number of contact, lab and online hours differs between faculties differs. Arts has been told to scale back by the Curriculum Committee. Peter will provide Sandra with a contact name from the Science Curriculum Committee.

#### 4. President's Report [P. Grutter]

##### i. **Still no official message about tuition from Province**

An official letter was published in LaPresse this morning. Peter said that in a letter sent to the directors of the three English speaking universities of Quebec, the Minister of Higher Education, Pascale Déry officially announced that tuition fees for students from other Canadian provinces will increase from \$9,000 to \$12,000/year. The Legault government confirms the increase in tuition fees for students from other Canadian provinces, and makes part of the funding for McGill and Concordia University's conditional on the francization of 80% of the non-Quebec students. One of the statements they would like from us (can work on collaborative collegiality) is picking out what programs might be changed, might be taught somewhere else, issues of course sizes, what areas can increase income (if we have ideas of programs that could increase income - they will ensure these get fast tracked through the academic programs). The university is looking into all options including the university lawyers, pulling together a list of national (Canada) and international alumni network to see if there are people with money and political influence.

There is also the hiring freeze, the short term stopgap measure (until the strategic plan is in place), and the strategic plan (how to make sure that we don't go bankrupt). This has been a wake up call for McGill to not allow itself to be in a situation like this again where the provincial government might come into power in the near or far future. Unfortunately, the situation is worse than anticipated with the 80% francization and applications are down substantially (20-25% nationally and internationally). The real impact will be felt with enrollment in fall 2024. Council talked about aggressive recruitment, accepting more students from Quebec and perhaps poach from other universities. They discussed provincial funded support to the university and how it impacts the university. Diversify the funding and long term strategy. The issue of discouraged professors and students possibly leaving the province was mentioned. Satellite campus outside of Quebec. Having regular meetings to keep everyone updated as things continue to unfold. J. Ristic will look into striking a committee to look for solution. Anyone with ideas, can send them to Jelena within the next 3-4 weeks.

##### ii. **Compensation for lab shutdowns**

Compensation for lost time due to building closures (Discussion with Dean Lennox):

University has insurance policy. Covered is payments to students etc. with wages on grants ('ordinary payroll'), not scholarships.

Calls went to the 2 chairs 3 weeks after closure. If one made the claim (and after verification), then funds were distributed to the FOPALS that the AOs had identified. AOs resent the request several times, the last time in August. Total of 74,500k\$. No compensation for lost time.

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##### iii. **Communication/asbestos:** communication channels seem severely unclear. Fac. Sci. states that Facilities is responsible for communication and providing info. Suggested that Fac Sci will communicate, but somehow also does not have access to all info (?). Seems even internally at Fac Sci it is unclear who should be communicating what; when I raised this topic it was revealing of how disorganized communication is. Stated that a message will be sent out (Nov 17) – but I guess it never happened.

One thing I learned was that Asbestos testing during the demolition of Stewart W. was agreed to. When that was done, monthly testing stopped. When the water leak happened in Feb., asbestos testing was resumed at the urgent request of the building inhabitants – the Dean thought this was a bad idea, as water main breaks and asbestos are unrelated. Testing sends the wrong signal, and the general bad janitorial maintenance of all buildings on campus (dust everywhere) will lead people to become paranoid.

- iv. **Attended Library Annual General Meeting on Tue 21.11.2023.** M. Hague-Yearl will report An issue that came up which I have never heard of is that needs MAUT's attention are Project Charters. It was stated that MAUT needs to be involved at the development phase, not when it gets deployed. Concept comes from the Dean. Questions are: Does this take into account resource allocations? Does it includes admin load? Merit evaluation is measured with respect to it. Is it flexible (i.e. things change, are dynamic) – is there space for this? This should be noted as a follow up for MAUT, we need to interface with the MAUT-LS to understand this issue.  
5. Advisory committee on new AP-Admin & Finance.

## 5. Past-President's Report [R. Sieber] Absent

- i. [Social Network WeChat](#)

- ii. **MAUT CAS By-Election Results**

On behalf of R. Sieber, Peter announced the CAS election results. Caroline Riches is the new chair. Caroline Riches: 16 votes, Margaret Levey: 13 votes, Jérôme Fortier: 8 votes  
Council will need to co-opt someone to replace Caroline on Council until April of this year and hold an election to replace her for one year when the term ends in April 2025.

## 6. President-Elect's Report [N. Quitoriano]

- i. **Meeting with AMPL and AMPE**

Nate is in the process of setting up a meeting with MAUT and leaders from AMPL and AMPE (as well with Victor and Renee) for January 2024.

## 7. VP Internal [J. Ristic]

**J. Ristic brought up the topic of news media and how to deal with journalist. Send you number to Jo-Anne**

- i. **Career Mentoring**

J. Ristic is setting up a workshop for promotion from associate to full in March 2024 (a pilot session similar to Tenure and Mentoring Workshop) with Alenoush Saroyan and Andy Kirk. They will invite a panel, invite members, provide information, have discussions, invite mentors from faculties and talk about how women do not get promoted as quickly as men. There will be a follow up event for women at a later date. There will also be other minority groups invited to this workshop (black caucus and indigenous groups). Jelena informed Council that Alenoush's workshop (held last year), was geared to women, a promotion session, and then offered individual mentoring for anyone who wanted it. Though this is a rather large task to take on, the upcoming workshop will help gauge interest and will allow us to see if we can offer mentorship through Joseph or how to help participants get connected. Council discussed and asked if the workshop would be in parallel to the university. Instead the workshop would be used as complimentary to what the university offers at this time and will use enriched presentations from the current network.

- ii. **Document confidentiality**

Evan Fox shared with MCC the McGill Budget PPT that was presented at MAUT Council by C. Manfredi. Concerns were that it was shared publically outside MAUT without consent by the Provost Office. In consultation with J. Varga, he said there is no formal provision for confidentiality. Moving forward, it was agreed that MAUT will confirm whether or not documents from outside sources can be shared or posted.

**iii. Faculty of Science Expense reports**

J. Ristic pointed out there is still an issue on expense reports. They are not being processed or refunded. Two FST's are down and there's a halt on expense reports. Still waiting for new software and there appears to be attrition in the admin positions for dealing and approving these expense reports (waiting for \$10,000 refund since May). Several Council members shared similar problems with expense reports (some having them approved manually). It was suggested to get a cash advance. But it does not work for everyone (timeline for filing the expense report afterwards can be tight). Another issue, is scrutinizing expense reports for fraud detection. This too slows down the approval process. Where is the accountability to tri-council? L. Munter asked to add the PDF expenses as part of the problem and to ask if they could be more flexible (PDF expense reports are very restrictive). Peter will bring this up again with the university.

**8. VP External [V. Muniz-Fraticelli]**

Victor attended the CAUT Council meeting in November 2023. He reported that CAUT successfully lobbied the government to exclude post secondary institutions from creditors.

There was an interesting presentation on the impact of Canada's research security restrictions, which affects primarily Chinese scholars who've been targeted for scrutiny by CSIS. The main problem with the university administration (from Calgary and a couple of other places) is they have been overly cooperative in accommodating CSIS with any information by violating the academic freedom of faculty on the mere suggestion from CSIS that this might have they might have maybe a security issue. CAUT is observing this very carefully.

The Executive Directors Report (David Robinson) mentioned increasing restrictions on academic freedom that university administrations have put forth, mostly on grounds of either civility or reasonability of speech. Such as regarding the motion from chairs of institutes or departments, complaints received either from alumni or from industry relations. A lot of extramural speech that the university thinks can harm the relationship that has been developed between the university and industry.

There was a motion on the ISRAEL PALESTINE conflict. The majority of council didn't want the motion considered at all, but because of parliamentary rules, it didn't get to two thirds of council. The motion was defeated (motion was calling for a ceasefire). The controversy of the nature of the conflict, the events of October 7, versus the response from Israel, whether to classify what is going on in terms of genocide and cleansing humanity. There had already been a motion that was ratified.

AMPE President, Dennis Wendt was a guest of the CAUT Executive Council (presumably when AMPE gets certified by the tribunal, they will be invited to join). Motions have already been passed to that effect.

On Monday, AMPL approved a strike authorization and went into collective agreement negotiations on Tuesday morning, and from the communication to members, the President of AMPL said: *In prior sessions, we had attempted without success to make progress on retirement and leaves. The university had put a line through the entirety of them, and when later asked to reconsider its position had refused. Today, that is, after going in and announcing the strike mandate, they were willing to discuss core provisions that in the present regulations give the university unilateral discretion to decide, for example, whether the request for earlier phase retirement will be granted if at all and on its terms.*

They were negotiating in bad faith, there was some consideration in taking them to court. But the threat of a strike had them negotiating in better faith. One of the changes is, it is no longer Corrado De Stefano, BLG lawyer who's doing all the talking but instead Fabrice Labeau, who is doing the negotiating. They've agreed to a series of meetings now.

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

**i. Opening of the Scotia Bank Investment account continues apace**

The investment account was finally opened at Scotiabank and now consolidating the MAUT funds to start generating revenue in the New Year.

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

Nothing to report.

**11. CAS [C. Riches]**

C. Riches, the new CAS Section Chair will proceed with setting up the CAS Committee.

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

M. Hague-Yearl talked about the project charter (project objectives, scope, and responsibilities in order to get approval from key project stakeholders). It has been mentioned as something that will be implemented, but we don't have information yet. The idea from the library administration is that when there is something of importance going on, there should be documentation of it. Some concerns are, there are a couple of units that have implemented these in the past, and for some people it can be administrative overload. For some, the process of building a project charter essentially has become a lot of extra work, because they've created a plan, it goes through several stages where changes are implemented and then later may decide to change it back to the original version (becoming more admin work). This is something to be mindful of - who is involved, how decisions are made, and accountability and how it will affect people's APR's (Activity Planning Report – determines merit). For now, they are keeping an eye on how it will go. P. Grutter asked that the Library Section keep MAUT abreast of any issues so that they we may support them.

Mary and library colleagues recently learned at the Library Council meeting, that the Dean and new Vice Dean will be involved in the APR process this year (activity planning report). They will be reading and commenting/judging a certain number of APR's. They also have people reporting to them who are not associate Dean's this year, which is also unusual. Some concerns - Are there going to be conflicts of interest? What if those people want to grieve? The Dean usually signs off/final arbiter, so what happens when the Dean is the one who's actually reading comments on the APR of an MAUT member?

Lastly, there is an issue within Libraries where they hire a fair amount of staff through MUNACA. When dealing with internal candidates, the problem lies more with Library HR than MUNACA when seeking qualified internal candidates. The needs of certain positions are not being met despite the job description and the specified skills and abilities. The idea is that basic level candidates (based on seniority) can be trained which leads to unsuccessful probations (unfair to the hirer and hiree). There is also the possibility of a grievance and it will most likely be successful. Unfortunately, uniquely well qualified candidates are not given the opportunity to be interviewed and the question is why can't we have some kind of help in actually hiring them? Despite making a case, HR continues to favor senior candidates. Mary went on to ask if others had this issue when hiring through their HR department. Peter said that it is not clear where HR will end up but it is clear that they will no longer be under the management of administration/finance and will be directed elsewhere (not sure if they will report to the President or Provost) but this should make it easier. This could be brought up at some point with a meeting with the Provost.

**13. Retiree Affairs Committee [F. Ferrie]**

Nothing to report.

**14. Other Business**

P. Grutter mentioned to Council that yesterday Executive discussed and agreed that with the ongoing asbestos issues of the buildings and needs continuous follow up and asked members if MAUT should form a special asbestos steward biology ad hoc committee? The chair (perhaps a three-year term) would be

responsible for pushing related agenda items, attending meetings when this gets discussed (until issues are mostly resolved) and invite them to Executive meetings on a need be basis. This process will allow for improved and consistent communication between MAUT and the university. If necessary, the chair term could be renewed depending on the status of the situation in three years time. Will formalize this (mandate, time, description, committee composition) and come back to Council with a formal proposal.

**15. Adjournment**

P. Grutter called for a motion to adjourn the meeting. B. Forest moved, seconded by J. Ristic. Meeting adjourned at 12:30 pm.

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Respectfully submitted and recorded by: JA Watier