

Draft Minutes

239th Executive Committee Meeting

June 15–17, 2017

Fairmont Château Montebello, Montebello, Quebec

Committee Meeting

Thursday, June 15	Policy & Planning Session	09:30 – 17:30
Friday, June 16	Policy & Planning Session	09:00 – 16:00
Friday, June 16	Regular Business Session	16:00 – 17:30
Saturday, June 17	Regular Business Session	09:00 – 17:00

Present

James Compton, President (UWOFA), Chairperson
 Brenda Austin-Smith, Vice-President (UMFA)
 Yalla Sangaré, Treasurer (APPBUSA)
 Robin Vose, Past President (FAUST)
 Blanca Navarro Pardiñas, Representative-at-large (Francophone) (APPUMCE)
 John G. Kingma, Representative-at-large (Quebec) (SPUL)
 Kevin Kane, Representative-at-large (General) (AASUA)
 Kelly Meckling, Representative-at-large (General) (UGFA)
 Peter McInnis, Chair, Academic Freedom & Tenure Committee (ST.FXAUT)
 Sarika Bose, Chair, Contract Academic Staff Committee (UBCFA)
 Pat Armstrong, Co-Chair, Equity Committee (YUFA)
 Wesley Crichlow, Co-Chair, Equity Committee (UOITFA)

David Robinson, Executive Director
 Chantal Vallerand, Director of Operations
 Pam Foster, Director of Research and Political Action
 Valérie Dufour, Director of Communications
 Margaret McGovern-Potité, Executive Assistant to the Executive Director

Absent

Carla Graebner, Chair, Librarians' and Archivists' Committee (SFUFA)
 Terri Van Steinburg, Chair, Collective Bargaining & Economic Benefits Committee
 (KWANTLEN-FPSE)
 David Newhouse, Representative-at-large (Aboriginal) (TUFA)

Policy & Planning Session

01. Overview of Policy and Planning Agenda

The Executive Director provided an overview of the policy and planning session which would take place prior to the regular business session of the meeting.

02. Report of the President

The President reported on meetings he attended since the last Executive Committee meeting of May 7. He and the Executive Director attended meetings with the Irish Federation of University Teachers (IFUT), May 22-25. He also attended the Workshop for New Presidents which was held in Ottawa, June 2-3.

03. Report of the Executive Director

The Executive Director advised that the issues he wants to address would be covered in the meeting agenda.

a) Review of Executive Handbook

The Executive Director reviewed some elements of the Executive Committee Handbook and advised members that it is available in DocuShare on the Executive Committee workspace.

04. Fundamental Research Campaign

P. Foster, Director of Research and Political Action, led a discussion on actions that CAUT could take to press the federal government to commit to increased funding for basic research in Budget 2018 and to commit to the recommendations outlined in the report of the Advisory Panel on Federal Support for Fundamental Science. Several news articles as well as the Executive Summary and recommendations of the panel's report, *Investing in Canada's Future: Strengthening the Foundations of Canadian Research*, were included in the meeting materials.

05. 20th Anniversary of the 1997 UNESCO Recommendation Concerning the Status of Higher Education Teaching Personnel

The Executive Director informed members that 2017 marks the 20th anniversary of the 1997 *UNESCO Recommendation Concerning the Status of Higher Education Teaching Personnel*. He noted that the UNESCO recommendation provides an international framework of recommended practices covering the rights and responsibilities of higher education teaching personnel and CAUT played a key role in its development and adoption. The Committee discussed ways that CAUT could highlight this achievement. It was recommended that an event be organized at the CAUT Council meeting in November. A copy of the UNESCO Recommendation was included in the meeting materials.

06. Research Ethics Boards

The Executive Director highlighted concerns raised in the academic community about Research Ethics Boards (REBs) and provided an overview of CAUT's position on the issue in the past years. The Committee discussed whether the criticisms of REBs are justified and whether CAUT should revise its position through the development of a new policy or an

advisory. Several resources were included in the meeting materials to inform the discussion including: CAUT's 2009 and 2014 submissions to the Panel on Research Ethics for the revision of the *Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans*; and the AAUP's 2006 report, *Research on Human Subjects: Academic Freedom and the Institutional Review Board*.

07. Peer Review and Metrics

The Executive Director led a discussion on the pressures affecting peer review in light of the increased use of metrics in the evaluation of research and scholarship. The Committee considered whether CAUT should update its position on this issue. Several resources were included in the meeting materials to inform the discussion including: CAUT's 2009 publication of *What Is Fair: Q&A on Procedures & Standards in Peer Review*; the 2017 Report of the European Commission Expert Group on Altmetrics, *Next-generation metrics: Responsible metrics and evaluation for open science*; and several articles on peer review and altmetrics.

08. Pay Equity

The Executive Committee discussed the issue of wage discrimination and ways that CAUT can better support member associations to address this inequity. Several resources were included in the meeting materials to inform the discussion including: the CAUT Policy Statement and Model Clause on Pay Equity; the *CAUT Equity Review: The Persistent Gap: understanding male-female salary differentials amongst Canadian academic staff*; and the 2015 Report of the Simon Fraser University Salary Equity Working Group.

09. Controversial Speakers on Campus

The Executive Committee considered whether CAUT should consider developing a formal policy or position regarding the issue of controversial speakers being invited to speak at a college or university campus. Several news articles were included in the meeting materials to inform the discussion.

Regular Business Session

10. Approval of Agenda

SANGARÉ/KANE: THAT the agenda be approved.

11. Approval of Executive Committee Minutes

a) Meeting of May 2-3, 2017

MCINNIS/KANE: THAT the minutes of the Executive Committee Meeting of May 2-3, 2017 be approved.

CARRIED

b) Meeting of May 7, 2017

MCINNIS/KANE: THAT the minutes of the Executive Committee Meeting of May 7, 2017 be approved.

CARRIED

12. Business Arising
 - a) Review of Action List

The Action List was reviewed.
13. Matters Arising from the Policy and Planning Session
 - a) **In relation to agenda item 04** regarding CAUT's Fundamental Research Campaign, the Executive Committee recommended that CAUT develop and launch a campaign web site; prepare lobbying tools for associations and members to lobby MPs and other stakeholders; encourage member associations to meet with local MPs, leading up to Parliament Hill Day in November; and consult as necessary with the Research Advisory Group.
 - b) **In relation to agenda item 05** regarding the 20th anniversary of the 1997 *UNESCO Recommendation Concerning the Status of Higher Education Teaching Personnel*, the Executive Committee recommended that CAUT plan a special event for the November 2017 Council; develop a communications plan for World Teachers' Day, October 5; and coordinate local activities with member associations.
 - c) **In relation to agenda item 06** regarding Research Ethics Boards (REBs), the Executive Committee recommended that the matter be referred to the Academic Freedom and Tenure Committee for further discussion and possible development of a policy statement; and that the Executive Director explore holding a session at Council on REBs and academic freedom.
 - d) **In relation to agenda item 07** regarding Peer Review and Metrics, the Executive Committee recommended a review and revision of the CAUT publication *What Is Fair: Q&A on Procedures & Standards in Peer Review*.
 - e) **In relation to agenda item 08** regarding Pay Equity, the Executive Committee recommended that CAUT revise its Policy Statement on Pay Equity - to be renamed *PS on the Human Right to Equal Compensation* and refer the revision to Council for consideration; develop a bargaining advisory on pay equity that includes a discussion of how merit pay and market differentials/supplements can create inequities; review and revise *Negotiating Starting Salaries*; review and revise *The Changing Academy* and *The Persistent Gap*; and include equal compensation issues in the Equity Workshop.
 - f) **In relation to agenda item 09** regarding Controversial Speakers on Campus, the Executive Committee concluded that the existing Policy Statement on Academic Freedom is sufficient and recommended that no further action is needed at this point.
14. Political Action
 - a) Lobbying Report

P. Foster, Director of Research and Political Action, reported that CAUT is part of a Statistics Canada National Advisory Committee on PSE. She advised that this group

held a recent meeting on the various post-secondary education programs. Of key interest for CAUT is the expansion of UCASS to part-time and college. Upcoming engagement outreach is planned with ministers and departmental officials on copyright and on the implementation of the recommendations of the Fundamental Science Review.

b) Fundamental Science Review

P. Foster, Director of Research and Political Action, advised that this item was addressed under item 04.

c) Fair Employment Week

P. Foster, Director of Research and Political Action, reported that Fair Employment Week will take place from October 23–27, 2017. She noted that the Fair Employment Week website was being updated and that materials will be available online to assist local associations in coordinating activities on their campuses.

d) Intellectual Property

P. Foster, Director of Research and Political Action, reported that CAUT is preparing for the upcoming Parliamentary Review of the *Copyright Act*. CAUT will continue to press that the strong fair dealing language be retained.

e) Civil Liberties

i) Bill C-51

The Executive Director reported the Liberal government is expected to table new legislation shortly on national security matters that will amend the previous anti-terrorism legislation passed by the Conservatives.

ii) Bill C-23

The Executive Director noted concerns with Bill C-23 (the *Preclearance Act*). Proposed changes to the legislation would require Canadians crossing the border into the U.S. to provide passwords for their cellphone and social media accounts.

f) Trade in Education Services

The Executive Director reported that ratification of the Canada-European Union Comprehensive Economic and Trade Agreement (CETA) is still ongoing. He noted that the North American Free Trade Agreement (NAFTA) is up for renegotiation. Some concerns in the negotiations include the issue of an investor-state dispute resolution process and the exposure of public services to privatization.

g) Labour Rights

i) Bill C-4

The Executive Director reported that Bill C-4 has passed 3rd reading in Senate.

h) Equity in Federal Research Programs

P. Foster, Director of Research and Political Action, reported that post-secondary institutions that participate in the Canada Research Chairs (CRC) program have been mandated to develop action plans to address the underrepresentation of four designated groups (women, Aboriginal Peoples, persons with disabilities and visible minorities) in the CRC Program. A copy of an open letter sent May 10 to University Presidents from the CRC Program and a copy of the CRC's 'Equity, Diversity and Inclusion Action Plan' was included in the meeting materials.

15. Membership Priorities

a) Membership Matters

i) ACIFA

THE Executive Director reported on his attendance at the ACIFA Annual General Meeting held in Canmore, Alberta (May 28-30).

ii) OPSEU

The Executive Director reported on bargaining that the CAAT division of OPSEU is entering.

16. Organizational Priorities

a) Financial/Administrative Matters

i) Release Time Requests

C. Vallerand, Director of Operations, provided information regarding course release. She advised she has received a number of requests and invited members to communicate with her if they have any outstanding issues.

ii) Financial Requests

A) Hassan Diab campaign

The Executive Committee considered a financial request for a campaign to bring Hassan Diab back to Canada.

The Executive Director noted that the CAUT Civil Liberties Defence Fund would be an appropriate source for this type of financial request.

VOSE/CRICHLAW: THAT CAUT contribute \$5000 from the Civil Liberties Defence Fund towards the Hassan Diab campaign.

CARRIED UNANIMOUSLY

b) CAUT By-law

The Executive Director asked the Executive Committee to consider whether there is a need to revise the procedures for CAUT elections. He noted that the current practice followed is to hold elections for all positions, even for those acclaimed.

The Executive Director also raised the issue of deadlines for accepting nominations and recommended that legal advice be sought.

CRICHLAW/SANGARÉ: THAT the matter of procedures for CAUT elections be referred, pending legal advice, to the Elections and Resolutions Committee for consideration.

The Executive Committee had a discussion regarding ambiguity in the By-law about the definition of who is a "member" of Council.

MECKLING/SANGARÉ: THAT the Elections and Resolutions Committee be tasked to prepare a definition of 'member of Council'; and report back to Council on the matter with a recommendation for a definition.

CARRIED

c) Executive Director's Report on Academic Freedom

i) Inquiries

A) Rancourt

The Executive Director reported on the status of the Independent Committee looking into the Rancourt case at the University of Ottawa.

B) Horne/Goodyear/Nassar

The Executive Director reported that there has been no real progress at Dalhousie University since the Independent Committee of Inquiry released its report in January 2016. He pointed to recent correspondence between the Dalhousie Administration and the Dalhousie Faculty Association which was provided in the meeting materials.

C) Calgary/Enbridge Centre for Corporate Sustainability

The Executive Director advised that the draft report of the Ad Hoc Investigatory Committee (AHIC) looking into the University of Calgary's Enbridge Centre for Corporate Sustainability will be reviewed by the Academic Freedom and Tenure Committee at its meeting in August.

iii) Cases

A) Persinger (Laurentian)

The Executive Director provided an update on the Michael Persinger case at Laurentian.

B) Hall (Lethbridge)

The Executive Director provided an update on the Tony Hall case at Lethbridge.

C) Potter (McGill)

The Executive Director provided an update on the Andrew Potter case at McGill. He advised that a report to the Academic Freedom and Tenure Committee on the case is being prepared.

D) UBC

The Executive Director reported on concerns with UBC's respectful workplace policy. A copy of the *UBC Statement on Respectful Environment for Students, Faculty and Staff* was included in the meeting materials.

E) UPEI

The Executive Director raised concerns with UPEI's 'Fair Treatment Policy' and reported on a case where a professor with the Atlantic Veterinary College was found guilty of violating the policy. A copy of the UPEI Policy was included in the meeting materials.

iii) Censure

A) Carleton

The Executive Director discussed the status of the Censure case at Carleton.

B) Niagara College

The Executive Director discussed the status of the Censure case at Niagara College.

d) Litigation Report

The Executive Director reported on litigation cases in which CAUT is involved.

e) International Matters

i) Solidarity Partnerships

A) Palestinian Federation of Unions of University Professors and Employees

The Executive Committee considered a funding request from the Palestinian Federation of Unions of University Professors and Employees for the development of a leadership training workshop.

CRICHLAW/VOSE: THAT CAUT donate \$20,000 to the Palestinian Federation of Unions of University Professors for the development of a leadership training workshop.

CARRIED

B) National Association of Graduate Teachers (Ghana)

The Executive Director reported that the National Association of Graduate Teachers in Ghana has opened a new secretariat. CAUT continues to offer them support.

C) College and Lecturers Association of Zimbabwe

The Executive Committee considered a funding request from the College and Lecturers Association of Zimbabwe for the organization of a leadership training workshop to expand their membership numbers.

MCINNIS/VOSE: THAT CAUT donate \$20,000 to the College and Lecturers Association of Zimbabwe for the development of a leadership training workshop.

CARRIED

D) Syndicat Unitaire et Démocratique des Enseignants du Sénégal

The Executive Director reported that CAUT is providing assistance to the Syndicat Unitaire et Démocratique des Enseignants du Sénégal for a research project on the lack of teaching personnel and infrastructure in Senegal and its impact on post-secondary education.

ii) Education International

The Executive Director pointed to the Report of the April 2017 Education International (EI) Board Meeting (North America/Caribbean region) which was included in the meeting materials.

iii) OECD

The Executive Director advised that the Organisation for Economic Co-operation and Development (OECD) has launched a benchmarking project on higher education systems.

f) Collective Bargaining Report

A written report on collective bargaining was provided in the meeting materials.

g) Education Report

A written report on education was provided in the meeting materials. The Executive Director reported that CAUT is expanding its capacity to deliver workshops through a 'train the trainers' program.

h) Organizing Report

The Executive Director provided an oral report on organizing activities.

i) Health & Safety Report

The Executive Director reported on CAUT's work on health and safety issues.

j) Standing Committee Reports

i) Academic Freedom and Tenure

P. McInnis, Chair of the Academic Freedom and Tenure Committee, reported on the work of the Committee. He noted that the Committee is in the planning stages for its August meeting. One of the items that will be discussed is the draft report of the Ad Hoc Investigatory Committee (AHIC) looking in the University of Calgary's Enbridge Centre for Corporate Sustainability.

ii) Collective Bargaining and Economic Benefits

As T. Van Steinburg, Chair of the Collective Bargaining and Economic Benefits Committee was not present, there was no report.

iii) Contract Academic Staff

S. Bose, Chair of the Contract Academic Staff Committee, reported on the work of the Committee. She advised that the Committee will not hold its regular meeting this August; they will be meeting prior to the Contract Academic Staff Conference which will be held in Toronto, October 20-21.

iv) Equity

W. Crichlow, Co-chair of the Equity Committee, reported on the work of the Committee. He advised that the Committee is in the process of developing an equity tool-kit and an equity video. He noted that the Committee is very pleased that the Equity Conference has been rescheduled for April 2018.

v) Librarians' and Archivists'

As C. Graebner, Chair of the Librarians' and Archivists' Committee was not present, there was no report.

k) Committees of the Executive Reports

i) Francophones'

B. Navarro Pardiñas, Chair of the Francophones' Committee, advised that the Committee is in the process of organizing a conference call, but that a date has not yet been confirmed. The Committee is in the preliminary stages of planning for its conference scheduled for February 2018.

The Executive Director advised there is currently a vacancy on the Francophones' Committee that needs to be filled. He noted that a nomination was received from the Saint Mary's University Faculty Union.

MCINNIS/NAVARRO PARDINAS: THAT Mark Lamoureux of the Saint Mary's University Faculty Union be appointed to fill a vacancy on the Francophones' Committee.

CARRIED

The Executive Committee reviewed three budget scenarios for the Francophones' Conference scheduled for February 2018.

ARMSTRONG/SANGARÉ: THAT the Executive Committee approve the draft budget for the Francophones' Conference scheduled for February 2018 and that the Francophones' Committee select the budget option which best responds to their needs.

ii) Clinical Faculty

The Executive Director advised that the Clinical Faculty Committee will hold its next meeting August 28.

l) Working Group Reports

i) Aboriginal Post-Secondary Education Working Group

The Executive Director advised that the Aboriginal Post-Secondary Education Working Group (APSEWG) will be setting up a working group to look into the issue of intellectual property rights for Aboriginal academic staff. The APSEWG is also in the early planning stages for its Aboriginal Forum planned for the fall 2018.

m) Publications

i) Report of Bulletin Editorial Board

B. Austin-Smith, Chair of the Bulletin Editorial Board, reported that the Academicwork.ca website is being updated. She noted the Board is considering reducing the number of issues of the Bulletin by combining the May and June issues and combining the December and January issues.

MECKLING/CRICHLLOW: THAT the Executive Director examine the options regarding combining issues of the Bulletin and report back to the Executive.

ii) CAUT Book Series

There was nothing new to report.

ORDER OF THE DAY

17. Staff Matters

a) Report of the Personnel Committee

R. Vose, Chair of the Personnel Committee provided a staffing update: Shelley Melanson, Membership Engagement Officer, resigned to take on a position at PIPS; Larry Dufay, Senior Research Officer, announced his retirement for the fall. He noted that the new staff collective agreement has been signed. One grievance concerning office closure during inclement weather has been indefinitely suspended, and there are no active grievances.

ARMSTRONG/CRICHLLOW: THAT that Joy Noonan be contracted as a consultant to undertake a work-place assessment.

CARRIED

b) Staff and Related Administrative Issues

The Executive Director advised that management is undertaking an assessment of the duties and responsibilities of administrative staff positions.

IN CAMERA

c) Management Relations

MECKLING/SANGARÉ: THAT the meeting move in-camera.

CARRIED

MCINNIS/SANGARÉ: THAT the meeting move in-camera.

CARRIED

18. Policy Statements and Model Clauses

a) Policy Statements

i) Pay Equity

VOSE/CRICHLAW: THAT the Policy Statement on Pay Equity be revised with the following amendments, and sent to Council for consideration:

- Rename the title of the policy to be: "Policy Statement on the Human Right to Equitable Compensation";
- Remove footnote #1 and renumber subsequent footnote accordingly;
- In sentence 1 of paragraph 1, amend as follows: '~~...equity in pay~~ **compensation**² for all members of the...';
- In sentence 2 of paragraph 1, replace 'pay' with 'compensation';
- In sentence 3 of paragraph 1, replace 'pay' with 'compensation'
- In sentence 4 of paragraph 1, amend as follows: '~~...pay~~ **Compensation** inequities have adverse impacts on individuals from ..., Aboriginal Peoples...';
- In sentence 5 of paragraph 1, amend as follows: '~~Pay~~ **Inequity in compensation** is discrimination.';
- In sentence 1 of paragraph 2, replace 'pay' with 'compensation'
- Sentence 1 of paragraph 3, amend as follows: '~~Pay~~ **Discrimination in compensation** can only be remedied by the periodic implementation of comprehensive ~~pay-equity~~ studies within...';
- Last sentence of paragraph, amend as follows: '~~...participation in an equal~~ **compensation** ~~pay-equity~~ study is...';
- Paragraph 4, amend as follows: '**Equitable compensation requires examination of practices and policies such as market differentials, starting salaries and merit increases. These** should be ~~resisted~~ **addressed** as ~~being inherently~~ discriminatory, particularly against members of **Indigenous and equity-seeking** ~~historically disadvantaged~~ groups.';
- In sentence 1 of paragraph 5, replace 'pay' with 'compensation';

CARRIED

b) Model Clauses

There were no model clauses to review.

c) Administrative Policies

There were no administrative policies to review

19. Meetings, Conferences and Coalitions

a) Meetings Attended

i) NUCAUT Convention

The Executive Director reported that the NUCAUT Convention was held in Toronto on May 7, in conjunction with the Canadian Labour Congress' (CLC) Triennial convention. He provided a list of the new executive members.

ii) CLC Convention

R. Vose and the Executive Director reported on their attendance at the Canadian Labour Congress (CLC) Convention which was held in Toronto, May 8-12. Several resolutions from NUCAUT to the CLC were agreed upon.

iii) IFUT meetings (May 22-25)

This item was previously reported under the Presidents Report, item 02.

iv) ACIFA Annual Conference

The Executive Director reported on his attendance at the ACIFA Annual Conference, May 28-30. He noted that the event was very well attended and well organized.

v) Workshop for New Presidents

The President reported on his attendance at the Workshop for New Presidents, held in Ottawa June 2-3. He advised that it was an excellent workshop with a larger group than usual.

vi) Atlantic Canada Council of Faculty Associations

P. McInnis reported on his attendance at the Atlantic Canada Council of Faculty Associations meeting held June 9 in Dieppe, New Brunswick.

b) Upcoming Meetings and Conferences

i) Clinical Faculty Committee meeting

This item was previously reported under item 16. (k)(ii).

ii) CAUT Committee meetings

The Executive Director advised that the CAUT Committee meetings would be held in Ottawa, August 25-26.

c) Coalitions

i) International Civil Liberties Monitoring Group

C. Vallerand, Director of Operations, reported on her attendance at the International Civil Liberties Monitoring Group (ICLMG) annual general meeting last month. She noted that the Group has hired a new National Coordinator, Tim McSorley, and that they are having some financial struggles.

ii) Canadian Consortium for Research

P. Foster, Director of Research and Political Action, reported on the work of the Canadian Consortium for Research (CCR). She noted that the primary focus of the Consortium is to press the federal government to implement the recommendations of the Naylor report.

iii) Public Education Network

P. Foster, Director of Research and Political Action, reported on the work of the Public Education Network.

d) Related Organizations

i) Harry Crowe Foundation

The Executive Director advised that Harry Crowe Foundation (HCF) Board of Directors are currently organizing the annual Olivieri Lectureship will take place this fall.

ii) NUCAUT

This item was previously reported under item 19. (a)(i).

iii) J.H. Stewart Reid Trust

C. Vallerand, Director of Operations, reported that the Trustees of the J.H. Stewart Reid Trust are in the process of selecting a new winner for the 2017-2018 J.H. Stewart Reid Memorial Fellowship.

iv) CAUT Refugee Foundation

There was nothing new to report.

20. Other Business

There was no additional business to consider.

21. Review of Meeting

There was a review of the meeting.

22. Items for Information

There were no items to be addressed.