



MAUT Annual General Meeting

Thursday, April 23, 2020 | 12:00 pm

Zoom Meeting

Approved Minutes

1. Call to Order and Welcome

Petra Rohrbach, MAUT President, called the meeting to order at 12:10 pm and welcomed all MAUT members and guests to the MAUT Annual General Meeting. There were 103 guests.

2. Adoption of Agenda

Members reviewed the Agenda. Susan Gaskin moved to adopt the agenda, seconded by Ken Hastings. The Agenda was adopted unanimously.

3. Adoption of the [Minutes of April 24, 2019](#)

Members reviewed the Minutes. Sandra Hyde moved to adopt the Minutes, seconded by Janine Mauzeroll. The Minutes were adopted unanimously.

4. [2020 Election Results](#) [K. Hastings]

K. Hastings announced the 2020 election results with 236 ballots cast. All open Executive positions were filled by acclamation as follows:

2020-2021 Executive:

President	Janine Mauzeroll
President-Elect	Andrew Kirk
Past-President	Petra Rohrbach
VP Internal	Catherine Lu
VP External	Simon Rousseau
VP Communications	Nathan Hall
VP Finance	Dror Etzion

Returning Council Members with a one-year term left (ending in 2021):

Laura Gonnerman, Medicine	Caroline Riches, Education
Eran Shor, Arts	Renée Sieber, Science
Ada Sinacore, Education	

Newly Elected Council Members with a two-year term (ending in 2022):

Jill Boruff, Library	Melanie Dirks, Science
Sandra Hyde, Arts	Nate Quitoriano, Engineering
Debra Titone, Science	

Constituency Council Members:

Jessica Lange, Libraries (incoming TBA in May)

James Coulton, Retiree Affairs Committee

5. [President's Report](#) including CASC [P. Rohrbach]

P. Rohrbach summarized the year's activities as follows:

- Bill 21
- Regulations Relating to the Employment of Academic Staff (RREAS)
- Employment of CAS
- Salary Equity
- Health Insurance Benefits Review
- Salaries (CASC)
- Advising
- Workshops and Fora
- Social Events
- General Overview of the MAUT's Activities 2019-2020

6. Reports from members of the Executive

[VP Internal](#)

S. Gaskin reported on the following items:

- MAUT ad hoc Committee on Work Accommodations are preparing a survey to look at the needs of faculty and come up with suggested best practices for the dept. and faculty members.
- Administrative Overload (the results of a survey indicated that too much time was spent on issuing expense reports and how time spent on this can be reduced)
- MCC (McGill Community Council) The purpose is to maintain communications between the different groups on various issues
- Worked on two sets of regulations 1) Regulations Relating to Academic Staff Grievance 2) Regulations for Contract Academic Staff
- Divest from fossil fuels in an attempt to reduce future impacts of climate change

[VP External](#)

J. Mauzeroll explained her role as MAUT VP External and her interactions/networking with CAUT (Canadian Association of University Teachers) and FQPPU (Fédération Québécoise des professeures et professeurs d'université). For more information regarding J. Mauzeroll's activity report, [YouTube video](#).

[VP Communications](#)

N. Hall began his report with MAUT's continued engagement through social media with over 500 followers on Twitter and 1400 followers on Facebook. The MAUT website was recently overhauled and contains an online membership application form and has a repository of reports and information. The MAUT newsletter is a well received form of communication for members. The MAUT office recently obtained its own Zoom account and will be managed by JA Watier independently from McGill's account. Meetings and workshops will move to the new online platform. SurveyMonkey was used for the elections this year and it went relatively well.

[VP Finance](#)

D. Etzion covered three main topics for the 2019-2020 academic year starting with the departure of H. Kerwin-Borrelli who retired at the end of 2019 and JA Watier assuming most of her responsibilities. The annual process of having a formal budget has improved the governance, accountability and transparency of the association. Lastly, with Council's approval, it was decided to hire a new audit provider, Mongiat-Bernucci.

7. [Report from Chair, Librarians' Section](#) [J. Lange]

J. Lange reported the following:

- Librarians' Section has 54 members which represents 80% of librarians.
- A special thanks to the outgoing executive was extended to Natalie Waters (Past-Chair), Katherine Hanz (Chair-Elect) and Andrew Senior (Secretary-Treasurer). Nomination and election process for 2020-2021 currently underway.
- Current projects include: drafting Guidelines for Professional and Scholarly Activities and membership engagement through individual meetings and targeted email communication.
- MAUT-LS Professional Issues Committee (PIC) held a writing retreat in 2019 and drafted a letter of support for Western University librarians and archivists during their collective agreement negotiations.

8. [Report from Chair, Membership Committee](#) [K. Hastings]

K. Hastings reported on the following:

- Number of Members: Membership increased 2.15% during the past year, 1174 members (all categories).
- 2019/2020 Membership Committee Events: 4 events were held starting with the Welcome Gathering, Apple Picking, Guide to the University and the Winter Brunch. The combined attendance of 513 people included members, prospects, guests and families. The total cost of \$20,677.
- Rearrangement of MAUT Staff Responsibilities: With the retirement of Honore Kerwin-Borrelli in December 2019, Jo-Anne Watier has taken over the responsibilities of the Administrative Officer.
- Local Liaison Reps Project: The Membership Committee initiative seeks eventually to identify, within a major unit, an MAUT member who could act as a conduit for the two-way flow of information between MAUT members in the unit and MAUT Executive and Council. During 2019 an initial cohort of seven Local Liaison Reps was recruited.
- MAUT Membership Denominator Project and Proposed Constitutional Revisions: A report with general recommendations regarding changes in membership eligibility and categories and in the Constitution has been submitted to Council.
- Opt-Out Membership System: The March 18 MAUT Council resolved to work towards the implementation of an Opt-Out membership system in which new academic staff hires at McGill would automatically become MAUT members upon appointment.
- Impact of COVID-19 on Planned 2020-2021 Membership Committee Events: Preparing for a range of possibilities for fall 2020, including continued proscription of large gatherings such as the Welcome Gathering event.

In closing K. Hastings thanked the Membership Committee members and the MAUT staff for their efforts.

9. [Report from Chair, Retiree Affairs Committee](#) [J. Coulton]

J. Coulton reported on the following:

- Mission: To represent the interests of retired members in creating opportunities for retirees to engage and enjoy educational/academic and social activities, to foster a sense of community who spent their career at the university and for retirees to continue their association with McGill.
- Initiatives: 2019-2020 included regular meetings and recording of the minutes, a Scotiabank account was established to ensure fiduciary responsibility of the RAC's accounts and a revised retiree membership application/dues form was created providing a 5-year membership of \$25.
- Activities: Educational/academic luncheons were organized featuring academic presentations by McGill professors through the RAC. Social activities featured a BBQ dinner in August 2019 along with a biweekly bridge group, a cycle group and a dining group.

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- Opportunities: Plans for 2020-2021 will include a 4 luncheon lecture series on climate change for fall 2020. A proposal to the MAUT that justifies the revision of the funding formula to RAC. Plans for renewal of the committee membership to include newly recruited retirees. Project Connect will contact all inactive retired members encouraging their participation in the RAC.

10. Report from Professional and Legal Officer [J. Varga]

J. Varga introduced himself and briefly explained his role as MAUT's Professional and Legal Officer of 25 years. He provides advising to MAUT members giving them access to information, assistance and legal advice on a confidential basis. The document entitled [Advice, Guidance and Support to MAUT Members](#) contains the *General Principles for Advising* as well as *Grievance and Disciplinary Machinery: Overview* chart.

11. Open Discussion Items

COVID-19: Impacts on McGill and on MAUT members [P. Rohrbach, President]

P. Rohrbach began by sharing with members that she and J. Mauzeroll, President-Elect, meet daily with the Principal and Provost since the onset of the pandemic and the closure of the university. These meetings consisted of keeping everyone abreast of the situation and offering assistance. With the term already in progress, faculty were challenged with preparing the remaining term online as well as exams. TLS graciously provided much support during this time. P. Rohrbach also mentioned that there is a continued uncertainty of returning back to in-person teaching in fall 2020. With the current situation, the issue of the merit and tenure was a concern. As an option, course evaluations could be included in the merit exercise if they want it next year (this will be dependent for those doing research or using wet labs). As for tenure, the tenure clock could be extended for one year. The administration will make a decision by April 30, 2020. The summer term will be done remotely but access to research labs remains uncertain. P. Rohrbach opened the floor for Q&A. Members mainly expressed their concerns around the new reality of teaching during a pandemic and had several questions regarding the possibility in-person teaching as well as online teaching. Concerns were:

- When will faculty be advised if there is a return to campus in fall 2020 and how will it be managed (class sizes, social distancing, PPE, etc.)
- Quality of online teaching (labour intensive) and course caps (increased number of students)
- Continued push for funding and grants
- Online teaching affecting TA's to student ratio has increased / instructor to student ratio
- Implications of moving large in-person classes to online platform in winter
- Planning for anticipated loss of revenue due to lower enrolment
- Health and equity (compromised immune system)
- Closure of daycares and at home child care challenges while working remotely
- Internet connection and added cost

P. Rohrbach and J. Mauzeroll noted everyone's questions and concerns and will bring these to their regular meetings with the Principal and Provost.

12. Adjournment

P. Rohrbach extended thanks and appreciation to Executive Officers, Council Members and MAUT staff for their work throughout the year. P. Rohrbach asked for a motion to adjourn the meeting, Renée Sieber moved to adjourn, seconded by Nate Quitoriano. Meeting adjourned at 2:16 pm.

Respectfully submitted by: Jo-Anne Watier, Recording Officer