



MAUT Annual General Meeting
Wednesday, April 20, 2022 | 12 pm
Zoom Meeting

Approved Minutes

1. Call to Order and Welcome

Andrew Kirk, MAUT President, called the meeting to order at 12:05 pm and welcomed Executive, Council and Members to the MAUT Annual General Meeting. There were 102 guests (98 full members, 2 retired members and 2 MAUT staff).

2. Adoption of Agenda

Members reviewed the Agenda. Janine Mauzeroll moved to adopt the Agenda, seconded by Dawn McKinnon. The agenda was adopted unanimously.

3. Adoption of [Minutes of AGM April 2021](#)

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

4. Adoption of [Minutes of the General Meeting 2022-02-11](#)

Members reviewed the special General Meeting Minutes. Bernard Robaire moved to adopt the Minutes, seconded by Janine Mauzeroll. The minutes were adopted unanimously.

5. Adoption of [Constitutional Amendments Library Section](#) [Dawn McKinnon]

D. McKinnon explained the reason for amending the Constitution Librarians' Section from *Librarians'* to *Library* Section. This change would include academic staff and archivists (they don't have librarians in their title but are part of the Library). Having reached quorum of 100 full members plus, D. McKinnon presented the motion. Kevin Wade proposed the motion, seconded by Peter Grutter. Council and members discussed the motion and voted. 92 voted in favor, 0 were opposed. **Motion was passed.**

6. Executive Reports

[President's Report](#) [A. Kirk]

A. Kirk shared his experience and gratitude as President of MAUT during the past year and the challenges faced during the pandemic. The main area of activities were:

- Pandemic response and return to campus
- Law professors' certification bid
- Working conditions for librarian academic staff
- Committee on Academic Staff Compensation
- Administrative overload
- Policy on Assessment of Student Learning

A. Kirk added that the incoming President would have to continue the following mandates:

- Completing 3-year salary policy
- Opt-out membership
- Disciplinary and Grievance Regulations

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- New Model of academic delivery
- Minimum graduate stipends
- Student evaluations of teaching
- Macdonald Campus renovations
- Daycare space
- Family accommodations
- More administrative overload
- Academic freedom and collegiality

In A. Kirk's closing report, he thanked the MAUT team, Council Members and all the Executive Officers who worked hard and dedicated their time to MAUT.

Professional and Legal Officer Report [J. Varga]

J. Varga reported that over the past year, he provided assistance, critical information/advice and ongoing support to members on a daily basis. There were over 170 instances involving reappointment, pre-tenure, harassment, research misconduct and discipline. J. Varga invited members to visit his [webpage](#) for more information on his role and that of the MAUT advisors. He also thanked the current advisors for their time and effort in assisting MAUT members.

VP External Report [S. Rousseau]

S. Rousseau explained that his main role as VP External is to attend FQPPU and CAUT meetings and to keep MAUT abreast of current issues.

FQPPU/CAUT- COVID-19 pandemic related points:

- Mandatory vaccination (earlier in the pandemic)
- Financial impact on COVID-19
- Related labour decisions
- Return to campus plans

FQPPU Academic Freedom:

- Resolution was adopted by FQPPU regarding a survey to professors from the government on academic freedom
- FQPPU memorandum for the Commission Cloutier
- Creation of a Standing Committee on Academic Freedom
- Action Item for incoming VP External: MAUT council to nominate a member to sit on the COPLA council (send name to FQPPU)

Other FQPPU items:

- FQPPU observations on Universities budget 2021-2022
- Request made by the Faculty of Law at McGill for accreditation

CAUT:

- MAUT submitted a letter in support of the insolvency situation at Laurentian University
- Censure of University of Toronto because of its failure to uphold academic freedom in the decision to cancel an offer of employment to Dr. Valentina Azarova voted in April 2021
- Membership Fees 2021-2022
- CAUT Equity Toolkit

VP Finance Report & MAUT Financial Statement 2021 [N. Quitoriano]

N. Quitoriano reported that MAUT is on strong financial footing. The last two years resulted in the reduction of in-person meetings greatly reducing expenses. He reported a total savings of \$850K and this past year the

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excess revenue over expenses was \$113K. There was also an increase of 5% in membership driven revenue and should continue to increase once the membership Opt-out plan is implemented. Investments are continuously changing and were not reported.

[VP Communications Report](#) [L. Simine]

On behalf of L. Simine, A. Kirk reported that she worked on two MAUT Newsletters as well as two surveys.

[President-Elect Report](#) [R. Sieber]

R. Sieber started by thanking K. Hastings for his support since the beginning of her involvement on MAUT Council and to J. Mauzeroll and A. Kirk for their mentorship during her role as shadow president. R. Sieber then introduced herself as a Computational Geographer with a 50/50 appointment with the Faculty of Science and the Bieler School of Environment. As shadow president. R. Sieber was involved in:

- Stressing the need for central administration to listen to experts at McGill regarding return to work mask mandates, vaccine mandates and ventilation
- Advancing the MAUT resolution that the faculty should control the mode of instruction
- Compiling information on the impact of medicalization of COVID on academic staff
- Advancing the MAUT resolution in support a vaccine mandates on McGill's campuses
- Providing feedback on student and instructor accommodation during fall and winter term. MAUR was successful in injecting faculty needs (e.g., allowing professors to wear masks in the fall and enabling 20% remote instruction in winter)
- Helping craft the MAUT resolution to not stand in the way of members of the Faculty of Law in seeking support from CAUT and FQPPU in members' efforts to unionize
- Providing feedback on the Faculty of Medicine's, call it faculty members guarantee set levels of graduate student funding
- Advocating for libraries on the new model of work
- Exchanging concerns and seeking common cause with other unions and associations like MUNACA, MUNASA, AGSEM, MCLIU, AMURE, AMUSE and trades MURA and SSMU

Moving forward: After three years of Covid, R. Sieber emphasized the need to move beyond exhaustion to bottom up governance. As President, she will advocate for faculty members (addressing what we have experienced since the start of COVID). MAUT must be a strong advocate and though everyone is exhausted, we must revive bottom up governance.

Past-President Election Results [J. Mauzeroll]

J. Mauzeroll thanked the Nomination Committee for their involvement in the election process. J. Mauzeroll reported 205 votes. See the full report in the Past-President [Election Report](#)

Executive (2022-2023)

- Acclaimed Executive Officers
 - President-Elect Peter Grutter
 - VP Internal Jelena Ristic
 - VP Communications Steven Jordan
 - VP Finance Kirk Bevan
- Elected Executive Officer
 - VP External Victor Muniz-Fraticelli
- Continuing Executive Officers
 - President Renee Sieber
 - Past-President Andrew Kirk

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Council

- Acclaimed Council Members with a two-year term (2022 - 2024)
 - Jill Boruff, Libraries
 - Richard Gold, Law
 - Sandra Hyde, Arts
 - Melanie Dirks, Science
 - Michael Hendricks, Science
- Returning Council Members with a one-year term left (ending in 2023)
 - Caroline Riches, Education
 - Lucy Kiester, Libraries
 - Thavy Long, FAES
 - Maureen Mckeague, Medicine/Science
 - Ada Sinacore, Education

Constituency Councillors

- Dawn McKinnon, Libraries (until May 2022)
- Bruce Shore, Retiree Affairs Committee (two-year term 2021-2023)

7. Open Discussion Items: Lessons Learned from Covid (A. Kirk, President – R. Sieber, President-Elect)

Members voiced their opinions and experiences as follows:

- MAUT was strong in advocating for members with comorbidities in accommodating them during the winter term.
- With back to in-person teaching, there were several students absent/sick but they were able to join class via Zoom but there were many technical difficulties. It was suggested that McGill invest in a hybrid system in each classroom that is user friendly and quick.
- More outdoor space for outside classrooms equipped with tents and picnic tables.
- Administrative issues were imposed on the Faculty of Management in needing permission to travel and possibly other faculties as well.
- A former MAUT representative on the Ad Hoc Senate Committee on Covid Academic Policy and Planning suggested the ad hoc committee be reinstated in the following year as Covid continues to be present in our every day lives. It is important that MAUT has a voice in decision making (such as the date for return to in-person teaching). It was frustrating that HR implemented rules or made decisions without proper information/consultation that negatively affected faculty.
- Administrative communications for student accommodations in the classroom had an undermining tone towards faculty and this was problematic. Messaging had a nuance leaving the impression on students that faculty were powerless and not in charge of their classroom. A solution would be some sort of advocacy for moderation in the language used by the administration, when it comes to communicating directly to students about matters that are really within faculty discretion.

Suggestions were:

- Rather than MAUT moderating communications from the Provost, MAUT can get better organized through VP communications, create a working group to stay on top of this.
- Perhaps part of the solution moving forward is to examine what materials are given to students and how they are socialized into university life. It might be necessary to review how the administration manages their expectations of faculty coming into the university.
- Some hybrid workspaces are being forced upon Libraries by the administration. An example is the New Model of Work pilot project where library, academic staff and other employees are forced to work in hot desks (lack control over their schedules, where they sit, working conditions inadequate, etc.).
- Special Council meeting – what were the results of the survey of the membership regarding governance and decision making around COVID? Provide an update of the results.
- Is there likely to be some sort of guidance from MAUT forthcoming around the strike action of our colleagues in MUNACA? Was there any guidance in the past?

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- Hot desking (reserving a working space) is an issue that is partly driven by cost concerns and needs flexibility moving forward and not a pandemic related excuse to a problematic issue and how this might be built into Fiat Lux designs.
- Better support from IT and communication structures about who does what and perhaps have more people who are empowered to give direct assistance. This can be of huge value of building up support staff. To both IT support and administrative support staff, this is not the right time to be saving money from administrative support.
- There are problematic issues around hybrid teaching, which can be difficult, and can have a negative impact on people in the classroom. Hopefully we will have a lot of input from MAUT and from people who are actually teaching about these models as we go forward.
- Concerns regarding new models of academic program delivery where they're considering things like, changes to some very fundamentals of how a university operates like student assessment strategies, remote and blended learning, applied and experiential learning, opportunities for multidisciplinary collaborative program delivery, vocational courses, etc. It would be important for the membership to try and get some ideas on where the university is heading or where our memberships stands (what are their opinions in these kind of matters).

In response to this concern, A. Kirk mentioned that he had been in communication with C. Buddle and was assured that MAUT would be involved. There are many different points of view as to what makes a successful academic model of program delivery. The final outcome should be that the instructor is respected as the expert in their subject matter and that they should have the academic freedom to deliver that course in a way that they think is the most pedagogically suitable.

A member who sits on the NewMad committee, mentioned that there are 5 of 10 faculty members who teach are sitting on the Provost working group/panel, but all 10 have teaching experience. There are over 50 faculty liaisons who have been tasked with meeting within the different faculties to listen to what faculty members have to say about ideas going forward. The working group is including MAUT in the consultations.

- COVID has forced us to run our comprehensive exams and run our oral defenses for PhDs online and we should continue moving forward. Other members agreed and found the experience to be very good.
- Workday for the last couple of years has been problematic. It represents the increasing sort of influence and power that HR has over our daily lives and as a platform and is becoming a new norm and we should be cautious and keep an eye on it.
- It was suggested that MAUT continue to host the AGM on Zoom as it has had the most successful attendance since in-person meetings and greatly reduces the cost.

7. Adjournment

A. Kirk invited members to the social event at the Faculty club starting at 4 pm and thanked everyone for coming. A. Kirk asked for a motion to adjourn the meeting, R. Sieber moved to adjourn, seconded by J. Mac Master. Meeting adjourned at 2:01 pm.

Respectfully submitted by: JA Watier, MAUT Recording Officer