



MAUT Annual General Meeting

Thursday, April 22, 2021 | 12 pm
Zoom Meeting

Approved Minutes

1. Call to Order and Welcome

Janine Mauzeroll, MAUT President, called the meeting to order at 12:04 pm and welcomed Executive, Council and Members to the MAUT Annual General Meeting. There were 95 guests.

2. Adoption of Agenda

Members reviewed the Agenda. Petra Rohrbach moved to adopt the Agenda, seconded by Bernard Robaire. The agenda was adopted unanimously.

3. Adoption of [Minutes of April 23, 2020](#)

Members reviewed the Minutes. Ken Hastings moved to adopt the Minutes, seconded by Renée Sieber. The minutes were adopted unanimously.

4. Constitutional Revisions

This item was not discussed as quorum was not met (a minimum of 100 members must be present to vote on a motion).

5. Executive Reports

[President's Report](#) [J. Mauzeroll]

J. Mauzeroll began by thanking the outgoing Executive (Past-President, P. Rohrbach; D. Etzion, VP Finance; N. Hall, VP Communications) for their extraordinary work and contribution to MAUT and for representing MAUT through several platforms (regulation/policy committees, CASC representation, social media channels, etc.).

J. Mauzeroll reported on the following:

MAUT's Objectives:

- 1) To ensure faculty involvement in the governance of the university
- 2) Improve working conditions and salaries of faculty and libraries
- 3) Foster and protect academic freedom
- 4) Build a stronger academic community

Main areas of activity and involvement in 2020:

- MAUT representation of University standing and ad hoc committees
- MAUT advocacy during regular meeting with Administration
- Services to members through MAUT's Professional and Legal Officer
- Fair and transparent policies and procedures during COVID-19:
 - Tenure deferral/extension

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- Merit Exercise Modifications (in collaboration with VP Internal)
- “Micro” Task Force to Address COVID-19's Impact on Assessments of Academic Performance
- Created a Micro-Task Force for a Committee on Administrative Overload (ongoing)
- Safe workspace (masks, ventilation, in-person activities) (ongoing)
- Revising and improving regulations
 - Research Misconduct Policy
 - Harassment and Discrimination Policy
 - Academic Staff Grievance and Discipline (ongoing)
- Advocacy – equality and equity issues
 - Student Evaluations of Teaching (ongoing)
 - Black Faculty Caucus Consultation (ongoing)
- Academic Freedom
- Salary policy for 2021 and beyond
 - MAUT is committed to improving McGill’s salary policy such that it matches its national performance level
 - Strong lobbying allowed us to get a large portion of the merit deferral back

Professional and Legal Officer [J. Varga]

J. Varga reported having provided critical advice, assistance and support to members involving over 150 cases related to harassment and violence, tenure and reappointment, promotion, salary research misconduct, discipline, compliant-grievance, benefits, pension, conflicts of interest, sabbatical, leaves of absence, reduced workload, retirement and office/lab space. For more information on advising and the description of the role of advisors, visit the [MAUT webpage](#).

VP External [S. Rousseau]

S. Rousseau attended FQPPU and CAUT meetings virtually throughout the year.

FQPPU

- Lobbying made to the provincial government in support of emergency funding during the pandemic
- Reported on highlighting issues with online teaching (such as copyrights)
- Representation made to the chief scientific officer supporting research funding and EDI considerations
- Lobbied to ensure safe teaching conditions during the pandemic for continued online teaching
- Advice was sought on eligible home/office expenses (T220) form
- Other business

CAUT

- National survey on the impact of Covid-19, how to address claims of financial distress during the pandemic, 10 actions to address inequities exacerbated by the pandemic
- Federal advocacy-MP outreach and parliamentary days
- Petition letter on climate change
- Concerns regarding reduced membership fees during the pandemic
- Impact of the pandemic on Canadian universities (Statistic Canada)
- CAUT defence fund is not mandatory
- New CAUT Benefit and Pension Consulting Services
- MAUT’s letter of support to the insolvency situation at Laurentian University
- Federal lobbying activities
- Academic Freedom (prevail and federal level)

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VP Finance [D. Etzion]

D. Etzion presented the [MAUT Financial Statements 2019-2020](#) and reported that the 2020 cash flow had a surplus of \$23,505, which had been affected by the pandemic, and the cancellation of social events. The way forward to keep a balanced budget is to continue increasing membership. He highlighted having divested some of MAUT's investments, hiring a new auditor and offering a workshop on Home Office Expenses for members has been valuable.

VP Communications [N. Hall]

N. Hall reported on two main issues:

MAUT election – he mentioned that the usual platform used is OmnivoX but due to the pandemic, SurveyMonkey was used last year and again this year. However, some voters complained that they were not receiving the election instruction email due to McGill IT redirecting these to people's spam folder. Members were advised of this. N. Hall also created a persistent link to ensure the integrity of the actual number of votes (members could only vote once). He recommended that OmnivoX be used for next year's election. He also added that the voting turn out had increased since 2017.

RAC Survey Results – N. Hall reported on RAC members satisfaction with RAC and MURA activities and if the funding formula should continue (MOA – Memorandum of Agreement). Most members, from both associations, expressed overall satisfaction with activities that were offered. Most were happy with the lecture series provide by RAC and said they would like to see more focus on benefits/pension and not so much on mentorship. Members were satisfied with MURA's social activities and asked that they not be duplicated by RAC. They also appreciated interacting with other retired members from across the university. For those who were not able to participate either had other commitments or health issues. Though the RAC and MURA have different functions, the responses from the survey consistently showed support for both associations and were satisfied overall.

VP Internal [C. Lu]

As VP Internal, C. Lu is involved with different university groups and committees as follows:

- McGill Communities Council (MCC) represents various constituent groups that make up McGill such as professors, lecturers, undergraduate and graduate students, administrative staff and managers, trades people, researchers, casual employees, and student employees. They meet weekly to discuss issues such as university policies on COVID-19 health and safety measures, remote teaching and learning challenges, working from home policies, parking fees, residence safety issues, Workday issues, etc. MAUT participates in MCC's newsletter; joint statements; meetings with University administration officials; strategies to forward common concerns
- Special Employee Group meetings are called by the administration and have been mostly focusing on the university's responses to changing government directives or policies regarding COVID-19.
- University Health and Safety Committee (UHSC) represents an advisory body with representatives from employee and student groups and responsible parties from academic and administrative units, chaired by the Associate Vice-Principal (Facilities Management and Ancillary Services), on matters concerning the health and safety of the University community, including standards and policies and they meet usually once a month. They cover issues such as compliance with regulatory bodies, as well as with safety regulations in pandemic conditions.
- Work in pandemic conditions - C. Lu addressed faculty concerns arising from work in pandemic conditions, health and safety concerns of faculty and equity concerns. She drafted a memo last June to the administration with concerns and issues of teaching staff with young children or other dependents in getting policies in place for more support. C. Lu and J. Mauzeroll were part of the Micro-Task Force on the Impact of COVID-19 on Assessing Academic Performance for tenure track faculty ([task force report](#)).

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- Workday was introduced in fall 2020 during a pandemic, which was not recommended, but the university launch it regardless of push back. This created issues for several university groups preventing the processing of the paying TA's, RA's, sessional and casual hires causing payment delays. A question of accountability for compensation was considered. The system was cumbersome and frustrating.
- Dr. Kenneth Melville McGill Black Faculty and Staff Caucus – With the killing of George Floyd in the USA, McGill faced a kind of reckoning on addressing anti-Black racism and saw the formation of the Dr. Kenneth Melville McGill Black Faculty (and Staff) Caucus, a welcome development. The university responded with an [action plan to address Anti-Black Racism](#). MAUT invited the Black Faculty Caucus to meet with the Executive and to offer support, and to endorse the [Caucus 2020 Statement](#) in solidarity with an [MAUT Statement](#). MAUT also supported their statement on the [use of the n-word](#). C. Lu reminded everyone that advocacy efforts must continue for marginalized groups as part of the university's ongoing work.
- MAUT Constitutional Revision Working Group C. Lu was involved in the revision of the Constitution. The group recommended the following two changes:
 1. Full-time students and persons holding full-time non-academic appointments at McGill University, and academic staff whose working conditions are governed principally by a collective agreement with McGill University, are not eligible for Full Membership, Associate Membership, or Retired Membership.
 2. A Council member who is elected to a position with the Executive, other than in the last year of their term on Council, shall be deemed to resign the position on Council with effect from the date at which the new Executive takes chargeBecause the meeting did not meet quorum, the proposed full motion was not presented and a referendum will need to take place later in the year.

President-Elect [A. Kirk]

A. Kirk introduced himself and thanked J. Mauzeroll and P. Rohrbach for their hard work and leadership during the past year. As incoming President, A. Kirk shared his plans as follows:

- To stay informed of the ongoing pandemic and to protect the safety and working conditions for a safe return to campus for members while advancing McGill's teaching and research mission
- Continue to improve salary conditions
- Continue working together on the need for equity, diversity and inclusion in welcoming all people
- Work with J. Varga on improving the quality of advising and increase awareness of these services for members
- To listen to the needs of members

Past-President [P. Rohrbach]

P. Rohrbach reported on the election results with 262 ballots cast.

Council

- Returning Council Members with a one-year term left (ending in 2022)
 - Sandra Hyde, Arts
 - Debra Titone, Science
 - Nate Quitoriano, Engineering
 - Jill Boruff, Libraries
 - Melanie Dirks, Science
- Newly Elected Council Members with a two-year term (ending in 2023)
 - Caroline Riches, Education
 - Maureen Mckeague, Medicine/Science
 - Lucy Kiester, Libraries
 - Ada Sinacore, Education
 - Thavy Long, FAES

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Constituency Councillors

- Dawn McKinnon, Libraries (until May 2021)
- Bruce Shore, Retiree Affairs Committee (two-year term 2021-2023)

Executive

- Acclaimed Executive Officers
 - VP External – returning Simon Rousseau
 - VP Communications – new Adam Dubé
- Elected Executive Officer
 - President-Elect Renée Sieber
- Continuing Executive Officers
 - President Andrew Kirk
 - Past-President Janine Mauzeroll
- Vacant Executive Positions
 - VP Internal Catherine Lu (stepping down)
 - VP Finance

As per the Constitution P. Rohrbach mentioned that vacant positions will be filled within the next six (6) months through a By-election.

J. Mauzeroll open the floor to anyone who had questions for the Executive regarding their reports.

- Question to VP External regarding the future of Quebec universities and the funding formula. Has MAUT been tracking recent developments in Alberta and Ontario specifically around the implementation of performance based funding for universities in those provinces with an eye toward preparing MAUT to respond in the event that Quebec moves in that direction as well?
A: FQPPU were moving in a different direction. They had concerns and brought this to the provincial level with issues from different associations. They wanted to move away from a solely enrollment based funding scenario – something that would take into account the number of professors in a mixed proportion. MAUT should be following this closely and to make our position clear in the possibility of a performance based funding scenario.
- Question to the Executive asking to clarify what was meant by the ‘one-time’ payment deferral.
A: A. Kirk agreed the letter from the university was confusing. The second six-months of merit was paid as usual but the first six-months wasn’t quite all paid (25 out of 26 weeks). Anyone who retired in between times, may not have been eligible. Approximately 95% of was owed. This will be added to the base salary as a lump sum at the end of May.

6. Open Discussion Items

a. COVID-19 Retrospection (J. Mauzeroll, President)

- Q: Why did administration insist on having the annual activity report due in the middle of the semester during a pandemic, especially this year when it’s not being used to evaluate merit?
A: J. Mauzeroll responded by saying that there was no requirement from the higher administration but instead it was imposed at the faculty/department level. The activity reports are used to compile information, it is part of the clerical exercise, and varies with each department when this practice occurs. Someone added that although the timing was inconvenient, it helped to advance the tenure process for record keeping for those building their tenure file. Another comment came from the Libraries, they shared that merit deferral was not automatic and added that it was stressful not knowing if they would be considered for a merit increase. J. Mauzeroll will mention these concerns in the meetings with the 3 P’s and the Provost.

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- Q: S. Hyde supported a petition that was circulated by a group of faculty that were concerned with plans for the fall by F. Labeau. Large classes would be online and smaller ones in-person and the request was to advocate for people who had comorbidity or were uncomfortable being in-person without a vaccine mandate. The University had several different scenarios but did not release this information to faculty. If they knew that there were scenarios, it would have alleviated concerns.
A: J. Mauzeroll will obtain F. Labeau's presentation to share and will add updates from McGill to the MAUT website.
 - Q: Another issue was that students were informed about the return to campus before professors were advised, placing stress on professors who were caught off guard (how do they adjust and deliver their courses and for what class sizes?). Why didn't the university involve faculty or notify them before notifying students?
A: The 3 P's had several meetings with F. Labeau and C. Buddle and were often made aware of any upcoming pandemic related modifications but MAUT was not consulted on this particular issue. It is possible they may have consulted with the Deans. It was added that for the benefit of international students, they need extra time to obtain a visa and settle in before the start of the term. MAUT will continue to advocate for the professors with the administration. R. Sieber encouraged members to join Executive or Council if they want to effect change.
- b. Merit Deferral (J. Mauzeroll, President)**
J. Mauzeroll thanked everyone for their comments on merit deferral and if they had anything else to express, they could reach out to MAUT and added that they will continue to work on future salary policies (all feedback is welcome).

7. Adjournment

J. Mauzeroll welcomed and congratulated A. Kirk as the incoming President and extended thanks to all those who attended the Annual General Meeting. J. Mauzeroll asked for a motion to adjourn the meeting, P. Rohrbach moved to adjourn, seconded by C. Lu. Meeting adjourned at 1:48 pm.

Respectfully submitted by: JA Watier, MAUT Recording Officer