



Memorandum

Re: Policy Statement on Renewal of Academic Staff

Date: October 22, 2020
To: CAUT Council
From: David Robinson, Executive Director

At its November 2019 meeting, the Executive Committee reviewed the *Policy Statement on Renewal of Academic Staff* as part of a 5-year review and referred the policy to a Sub-Committee of the Executive Committee (S. Blair and R. Whitaker).

At its meeting of February 7-8, the Executive Committee received the sub-committee's revision and recommended that it be sent to Council for consideration.

Below is a summary of the proposed changes:

- **Clause 1, new sentence #1:** Added to underscore that post-secondary institutions and their constituent academic units require a secure complement of full-time academic staff if they are to flourish and fulfill their academic, educational, and public missions of higher education.
- **Clause #1, revised 2nd sentence:** Modified to capture the threat to the educational and public missions of post-secondary institutions when full-time academic staff positions are not replaced, or are replaced with part-time, contingent positions with a restricted range of duties and responsibilities.
- **Clause #1, revised 3rd sentence:** modified to add shared governance to the functions secured by a strong, stable academic staff complement.
- **Moving the Clause #3 to become new Clause #2:** Moved for clarity and flow.
- **Moving the last sentence of Clause #1 to become a new Clause #3:** Moved for flow and clarity in light of other revisions in the new clause #3.

- **Revised sentence in the new Clause #3:** Captures the need for a stable complement of academic staff whose duties and responsibilities combine research, teaching, and service, for the functional health of academic units and institutions.
- **Renumbered clause #5, 1st sentence:** Modified to add the imperative of full collegial involvement in any restructuring of the academic staff complement.
- **Renumbered clause #5, new sentence:** added to emphasize the importance of institutional autonomy in decisions regarding the reduction or structure of the academic staff complement.

To facilitate the discussion at Council, delegates are asked to review the statement and submit any comments or amendments to motions@caut.ca by November 13.