



**MAUT Council Meeting**  
Wednesday, June 12, 2024 at 12:00 pm  
*In-person meeting with hybrid option*

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**Approved Agenda**

1. Approval of Agenda
2. Approval of [Council Minutes of 2024-05-15](#)
3. Guest: Fabrice Labeau, Deputy Provost (Student Life & Learning) 12:00 – 12:30
  - i. Renovations (project management)
  - ii. Expense report processing
  - iii. EHS (time permitting)
4. VP Internal [J. Ristic] 12:30 – 12:40
  - i. Supporting a graduate student working with SSOW – Guests: Steffy Velosa & Mette Bendixon
  - ii. [Motion](#) Student Hire (J. Ristic)
5. Business Arising from the Minutes (Action Items)
  - i. MAUT's response to Policy on Indigenous Membership / Citizenship (Steve/Caroline)
  - ii. Methods to organize document (Renee)
6. President's Report [N. Quitoriano]
  - i. Feedback to chairs and Financial Services
    - i. Discussion with Caroline Marchionni
  - ii. Ad hoc committee on emergency order
    - i. Renee, Catherine and Nate on the committee
    - ii. I had some discussion with Marc Richard on the matter as well
  - iii. Discussion with Andrea Farran Chair of Non-Discrimination Committee
  - iv. Encampment and injunctions discussion of Council's will
  - v. I'll reach out to other chairs of MAUT standing committees (Faculty Club, CAS, RAC, Tenure and Mentoring)
7. President-Elect [S. Jordan]
  - i. MAUT Statements
8. Past-President's Report [P. Grutter]
9. VP External [D. Guitton]
10. VP Finance [K. Bevan] Absent
11. VP Communications [R. Sieber]
12. CAS [C. Riches]

13. Library Section [S. Hervieux]

14. Retiree Affairs Committee [F. Ferrie]

15. Other Business

- i. Approval of [MAUT Standing Committee Composition 2024-2025](#)
- ii. TA hours for Fall
- iii. How MAUT Council defines violence in the last statement (C. Samuel)
- iv. [Motion to divest](#) (Finance) Discussion?

16. Adjournment



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Attendees:	<u>Executive Officers</u> Nate Quitoriano, President Steve Jordan, President-Elect Peter Grutter, Past-President Jelena Ristic, VP Internal Dan Guitton, VP External Renee Sieber, VP Communications	<u>Council Members</u> Miranda Hickman Lisa Munter Ipek Tureli Michael Hendricks (virtual) Yves Winter Ben Forest Reghan Hill Dominic Frigon Caroline Riches, CAS (virtual) Frank Ferrie, MAUT-RAC (virtual)
Guests:	Mette Bendixon & Steffy Velosa, SSOW Caroline Marchionni, MAUT Membership Committee (virtual) Carolyn Samuel (virtual)	
Regrets:	MAUT Office: JA Watier, Administrative Officer & J. Varga, Professional and Legal Officer Executive: Kirk Bevan, VP Finance Council: Catherine Lu, Sandra Hyde, Sandy Hervieux	

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**Approved Minutes**

N. Quitoriano called the meeting to order at 12:02 pm.

**1. Approval of Agenda**

F. Ferrie moved to approve the agenda, seconded by P. Grutter. Council approved.

**2. Approval of Council Minutes of 2024-05-15**

P. Grutter moved to approve the minutes, seconded by S. Jordan. Council approved.

**3. Tabled later in the Agenda**

**Guest: Fabrice Labeau, Deputy Provost (Student Life & Learning) 12:00 – 12:30**

- i. Renovations (project management)
- ii. Expense report processing
- iii. EHS (time permitting)

**4. VP Internal [J. Ristic] 12:30 – 12:40**

- i. **Supporting a graduate student working with SSOW (Senate Sub-Committee on Women)**

**Guests: Steffy Velosa (Graduate Student, Geography) & Mette Bendixon (Assistant Professor, Geography)**

J. Ristic was pleased to introduce guests Steffy and Mette.

Steffy began by describing her role as a research assistant for SSOW and how it advises the EDIC (McGill's Equity Diversity and Inclusion Committee). The EDIC then advises the BoG. Their mandate is to advance the equality and inclusion of women diverse individuals in the McGill Community. They are currently working to increase transparency in systemic processes and

identify gaps between McGill's policies and practices. This is through the Merit Project and the Review of the 2020 Academic Salary Equity Report. [Steffy's Report](#):

- SSCOW's Review of the 2020 Academic Salary Equity Report
  - Main Conclusion: Report does not adequately address questions of systemic academic salary equity due to errors in approach and interpretation of results. (please refer to the presentation link)
- Inequity in Career Progression at McGill University
  - Ratio of men to women hired at full professor rank is 3.75 men: 1 woman
  - Median time to promotion is 11 years for men and 16 years for women
- SSCOW seeks to audit merit practices at McGill using an established framework
- Reconsidering the Approach to Merit Evaluation at McGill University
  - Develop approach
  - Collect data
  - Assess transparency
  - Conduct audit
  - Compare and contrast
  - Report

ii. **Motion Student Hire (J. Ristic)**

Council discussed the need to have Steffy partner with MAUT and how much the overall budget would be involved. MAUT is willing to put towards \$5,000 as a contribution towards Steffy's research (merit evaluation, gender equity, etc.). Council also talked about how to approach other groups but mainly asking the Provost for additional funding (and how would this influence the research).

*Jelena moved the motion, Council discussed. A friendly amendment was made to the wording by Ben Forest, seconded by Jelena Ristic. [Amended motion](#) was unanimously approved by Council. The motion passed.*

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

i. **MAUT's response to Policy on Indigenous Membership / Citizenship (Steve Jordan/Caroline Riches)**

Steve did not have a chance to meet with colleagues but Caroline reported that two indigenous CAS hires were unhappy with MAUT and despite the policy passing at Senate, they decided to terminate their membership. Steve added that they were upset with the lack of involvement on their part by MAUT. Caroline said that we should encourage those who resigned from MAUT in hopes they will rejoin. Council shared their experiences of engagement with various indigenous people/groups and how they felt about MAUT's mandate regarding the policy (it is difficult to appease everyone). However, it was agreed that MAUT is elected to be the voice of those who don't have a voice (equity, AF, etc.). In conclusion, Celeste Pedri-Spade, Associate Provost of Indigenous Initiatives, accepted the changes made by MAUT on the policy which was later passed at Senate.

ii. **Methods to organize document – Report from AGM (Renee)**

Renee communicated with Victor but he is busy with AMPL/strike to help with the report. It was suggested that someone else help with the report. Steve said he will help collect some points from the AGM.

**6. President's Report [N. Quitariano]**

i. **Feedback to chairs and Financial Services**

i. **Discussion with Caroline Marchionni**

The Provost agreed that MAUT pilot a *feedback mechanism* to chairs and financial services. Caroline has a Masters - her thesis was about feedback. The mechanism will allow us to shape the information we receive and to make the results available to chairs. This should help identify problems and improve situations. Council discussed and agreed that this would be a structural change but what will the consequences be? Regardless of which unit, for research and teaching, the idea of being accountable on how well it is being done (makes management align their priorities and what the faculty needs to support their work).

**ii. Ad hoc committee on emergency order (emails during personal time)**

**i. Renee, Catherine and Nate on the committee**

**ii. I had some discussion with Marc Richard on the matter as well**

Nate met with Marc and he is of the opinion that based on the MAUT Constitution at this time, several types of meetings would need to take place to discuss and propose a motion to have a Constitutional amendment passed. Council discussed the urgency of emails and when email exchanges are appropriate during such times.

**iii. Discussion with Andrea Farran Chair of Non-Discrimination Committee**

Nate has been meeting with some of the chairs and asking what their plans are and to set goals for the coming year.

**iv. Encampment and injunctions discussion of Council's will**

Council passed a resolution at the May meeting asking Nate as MAUT President to represent Council. Nate asked for specifications on what Council would like Nate to address. It was suggested by members of Council that there be consistency with the resolution regarding on campus police violence and how MAUT deals with this sort of situation while exercising academic freedom and collegial governance.

**v. I'll reach out to other chairs of MAUT standing committees (Faculty Club, CAS, RAC, Tenure and Mentoring)**

Mentioned above in point iii.

**7. President-Elect [S. Jordan]**

**i. MAUT Statements**

Steve felt that MAUT can and should make statements (academic freedom and collegial governance) through various types of communication (newsletter, email, etc.). Council discussed and felt that we as individuals should be encouraged to make statements and/or invite members to post issues in the newsletter.

**8. Past-President's Report [P. Grutter]**

Peter was approached by Stephanie Leclerc, Asset Manager ([Procurement Services](#)) regarding the Asset Management Policy. She has been invited to Council in September to give a short talk on the aspects of this initiative and to gather feedback on the draft. From the point of purchase to the end life on some products. The goal of this initiative is to lead to zero work for faculty.

**9. VP External [D. Guitton]**

Nothing to report.

**10. VP Finance [K. Bevan] Absent**

**11. VP Communications [R. Sieber]**

Renee asked Council members to submit their newsletter items for September. Renee will review with the Communications Committee, the impact that AMPL is experiencing on how they are cut off from university

resources (IT support, unable to vote for BoG while on strike, etc.). This would be information only in the newsletter for members to know and how it is impacting faculty (both negative and positive).

## 12. CAS [C. Riches]

Caroline reported that CAS committee members will be returning again for another year. They are aiming for a workshop/meeting soon. Part of it will have a presentation by the School of Nursing (they have a clear promotion process for CAS but some CAS members don't know how their status of employment works). They are looking at dates for the fall. The aim will be to obtain a list from HR with both MAUT and non-members who are CAS.

## 13. Library Section [S. Hervieux] Absent

## 14. Retiree Affairs Committee [F. Ferrie]

Frank reported that RAC lecture presentation series has wrapped up for the year. The last one was in May with John Sakata on Researching Songbird Communications to Gain Insight into Speech and Music. A prior presentation which made it to the New York Times, was The Case for a Laboratory Origin of COVID-19 with Alina Chan, Scientific Advisor and Matt Ridley, Author. Frank also reported that several retirees attended the CURAC meeting (College and University Retiree Associations of Canada) as a way to stay connected. He also shared with Council that the RAC now has 188 retired members.

## 15. Other Business

### i. Approval of [MAUT Standing Committee Composition 2024-2025](#)

Nate asked for a motion to move the committee compositions for 2024-2025 (committee chairs are contacted annually by the administrative officer and members are confirmed for the upcoming year). Peter moved, Renee seconded. Council reviewed the list and agreed some of the members on certain committees needs refreshing. Council also questioned what the purpose of some of the committees is (i.e. Faculty Club). Some suggested it is to maintain a relationship between the FC and MAUT (host MAUT events, free of charge bookings, etc.). *Council voted, all were in favor with one abstention. The motion passed.*

### ii. TA hours for Fall

Michael raised the issue that positions in his dept. were reduced from 10 to 15% and raises some complicated questions on how stipends are calculated. And is this legal? It seems the university is wiping out hourly gains the TA union negotiated by reducing their hours given and what the admin has communicated and how they are calculating stipends that include an assumed level of TA'ing in the past. A Council member said they asked AGSEM and they said it is a violation of their collective agreement. They will be raising this in talks with the administration. Someone chimed in and said they had agreed to this at the last minute during negotiations. It puts faculty in a compromised position where they reduce hours but not workload – potential problems with the union. Another concern, how is this being budgeted? Funding formulation (stipends, grants, university). Not all faculties are set up the same (dept. decides the TA hours). Teaching budget structure changes from year to year. Can we obtain the data? Renee offered to reach out Magnus L'Argent, AGSEM President to find out more about the collective agreement but it may not have details as to how the money is managed.

### iii. How MAUT Council defines violence in the [last statement](#) (C. Samuel)

Nate met with Carolyn Samuel to help understand how MAUT Council defines violence. Carolyn talked about an [email](#) that was sent to MAUTforum on May 16, 2024 which addresses MAUT's statement on Peaceful Assembly on Campus. The issue with the encampment is fraught while trying to understand the different perspectives without making assumptions about what people

believe. MAUT's message says, *MAUT Council opposes the use of force or violence against nonviolent forms of expression* – how does Council perceive non violent forms of expression? Not everyone will perceive the statement same. Council agreed to address Carolyn's concerns and discussed the various forms of communication that was sent out. One Council member interpreted the statement in their view, as physical violence and the threat of police intervention that could potentially create physical violence at the encampment. Another Council member added that they had abstained from the initial statement but after much discussion and revisions, they approved the final statement. With that said, other Council members had different viewpoints or ideas of what would constitute peaceful protest or non peaceful protest (specifics were not discussed). The email/statement leans towards physical violence and not psychological violence which should have been considered in this message (violence comes in many forms – recognize the range of violence). Some may have felt excluded from the statement. This would have been more inclusive for the MAUT community and beyond. It was expressed that not all MAUT Council members agreed with the statement but was passed with a majority vote. The discussion satisfied Carolyn's understanding of the statement. Council discussed further and agreed that we need to do better with such statements on violence.

iv. [Motion to divest](#) (Finance) Discussion?

Ipek presented the motion proposing that MAUT withdraw investments from arms industry, seconded by Renee. Council discussed and agreed that due to short notice, the VP Finance did not have time to look into where MAUT's current investments have been placed. There is also the issue that we do not have access to the account (the situation is currently being rectified allowing access to new signing authorities). Divesting is not complicated but it is time consuming (i.e., motions to divest from fossil fuels from Sept. 2017 – completed in Dec. 2018). Next question who is implicated in armed industry –metals, conductors, etc. It was suggested that a committee be formed to discuss where MAUT's money should go (rather than divest, we invest). Council decided that a revised motion be prepared in the fall and that the motion on the table wait until the VP Finance be present. Council voted to table the motion until the fall 2024.

## 16. Adjournment

Nate called the meeting to adjourn, moved by Ben and seconded by Peter. Meeting adjourned at 2:32 pm.

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Respectfully recorded and submitted by: JA Watier, MAUT AO