



Date: April 5, 2018

To: CAUT Council

From: Penni Stewart, Ad Hoc Committee

Re: **Ad Hoc Committee Report – Renison Association of Academic Staff Application for Membership in CAUT**

On February 12th 2018 the Renison Association of Academic Staff (RAAS) representing approximately 33 regular academic staff at Renison University College was formed. A Constitution, including article 5.2 stating “RAAS shall be a member of the CAUT, subject to approval of the RAAS as a member or affiliate of the CAUT” was unanimously adopted. On March 16th, 2018 the Association formally applied to become a member of CAUT.

In accordance with the CAUT General By-law (see especially section 5.1), I was appointed by the Elections and Resolutions Committee to inquire into the membership application.

In preparing this inquiry report, I reviewed the Constitution of the Association. Following the CAUT By-law, I wrote to all organizational members in the Province of Ontario and invited commentary on the application.

Under the CAUT By-law, the heart of my investigation is to ensure that the purposes and practices of the applicant Association fit with CAUT’s commitment to: improving the quality of post-secondary education; advancing the interests of postsecondary educators; internal democratic practices and upholding academic freedom. From the materials I reviewed I have no hesitation in stating that the Renison Academic Staff Association meets these criteria. For example, article 2 of the Constitution which lays out the purposes of the Association includes the following objectives:

- Promote the welfare and equitable treatment of academic staff by negotiating and upholding sound policies, practices, and procedures;
- Protect academic freedom while advancing teaching , research, and other pursuits of academic staff at the University College;
- Promote collegial governance and safeguard academic integrity and human rights at the University College.

The Constitution speaks to the Association’s commitment to the advancement of academic staff and establishes a democratic organizational structure with an elected Board, democratic nomination process, meetings and decision-making. Inclusivity is a priority for the Association. There are two standing committees, one on compensation and workplace policy negotiations, and a second on equity and inclusion. The Association already has or is seeking a number of affiliations, including with the neighboring Faculty Association of the University of Waterloo (FAUW) and with the Ontario Confederation of University Faculty Associations (OCUFA). On February 15th 2018 at the FAUW Board meeting a motion congratulating Renison academic staff on their new Association was adopted unanimously.

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On March 28, 2018 The Board of Governors of Renison University College recognized the RAAS as the exclusive bargaining agent for regular academic staff.

The CAUT By-law requires that written commentary be sought from all organizational members in the Province. There are 33 such organizational members of CAUT in Ontario. I contacted the President of each Association (see letter attached) and received 8 comments in return, none expressing objections to the application. One President wrote : “I support the application as the association’s goals and practices are compatible with those of the purposes of CAUT; the constitution is democratic in character and demonstrates a commitment to the practice of academic freedom; the organization and practices demonstrate it is not dominated by an employer; and it is clearly the largest association representing Renison College academic staff.” Another President wrote: “We have assessed the constitution of the Renison Association of Academic staff and fully support their membership in CAUT.”

In my assessment, the Renison Association of Academic staff fully meets the criteria for Class A membership in CAUT and accordingly I make that recommendation.

Sincerely,

A handwritten signature in black ink that reads "Penni Stewart". The signature is written in a cursive, flowing style.

Penni Stewart
Ad Hoc Committee

Attachment (1): Excerpt of letter emailed to CAUT member associations in Ontario

Attachment (2): Renison Association of Academic Staff Application for membership in CAUT

Attachment (3): Renison Association of Academic Staff Constitution