



MAUT Council Meeting
Wednesday, January 24 at **12:00 pm**
In-person meeting with hybrid option

Approved Agenda

1. Approval of Agenda
2. Approval of Council Minutes of [2023-12-14](#)
3. CAS [C. Riches]
4. Business Arising from the Minutes (Action Items)
 - Pcard & QST (M. Hendricks)
 - Town hall on unionization next spring (R. Sieber)
 - [Social Engagement Survey](#) Update (B. Forest)
 - TLS technical support for faculty – provide S. Hyde with contact name of Science Curriculum Committee (P. Grutter)
 - Striking a committee to keep up-to-date on tuition hike impact (J. Ristic)
 - Faculty of Science Expense Reports – bring up issues to the university (P. Grutter)
 - Formalizing ad hoc committee on asbestos (P. Grutter)
5. President's Report [P. Grutter]
 - i. Draft Indigenous membership/citizenship validation policy & procedures
6. Past-President's Report [R. Sieber]
 - i. MAUT Annual Election 2024
7. President-Elect's Report [N. Quitoriano]
8. VP Internal [J. Ristic]
 - i. Feedback from members on merit session
 - ii. News from the UHSC
9. VP External [V. Muniz-Fraticelli]
 - i. [Draft Resolution on Cooperation with other Associations](#)
10. VP Finance [K. Bevan]
11. VP Communications [S. Jordan]
 - i. CAUT academic freedom statement
12. Library Section [M. Hague-Yearl]
13. Retiree Affairs Committee [F. Ferrie]
14. Other Business
15. Adjournment



MAUT Council Meeting
Wednesday, January 24 at **12:00 pm**
In-person meeting with hybrid option

Attendees:	<u>Executive Officers</u> Peter Grutter, President Nate Quitoriano, President-Elect Renee Sieber, Past-President Jelena Ristic, VP Internal Victor Muniz-Fraticelli, VP External Steve Jordan, VP Communications (virtual) Kirk Bevan, VP Finance	<u>Council Members</u> Ben Forest Caroline Riches Ipek Tureli Catherine Lu (virtual) Lisa Munter Richard Gold (virtual) Sandra Hyde (virtual) Ipek Tureli Yves Winter Mary Hague-Yearl, MAUT-LS (virtual) Frank Ferrie, MAUT-RAC
MAUT Office:	Jo-Anne Watier, AO Joseph Varga, PLO	
Regrets:	Council: Michael Hendricks, Jill Boruff	

Approved Minutes

P. Grutter called the meeting to order at 12:09 pm.

1. Approval of Agenda

Before approving the agenda, C. Riches asked to move her report item right the approval of Council Minutes. B. Forest moved to approve, seconded by C. Riches. Council approved unanimously.

2. Approval of Council Minutes of [2023-12-14](#)

B. Forest moved to approve the minutes, seconded by K. Bevan. Council approved unanimously.

3. CAS [C. Riches]

C. Riches reported that she's prepared a message/call to MAUT CAS Members inviting them to sit on the newly formed CAS standing committee. They will discuss terms of reference, length of service, etc. Once the committee is established, she hopes to reach out to all eligible CAS faculty to join MAUT.

Today marks the 100th anniversary at the McGill Faculty Club, and Caroline being the new President of the club, invited all Council members to celebrate afterwards with cake.

4. Business Arising from the Minutes (Action Items)

- Pcard & QST (M. Hendricks) Absent
- Town hall (part of the AGM) (R. Sieber)

R. Sieber announced that the town hall will be in connection with the AGM and will be themed on how MAUT can best represent its members. Renee and Victor had a prep meeting and discussed the various models – they are moving forward on how this will look like. Nate asked about the format (pro unionization / pro association). Victor explained that the format will be open to all possibilities (not necessarily all on unionization). C. Lu asked if we should put on the table an effort

MAUT Council Meeting
January 24, 2024

for Faculty wide unionization (should we be endorsing the kind of piecemeal of unionization that is going on as per the resolution) and how it serves the interest of faculty. Perhaps invite someone from another university like Concordia who can explain the processes, etc. Victor added that they have considered asking Finn Makela, Vice-President of FQPPU who is knowledgeable about university issues in Quebec. Renee mentioned that they are still brainstorming the town hall. Council members are free to put forward their ideas, suggestions, etc. and may join Renee and Victor, if they wish to participate in organizing this segment of the meeting. Everyone was informed that the AGM was changed from April 24 to April 25, 2024.

○ [Social Engagement Survey](#) Update (B. Forest)

B. Forest reported on the 19 page survey summary which was circulated to Council prior to the meeting and asked if anyone had comments, objections or suggestions and if not, we can release the results in its current form. The biggest take aways were (strong preference for):

- Organize small group activities
- On-campus activities during the week, in the afternoon with food
- Talks/presentations of general interest (offer similar activities like RAC)
- Consider representation of faculty at Mac Campus (they are distinct)
- Consider MAUT activities at Macdonald Campus (to suit their needs)
- Provide material in English and French (including the survey results)

Peter was struck by one of the findings in the survey where 80% of the people distrust the administration (a worrisome observation). Peter went on and thanked Ben for his interesting report. Council discussed the survey results and the various social activities organized by MAUT (and how to engage people through other various activities). Create opportunities for faculty to build connections and maintain/increase retention. Once the survey has been translated to French, it will be added to the MAUT website.

○ TLS technical support for faculty (P. Grutter)

Peter will reach out once again to TLS if they have setup a system to streamline (deploy IT support people to quickly run across campus to help – perhaps a dedicated phone line or cell line) on site assistance to faculty with equipment. Peter will also provide Sandra with the contact name from of the Science Curriculum Committee.

○ Striking a committee to keep up-to-date on tuition hike impact (J. Ristic)

Jelena reported that there hasn't been much activity since the last meeting. Last she heard, C. Manfredi was going to organize a town hall on the budget. Council discussed various issues as the hiring freeze, admin overload, shortage of staff, TA budget, etc. and suggested that the 3 P's bring up the topic of budget at their next meeting with the Provost. It's not just the hiring freeze but to proactively help faculty what their staff needs are and how to meet those needs. What is the policy on hiring freeze? They advertise several assistant professor openings – where is the money coming from? Council would like to know where resources are coming from and what their priority is. Peter suggested that rather than being reactive to the different situations, by striking a committee, issues can be reviewed when brought to Council. Jelena asked those who are interested to be on the committee to let her know (Yves volunteered).

○ Faculty of Science Expense Reports – bring up issues to the university (P. Grutter)

Peter suggested that if you have an expenses report that is more \$1000 and over 30 days, to send an email to A. Campbell as she offered (at a separate meeting) to look into it. Steve will prepare a short message for the newsletter. Council discussed how the system of refunding expense reports is failing and it is with hope that A. Campbell receives enough email feedback that it will improve/resolve the situation moving forward as this problem has been ongoing for several years.

○ Formalizing ad hoc committee on asbestos (P. Grutter)

Peter mentioned that it is not moving and that the report has not yet been received (we had a formalized committee). Jacquie Bede from Mac Campus will be writing the report before the end of the month.

5. President's Report [P. Grutter]

i. **Draft Indigenous membership/citizenship validation policy & procedures**

Peter shared several documents with Council via email to get the discussion started online. Ben added that the complicated document is extremely complex and requires more time to review as it raises concerns. But for the time being, it should not be supported. Peter agreed, it is problematic and that we should strike a subcommittee to become more educated on the topic. Council discussed and found that the internal policies are inconsistent with existing policies and inconsistent with the values of academic freedom. Everyone agreed that this needs more time as so many aspects of the document are unclear. Another question, is MAUT the right place? But because this was sent our way, how can we adequately review policies when administration sends these to us too close to their deadlines? C. Lu conveyed her past involvement with the terms of reference for the indigenous Advisory Council Steering Committee. When she posed questions, she found that some of the responses were superficial and understands there has been consultation with the Associate Provost of Indigenous Initiatives. However these meetings have been difficult in expressing differing opinions, creating some disengagement. Frank speech has not been allowed which is important for any kind of deliberation that intends to produce a policy. Catherine suggested that MAUT create a statement as to why we do not support the documents rather than try to correct it by a set deadline. Her main observation and opinion is that it conflates these three different kinds of policies.

1. Fraudulent claims of those who claim to be indigenous, but are not. Detection/suspicion should fall under the committee for Research Misconduct (where people misrepresent themselves). It's not up to indigenous scholars to decide who is and is not indigenous – it's a political question.

2. How should indigenous or indigeneity, as an academic sort of mission be developed? That's the part where academic freedom comes in - we have to support the indigenous faculty in creating from the ground up what they consider to be Indigenous Studies.

3. Perhaps have a different policy on hiring priorities and how we should balance the needs for local community indigenous engagement (priorities in hiring for Indigenous Studies).

Council discussed and questioned how the administration decided who was hired to consult on this policy for McGill. Peter reiterated that a one-page statement should be sent from MAUT stating why the policy is not acceptable. S. Hyde added that she had circulated a [draft document](#) to Council by email (*Draft Policy on Indigenous Membership / Citizenship (hereafter, the Draft Policy)*, and the (*Draft Procedures related to the Policy on Indigenous Membership / Citizenship (hereafter, the Draft Procedures)*). JA Watier will resend to Council on behalf of Sandra. If time will permit, Steve will add an article in the newsletter on how MAUT does not support the policy. Meanwhile, a committee will be struck and a report/statement will be prepared within the next weeks. Ben, Richard, Catherine and Yves will work on this.

ii. **CAUT Forum for Presidents – January 2024**

Peter reported on the CAUT Forum for Presidents he attended on January 19th.

There was an update on AMPL given by Evan Fox-Decent and how the university is stalling in moving the union forward. This may lead to a strike from AMPL.

Terezia Zoric from the University of Toronto gave a presentation on the bargaining process.

They've been bargaining for four years for a three-year agreement. There were some interesting

statements made such as 10% across the board for three years (obviously arbitration), no change in workload, course relief, housing subsidy, benefits, etc.

President of Concordia University Faculty Association, Ciprian Alecsandru gave a report at CAUT on their last contract, they negotiated teaching positions tenure-track professors (80% CAS and 20% TT). Concordia's PDF increased from \$2,400 to \$2,650 taxable (McGill's PDF is not taxable).

Peter also sat in on three presentations: 1. The Legal Review, 2. Artificial Intelligence: What's at stake for academic labour and 3. Academic Freedom and Equity.

For more on Peter's report, please reference [CAUT President's Meeting](#)

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

i. MAUT Annual Election 2024

On behalf of Renee, Peter mentioned that should anyone be interested in running again on Council or Executive, to get in touch with her. Steve will add it to the newsletter.

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

- i. Nate reported that he met with Victor, Renee and Joseph along with the leaders of AMPE and AMPL. They are considering a MOU (memorandum of understanding) on how the organizations can work together. Examples are Sherbrook University and Osgoode Hall Law School/York University who have faculty association unions.
- ii. Nate is considering a leadership training program (counter weight to what the university is offering), to promote the idea of collegial governance for when junior Profs become more senior, they will have an idea of collegial governance is and when they become a chair or dean roles, will have a better sense of that.
- iii. Nate would like to organize an Executive/Council orientation to give new incoming officers/members a better understanding of MAUT (summary of the constitution, bylaws, MAUT resolutions, university memos, build in some institutional memory). With the high turn over in the organization, everyone would be on the same page.

8. VP Internal [J. Ristic]

i. Feedback from members on merit session

Jelena reported on the recent session (200 in attendance) on merit held in January and felt that MAUT should obtain feedback from MAUT members and to understand why we should be involved. She along with others, were unimpressed with the how some of the questions were addressed by the administration and the lack of transparency. MAUT will send an email to participants to obtain their feedback.

ii. News from the UHSC

Jelena reported that the UHSC dropped the asbestos issue from their agenda from their regular meetings and will be handled through a [task force](#) set up by the *University Response to Asbestos Report*. D. Mondou circulated an email - [Message to the UHSC committee members on Asbestos updates](#). Jelena will continue to enquire on the status of asbestos regardless of it being dismissed from the agenda.

Council members left the meeting: C. Riches (12:30 pm), R. Sieber (1:00 pm), M. Hague-Yearl (1:43 pm), B. Forest (2:07 pm)

9. VP External [V. Muniz-Fraticelli]

i. FQPPU

Victor will report on the FQPPU Council meeting at the end of February.

ii. **Draft Resolution on Cooperation with other Associations**

Victor reported that during the meeting with Renee, Nate with AMPL and AMPE, and how the resolution came to be. They had discussed how concretely MAUT can cooperate and thought about membership and committees and inputting to policies, etc. at some point. But for the moment the administration is acting in an obstructionist manner and made a feint that they would consider some to the proposals in good faith during collective agreements because they did not want the union to strike during grading season. However, once grading was over, they went back. AMPL & AMPE thought of putting in place a MOU (memorandum of understanding) or steps towards some kind of understanding of cooperation. They drafted the following resolution to be considered by Council:

- MAUT does not have a position on unionization of the faculty, it accepts that professors in several units in the university have sought certification as representatives of their respective bargaining units
- MAUT is committed to cooperation with all faculty associations, whether or not they have sought certification, including those in the faculties of Law and Education, and any others who would seek certification
- MAUT supports collegial governance and respects the exercise of collective bargaining rights;
- MAUT is also concerned with the waste of university funds in litigation against colleagues seeking certification

V. Muniz-Fraticelli moved the motion, seconded by Y. Winter. Council discussed. One view was that the statement is unilateral (only what MAUT is doing) and overly inclusive (all faculty whether seeking certification or not. We should not be supporting fractionalization of unions across the university. Others were in support as they felt the university was postponing as a tactic in hopes that people will vote to rid of unions. The law is very clear and is affecting MAUT members across campus. We should be asking the administration to bargain in good faith and to put pressure to resolve this quickly.

Council voted in favor of the draft resolution (7 yes, 0 opposed and 2 abstained), the motion passed.

Council members left the meeting: N. Quitoriano (2:08 pm), I. Tureli (2:10 pm)

10. VP Finance [K. Bevan]

Kirk reported that we are still finalizing the finances at Scotiabank.

11. VP Communications [S. Jordan]

i. **Newsletter**

Steve said he has only receive four (4) articles and encouraged everyone to send in their submissions no later than next week.

ii. **CAUT academic freedom statement**

Steve reminded Council of CAUT's [*Academic Freedom in Times of Conflict*](#) statement that was issued last year and with the ongoing Israeli Gaza conflict, he shared his concerns. With the recent resignation of two U.S. university presidents Harvard and Penn, signing letters condemning the IDF of putative ethnic cleansing of Gaza (and received letters from the Israeli community in Montreal saying they're going to take legal action against him as a as a signatory of the letters. Steve would like to reissue the CAUT AF statement in terms of the conflicts in the newsletter, (in which he will a short piece to go with it). The letter is not to criticize Israel and the IDF, it's not being anti-sematic

MAUT Council Meeting
January 24, 2024

but this is a moral issue and we are justified to do so. Council discussed and some agreed that we should not be silenced and need to remind people that it is one of the biggest genocides in decades. While other Council members would be happy for the statement to go out, they expressed that what is happening is technically not a war crime but we are not in a position to decide that as the situation is very complicated. Every MAUT member has the right to add something to the newsletter and whether it may or may not provoke a conversation, the piece can be written and signed off as an opinion piece.

12. Library Section [M. Hague-Yearl]

Nothing to report.

13. Retiree Affairs Committee [F. Ferrie]

Frank invited fellow Council members to register to any of the RAC presentations that may be of interest to them. The next presentation will take place next week – topic is on the Origins on Covid-19 with presenters Lena Chen and Matt Ridley.

14. Other Business

No other business.

15. Adjournment

P. Grutter called to adjourn the meeting. Moved by R. Gold, seconded by Y. Winter. Meeting adjourned 2:30 pm

Respectfully Submitted by: Jo-Anne Watier, Recording Officer