



# Minutes

## 252nd Executive Committee Meeting

### September 13-14, 2019

#### Present

Brenda Austin-Smith, President (UMFA)  
 Peter McInnis, Vice-President (ST.FXAUT)  
 Yalla Sangaré, Treasurer (APPBUSA)  
 James Compton, Past President (UWOFA)  
 David Newhouse, Representative-at-large (Aboriginal)(TUFA)  
 Serge Jolicoeur, Representative-at-large (Francophone)(ABPPUM)  
 Marc Schroeder, Representative-at-large (General)(MRFA)  
 Robin Whitaker, Representative-at-large (General)(MUNFA)  
 Laurence McFalls, Representative-at-large (Quebec)(SGPUM)  
 Alison Hearn, Chair, Academic Freedom and Tenure Committee (UWOFA)  
 Sarika Bose, Chair, Contract Academic Staff Committee (UBCFA)  
 Tim Ribaric, Chair, Librarians' and Archivists' Committee (BUFA)  
 Pat Armstrong, Co-Chair, Equity Committee (YUFA)  
 Momin Rahman, Co-Chair, Equity Committee (TUFA)

David Robinson, Executive Director  
 Pam Foster, Director, Research & Political Action  
 Valérie Dufour, Director, Communications  
 Margaret McGovern-Poté, Executive Assistant to the Executive Director

#### Regrets

Sue Blair, Chair, Collective Bargaining and Economic Benefits Committee (AUNBT)

#### **Opening Remarks and Territorial Acknowledgement**

*The President welcomed members and acknowledged that the meeting is taking place on unceded Algonquin territory.*

## 01. Approval of Agenda

**COMPTON/ARMSTRONG: THAT** the agenda be approved.

**CARRIED**

## 02. Approval of Minutes

a. Executive Committee Meeting of June 13-15, 2019

**COMPTON/SANGARÉ: THAT** the minutes of the Executive Committee meeting of June 13-15, 2019 be approved.

**CARRIED**

## 03. Business Arising

b. Review of Action List

The action list was reviewed.

## 04. Report of the President

The President reported on meetings she attended since the last Executive Committee meeting of June 13-15. She attended, along with CAUT Past President J. Compton, the Executive Director, and CAUT Director of Research & Political Action P. Foster, the 8<sup>th</sup> Education International World Congress, held July 19-26, in Bangkok, Thailand. She noted that CAUT put forward a resolution on academic freedom in partnership with the University Teachers Association of Ghana (UTAG) which was adopted at the meeting. She also attended the CAUT Committee meetings, August 22-26, in Ottawa.

## 05. Report of the Executive Director

The Executive Director advised that the issues he wants to address would be covered in the meeting agenda. He noted that this has been a very busy fall. CAUT staff have been working on the launching of the Federal election campaign and toolkit; the Fair Employment Week campaign; and the organization of the Librarians' and Archivists' Conference scheduled for October. He noted that several new academic freedom cases have emerged which will be covered under the academic freedom report.

## 06. Political Action and Campaigns

P. Foster, Director of Research and Political Action, reported on government and stakeholder relations since the last meeting of the Executive Committee. These included: candidate outreach in Calgary, Ottawa, Winnipeg and Halifax by member associations; meetings with the Department of Innovation, Science and Economic Development (ISED) and Heritage re copyright files; follow-up with ISED on the survey for researchers; and a meeting with the Inuit Tapiriit Kanatami, the representative organization for the Canadian Inuit.

a. Government Relations

i. Pre-budget consultations

P. Foster, Director of Research and Political Action, reported that CAUT prepared a submission to the pre-budget consultations in advance of the 2020 Budget. CAUT

is asking for a national strategy on post-secondary education, greater investment in basic research; an expansion of the Canada Student Grants Program; recognition of the Treaty rights of Indigenous peoples to education with increased federal support for Indigenous students; and improved access to government data. A copy of CAUT's submission and the CAUT Election Toolkit were included in the meeting materials.

b. Campaigns

i. Federal Election

P. Foster, Director of Research and Political Action, reported on polling projections for the upcoming election in October that show the Conservatives and the Liberals in a tight race. Some of the issues that CAUT has been highlighting in its election campaign include research funding, casualization, equity issues, affordability, and getting out the vote. She reported that as part of its election strategy, CAUT has been running a digital ad campaign and has developed an online survey tool on the website. CAUT will continue to reach out to interested associations to support member associations to engage in the campaign.

ii. Fair Employment Week

P. Foster, Director of Research and Political Action, reported that Fair Employment Week will take place this year October 7-11 during the federal election. CAUT has prepared some new materials for this year's campaign including posters, PowerPoint presentations, post cards, etc.

iii. Governance

P. Foster, Director of Research and Political Action, reported that CAUT conducted a survey for members associations to identify and share promising efforts to strengthen collegial governance. Thirty-one associations participated in the survey.

iv. Copyright

P. Foster, Director of Research and Political Action, reported that CAUT has met with other PSE stakeholders to monitor reactions to the two Parliamentary reports as well as follow-up with the two departments to monitor the government response. There appears to be an opportunity to move on Crown copyright.

c. Equity

i. CRC settlement

P. Foster reported that CAUT was pleased with the settlement reached. Highlights include targets based on representation by population, the inclusion of LGBTQ for the first time and enhanced accountability measures. A copy of the settlement agreement was included in the meeting materials.

ii. National Framework on Gender-Based Violence at Post-Secondary Institutions

Brenda Austin-Smith, President, reported on her experience as a member of the Advisory Committee for the Framework. The Framework report was released by Women and Gender Equality Canada the Friday before the long weekend in August and is called *Courage to Act: Developing a National Draft Framework to*

*Address and Prevent Gender-Based Violence at Post-Secondary Institutions in Canada.* The Framework reflects the input from labour-side Advisory Committee members in some areas, namely the recognition and importance of collective agreements, but not in others. For example, it has a wide definition of gender-based violence. How the Framework will relate to provincial and institutional policies is unclear. Also unclear is whether any federal funding will be conditional to the adoption of the Framework.

d. Civil Liberties

i. Hassan Diab

The Executive Director reported that the Segal Report looking into the extradition case of Hassan Diab was released in July and concluded that the Department of Justice acted properly in the case. Diab is extremely disappointed in the report claiming that the report is a complete whitewash of his case.

ii. Border Issues

The Executive Director raised the issue of border agents demanding access to electronic devices of travellers. An Inside Higher Ed article, titled *Harvard freshman said he was barred from the country for friends' social media posts*, submitted by Jeremy Bauer-Wolf on August 28, was included in the meeting materials.

iii. CSIS Activities on Campus

The Executive Director highlighted the issue of CSIS agents approaching students on Canadian campuses, and in particular Muslim students. He noted that CAUT has long raised concerns about CSIS activities on campus and highlighted a report of CSIS Intelligence Activities dated 1998-1999 that refers to a 1963 agreement between the Federal Government and the CAUT on the issue of campus investigations. A copy of this Review was included in the meeting materials.

e. International

i. Solidarity Partnerships

A. Palestinian Federation of Unions of University Professors and Employees (PFUPE)

The Executive Director reported that CAUT helped sponsor a national higher education forum in Palestine in April. The forum focused on the challenges facing the higher education sector in Palestine. The Palestinian Federation of Unions of University Professors and Employees (PFUPE) is very grateful for CAUT's support.

B. College and Lecturers Association of Zimbabwe (COLAZ)

The Executive Committee considered a financial request received from the College and Lecturers Association of Zimbabwe (COLAZ) for the 2019 COLAZ Congress.

**COMPTON/SANGARÉ: THAT** CAUT donate \$10,000 to the College and Lecturers

Association of Zimbabwe for the 2019 COLAZ Congress.

**CARRIED**

C. University Teachers Association of Ghana (UTAG)

The Executive Committee considered a financial request received from the University Teachers Association of Ghana (UTAG) for the UTAG Congress 2019.

**SCHROEDER/HEARN: THAT** CAUT donate \$10,000 to the University Teachers Association of Ghana (UTAG) for the UTAG Congress 2019.

**CARRIED**

D. Higher Education Commission, Pakistan

The Executive Director reported that CAUT is continuing to work with the Higher Education Commission of Pakistan on a faculty development program. It is the aim to conduct a first training session in early January.

E. Malaysian Academic Movement (MOVE)

The Executive Director reported he has had preliminary discussions with the Malaysian Academic Movement (MOVE) about the possibility of undertaking solidarity work with them.

ii. Organization for Economic Co-operation and Development

A. Trade Union Advisory Committee on Education and Employment

The Executive Director reported on the upcoming meeting of the Advisory Committee.

B. Informal Working Group on Higher Education

The Executive Director reported that the OECD has invited the Informal Working Group on Higher Education to review the draft of the analytical framework of the Higher Education Resources Project.

iii. UNESCO

The Executive Director reported on the development of the Global Convention on the Recognition of Higher Education Qualifications that will be considered for adoption at the UNESCO General Conference in November.

iv. ILO

A. Committee of Experts on the Application of the Recommendations concerning Teaching Personnel

The Executive Director highlighted the recommendations from the Joint ILO-UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel. A copy of the 2018 recommendations was included in the meeting materials.

## B. Violence and Harassment Convention, 2019

The Executive Director reported that the International Labour Organization (ILO) has adopted a new convention and recommendation to combat violence and harassment in the workplace.

**MCFALLS/RAHMAN: THAT** the Executive Committee recommends that CAUT lobby the Government of Canada to ratify the ILO International Labour Conference Convention 190, the convention concerning the elimination of violence and harassment in the world of work, adopted at the International Labour Conference in June 2019.

**CARRIED**

## v. Education International

The Executive Director reported on a joint resolution on academic freedom in higher education brought forward by CAUT and the University Teachers Association of Ghana (UTAG), which was adopted at the 8<sup>th</sup> Education International (EI) World Congress in July 2019. A copy of the resolution was included in the meeting materials.

## vi. Appeals and Campaigns

### A. Canadian Council for Refugees

The Executive Committee considered a request from the Canadian Council for Refugees for a financial contribution for the "Refugees – Welcome" campaign. The request also asks that organizations support the campaign by signing on to an open letter on the campaign website.

**COMPTON/NEWHOUSE: THAT** CAUT donate \$2,000 to the Canadian Council for Refugees for the "Refugees – Welcome" campaign, and sign on to the open letter on the campaign website.

**CARRIED**

## f. Alberta

The Executive Director reported on serious concerns with the recommendations around advanced education in the Report of the Blue Ribbon Panel on Alberta's Finances, released August 2019. An excerpt of the Blue Ribbon Panel Report was included in the meeting materials.

## 07. Committee Reports

### a. Standing Committee Reports

#### i. Academic Freedom & Tenure

A. Hearn, Chair of the Academic Freedom and Tenure Committee, reported on the August Committee meeting. The Committee reviewed the draft Ad Hoc Investigatory Committee Report looking into the Pyne case at Thompson Rivers University; in light of the issues raised in the report, the Committee is considering drafting a bargaining advisory on academic freedom and intramural speech. The Committee discussed the

issue of an increased presence of CSIS on campuses and considered developing a bargaining advisory to provide advice to members. She reported that the Committee is also considering developing an academic freedom workshop for members.

ii. Collective Bargaining & Economic Benefits

As the Chair of the Collective Bargaining & Economic Benefits Committee was not present, the Executive Director reported that the Committee met in August. As part of the meeting, the Committee reviewed its mandate and terms of reference and intends to devote more of its work to the analysis of trends and developing strategies for collective bargaining, rather than drafting model clause language. The Committee discussed the importance of maintaining the train-the-trainer component of the collective bargaining workshop and is looking forward to ongoing involvement in the collective bargaining conference.

iii. Contract Academic Staff

S. Bose, Chair of the Contract Academic Staff Committee, reported on the August Committee meeting. Some of the issues discussed during the meeting that are affecting contract academic staff included: diminished intellectual property rights; the weight of student opinion surveys in the evaluation of teaching performance; the limited access to email and library services between contracts; and the lack of academic freedom for CAS members. She also highlighted the need for the development of guidelines for membership in the faculty association for contract academic staff who are between contracts.

She noted the Committee discussed planning for Fair Employment Week and that many associations have events planned for this year's edition. The Committee is in the preliminary planning stages for its Contract Academic Staff conference in 2020.

iv. Equity

M. Rahman, Co-Chair of the Equity Committee, reported on the August Committee meeting. He noted the Committee discussed the planning around the Equity Conference scheduled for February 20-21, 2020. He noted they are in the process of securing speakers and facilitators for workshops. Several of the Committee members will also be taking on some roles. The Committee further discussed the structure and workload for the equity toolkit. He noted that the launching of the toolkit will be delayed until the spring as they are still working on finalizing the content for the online site. He is hopeful that the site will be a living resource and updated as issues arise.

He noted that the draft budget for the conference is included in the meeting materials for the Executive Committee's consideration.

**RAHMAN/COMPTON: THAT** the Executive Committee approve the draft budget of the CAUT Equity Conference as presented.

**CARRIED**

v. Librarians' & Archivists'

T. Ribaric, Chair of the Librarians' and Archivists' Committee, reported that the Committee will hold its regular meeting in advance of the Librarians' and Archivists' Conference scheduled for October 25-26, 2019, in Ottawa. He pointed out that the conference format will be less of an academic conference and more of a hands-on workshop looking at particular case studies. Further to a motion from the floor of Council in November on the business of performance metrics, the Committee revised the Policy Statement on Performance Metrics which will be discussed later in the agenda. He noted they are following closely the negotiations for the librarians at Western who are in a strike situation. A copy of the Librarians' and Archivists' Conference agenda was included in the meeting materials.

b. Committees of the Executive Reports

i. Francophones'

S. Jolicoeur, Chair of the Francophones' Committee, reported on the August Committee meeting. He reported that the Committee is considering developing model clause language for Policy Statements that it has previously drafted. The Committee reviewed their mandate and is of the view that they could be better known by CAUT member associations. The Committee recommends that the practice to arrange a Francophone/Francophile Luncheon during Council be maintained. They held very preliminary discussions regarding the next Francophones' conference.

ii. Clinical Faculty

The Executive Director reported that the Clinical Faculty Committee met August 26 in Ottawa. The Committee passed a resolution to create a working group to look into the issue of academic freedom as it pertains to clinical faculty.

iii. College and Institute Academic Staff

The President reported on her participation at the inaugural meeting of the College and Institute Academic Staff Committee held August 22 in Ottawa.

c. Working Group Reports

i. Aboriginal Post-Secondary Education Working Group

D. Newhouse, Chair of the Aboriginal Post-Secondary Working Group (APSEWG) reported that the APSEWG is in the process of revising the Bargaining Advisory for Indigenization of the Academy. They hope to have this completed by November. The working group held a conference call on September 4. They are in very preliminary discussions regarding the next conference for Aboriginal academic staff. They are working on a response to the Equity Committee regarding the equity toolkit. They have a draft report on a survey of Aboriginal academic staff in Ontario and are hopeful that it will be completed soon. He suggested that CAUT survey our associations with respect to issues for Indigenous members. He noted that November 1<sup>st</sup> is the 50<sup>th</sup> anniversary of Indigenous programs at Trent.



ii. Ad Hoc Working Group on Governance

M. Schroeder, Chair of the Ad Hoc Working Group on Governance, reported that the working group has held one teleconference since the June meeting. The working group revised the CAUT Policy Statement on Governance which will go to November Council. Several Committees have already provided comment on the draft governance issues framework and report. The next steps for the working group are to review the survey responses from the Governance survey conducted late last spring, begin work on the governance toolkit, and prepare advice on strengthening collective agreement language on governance for members.

**08. Organizational Matters**

a. Matters arising from Council

i. Resolutions

The Executive Director reported on the follow up to resolutions passed at the May Council.

b. Planning and Priorities

A copy of a CAUT memo, dated August 29, 2019, from the Executive Director, summarizing the planning and priorities discussion held at the Executive Committee retreat in June was included in the meeting materials for discussion. The Committee considered the challenges of the current political environment and possible actions that CAUT could take to tackle these challenges. The memo identified broad strategic priorities for the upcoming year: 1) building membership capacity; 2) defending and advancing the integrity of academic work; and 3) promoting social justice and equity.

c. CAUT Awards

The Executive Director reported that, at the request of the Equity Committee, he has reviewed the terms of reference of CAUT awards and is recommending changes to the terms of reference of CAUT awards to allow for groups, and not just individuals, to be eligible. Changes are also being proposed to ensure consistency in the nomination procedures for all awards.

**RAHMAN/HEARN: THAT** the Executive Committee recommends that the proposed changes to the Donald C. Savage Award, Equity Award, Academic Librarians' and Archivists' Distinguished Service Award, Milner Memorial Award, Sarah Shorten Award, and Bernice Shrank Award, be approved and sent to Council for consideration.

**CARRIED (1 ABSTENTION)**

d. CAUT Committees

The Executive Director reported that he has followed up with the Aboriginal Post-Secondary Education Working Group (APSEWG) in regards to consideration of revising its status as a new Standing Committee of Council. David Newhouse, Chair of the APSEWG, advised that he recommends that further consultation be done with the working group and Aboriginal members on this matter before proceeding with any change to the status of the group.

The Executive Director reported that he has recommended to Committee Chairs to add an item on their August Committee agenda a review and discussion of their committee terms of reference.

**ORDER OF THE DAY (Friday, 11:30 am)**

e. Financial/Administrative Matters

i. Financial Report: Year Ending June 30, 2019

Y. Sangaré, Treasurer, presented the financial quarterly report for the year ended June 30, 2019.

A. Review of Budget 2019-20

A copy of the CAUT Budget 2019-20 was included in the meeting materials for information.

ii. Release Time Requests

V. Dufour, Director of Communications, informed members that only a few release time requests had been received to date. She reminded members to submit their requests as soon as possible.

iii. Financial Requests

A. International Civil Liberties Monitoring Group

The Executive Committee considered a financial request received from the International Civil Liberties Monitoring Group to supports its 2019-2020 action plan.

**COMPTON/SANGARÉ: THAT** CAUT donate \$20,000 to the International Civil Liberties Monitoring Group.

**CARRIED**

B. Canadian Centre for Policy Alternatives

The Executive Committee considered a financial request received from the Canadian Centre for Policy Alternatives.

**RAHMAN/COMPTON: THAT** CAUT donate \$15,000 to the Canadian Centre for Policy Alternatives.

**CARRIED (1 ABSTENTION /ARMSTRONG)**

f. Membership Matters

i. University of Northern British Columbia Faculty Association

The Executive reported on discussions with the UNBCFA regarding a request for financial assistance with arbitration costs.

ii. Association of University of New Brunswick Teachers

The Executive reported on discussions he has had with the president of the AUNBT concerning a possible raid by another union.

g. Executive Director's Report on Academic Freedom

i. Investigations

A. Potter (McGill)

The Executive Director provided an update on the Andrew Potter (McGill) investigation. The Ad Hoc Investigatory Committee's (AHIC) report was released last November, concluding that there were serious violations of academic freedom and recommending that the McGill Administration adopt a policy to protect the academic freedom of academic administrators.

B. Peter Wall Institute for Advanced Studies (UBC)

The Executive Director reported that the Ad Hoc Investigatory Committee established to examine the circumstances surrounding the resignation of the Director of the Peter Wall Institute for Advanced Studies and determine if there were violations to their academic freedom, is currently conducting its investigation. The members of the Committee are: Dr. Kevin Kane, Chair - Professor, Faculty of Medicine and Dentistry, University of Alberta; and Dr. Jacqueline Holler - Associate Professor, Department of History, Women's Studies and Gender Studies, University of Northern British Columbia.

C. Mehta (Acadia)

The Executive Director provided an update on the Rick Mehta (Acadia) investigation. A settlement in the case had been reached on April 1. Subsequent to the settlement, Mehta was found to have violated the terms of the settlement.

D. Pyne (Thompson Rivers)

The Executive Director provided an update on the Derek Pyne (Thompson Rivers) investigation. The Ad Hoc Investigatory Committee has completed its report which is currently being reviewed by the CAUT Academic Freedom and Tenure Committee.

E. Horne (Dalhousie)

The Executive Director provided an update on the Gabrielle Horne case (Dalhousie) investigation. He pointed to an excerpt of the Dalhousie Senate minutes of April 22, 2019, which included an update by the Dalhousie Senate Planning and Governance Committee (SPGC) on the recommendations on academic freedom for non-bargaining members and a corresponding implementation plan. CAUT will continue to monitor developments on this process.

F. Atlantic Veterinary College (UPEI)

The Executive Director reported on new concerns raised at the Atlantic Veterinary College (University of Prince Edward Island). Correspondence exchanged between CAUT and UPEI President, Alaa Abd-El-Aziz, and UPEI Vice-President, Academic & Research, Katherine Gottschall-Pass, were included in the meeting materials.

ii. Cases

A. Persinger (Laurentian)

The Executive Director provided an update on the Michael Persinger (Laurentian) case. He noted that the hearing of a motion to conclude the grievance has been postponed to October 30, 2019.

B. Maritime College of Forest Technology

The Executive Director provided an update on two dismissal cases at the Maritime College of Forest Technology (MCFT), including (1) biologist Rod Cumberland, an active critic of the use of glyphosate by the NB forest industry, and (2) Gerald Redmond, former Executive Director of MCFT, for allegedly disclosing confidential information. Several news articles and an exchange of correspondence between CAUT and MCFT on the matter were included in the meeting materials.

C. Hira (Simon Fraser)

The Executive Director provided an update on the Hira case (Simon Fraser University).

D. Camosun College

The Executive Director presented on a case at Camosun College involving a grading issue complicated by accommodation needs.

E. Duchesne (UNB)

The Executive Director provided an update on the Duchesne case (University of New Brunswick). He noted that Duchesne has taken early retirement.

F. Yeager (King's)

The Executive Director provided an update on the Yeager case (King's University College). The case involves a respectful workplace and harassment complaint over criticism of departmental policy, chair, and behaviour at meetings.

G. Hawke (McMaster)

The Executive Director provided an update on the Hawke case (McMaster University) involving a grading dispute in which the assistant Dean applied an algorithm to adjust grades over the objection of the faculty member. He noted

that according to CAUT policy it is 'a violation of academic freedom for any administrative official unilaterally, arbitrarily, or outside of official procedures to influence, attempt to influence, or intervene in, the grading or evaluation of student performance by the academic staff assigned evaluation responsibility for a course or part of a course'.

H. Bonert (McMaster)

The Executive Director provided an update on the Bonert case (McMaster University). The case involves a dispute with the REB over alleged anonymity of research subjects.

I. Altosaar (Ottawa)

The Executive Director provided an update on the Altosaar case (University of Ottawa). The case involves a Grievance filed over alleged interference in academic freedom in research.

J. UBC

The Executive Director reported on a case at UBC involving a controversial speaker invited to speak at the UBC campus.

K. Mount Royal

The Executive Director reported on a recent issue at Mount Royal University regarding a faculty member who wrote a controversial op-ed.

h. Litigation

i. Access Copyright v. York University

The Executive Director reported that a decision in the case is pending.

ii. Arbitration Awards

The Executive Director highlighted several arbitration awards of significance to the post-secondary education sector.

i. Collective Bargaining Report

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

j. Education Report

A written report on education offerings by CAUT was provided in the meeting materials. In addition to what was outlined in the report, the Executive Director advised that CAUT has sponsored members to attend a Labour Arbitration Skills training course offered by the Queen's University Industrial Relations Centre.

k. Health & Safety Report

A written report on health and safety issues was provided in the meeting materials.

I. Organizing Report

The Executive Director reported on current organizing activities.

m. Publications

i. CAUT Editorial Board

A. CAUT Online Journal

CAUT President B. Austin-Smith reported on the meeting of the editorial board of the new CAUT Online Journal. The journal's editorial board is composed of T. Ribaric, B. Austin-Smith, P. McInnis, and Y. Sangaré.

n. Lee Lorch Award

**COMPTON/RAHMAN: THAT** the Executive Committee recommend to Council that the 2020 Lee Lorch Award be awarded to Dr. Isabel Desgagné-Penix, Professor with the Department of Physics, Biology and Chemistry, at the Université du Québec à Trois-Rivières.

**CARRIED**

o. New Associate Members

A list of new associate members was included in the meeting materials for information.

**09. ORDER OF THE DAY (Saturday, 12:00 pm)**

**Staff Matters**

a. Report of the Personnel Committee

The Chair of the Personnel Committee, J. Compton, reported on a meeting of the Personnel Committee. He noted that one staff member on long-term disability has returned to their position in August. One staff member is on short-term leave. CAUT has hired Tony Cantin as the new director of operations. He will assume the position as of October 7.

b. Staff and Related Administrative Issues

The Executive Director reported on staffing matters.

c. Staff Bargaining

**COMPTON/HEARN: THAT** the meeting move in-camera.

**CARRIED**

**COMPTON/MCINNIS: THAT** the meeting move ex-camera.

**CARRIED**

**HEARN/RAHMAN: THAT** the Executive Committee expresses its strong support of the CAUT bargaining team.

**CARRIED**

d. Management Relations

**COMPTON/SANGARÉ: THAT** the meeting move in-camera.

**CARRIED**

**COMPTON/MCINNIS: THAT** the meeting move ex-camera.

**CARRIED**

**ARMSTRONG/SANGARÉ: THAT** the Executive Committee recommend to Council that D. Robinson be re-appointed to a six-year term for the position of CAUT Executive Director, beginning July 1, 2020.

**CARRIED**

**10. Policy and Model Clauses**

e. Policy Statements

i. PS on Academic Staff with Mental Health Disabilities

**SCHROEDER/MCFALLS: THAT** the new Policy Statement on Mental Health Disabilities be referred to the CAUT Legal Department for review for consistency in legal terminology and language.

**CARRIED**

ii. PS on Performance Metrics

**RIBARIC/BOSE: THAT** the revised Policy Statement on Performance Metrics be approved with the following changes and sent to Council for consideration:

- Delete the word 'Sole' in sentence 2 of paragraph 2 of the preamble;
- Retain the deleted text '**... those publishing or disseminating knowledge in languages other than English,...**' ;
- Revise Clause 2 as follows: 'If **an academic staff member chooses to provide** performance metrics ~~are chosen to be provided by the academic staff member, ...~~'
- Make the two lists parallel in sentence 1 of paragraph 1 of the preamble and in clause 1.

f. Model Clauses

There were no model clauses to review.

g. Administrative Policies

There were no administrative policies to review.

**11. Meetings, Conferences and Coalitions**

a. Meetings Attended

i. EI World Congress (July 20-26, Bangkok)

This item was previously reported under *item 04. Report of the President.*

ii. College and Institute Committee meeting (August 22, Ottawa)

The Executive Director reported on the CAUT College and Institute Academic Staff Committee's first meeting held August 22 in Ottawa.

iii. CAUT Committee meetings (August 23-24, Ottawa)

This item was previously reported under item 07. (a) *Standing Committee Reports.*

iv. Clinical Faculty Committee meeting (August 26, Ottawa)

This item was previously reported under item 07. (b) *Committees of the Executive Reports.*

b. Upcoming Meetings and Events

i. ANSUT Conference on International Students

The Executive Director reported that he, the President and the Vice-President would attend the ANSUT Conference on International Students scheduled for September 19-20 in Halifax.

ii. CUFA-BC Annual General Meeting

The Executive Director reported that the CUFA-BC Annual General Meeting would take place October 3 in Prince George. The President will be attending.

iii. CAUT Defence Fund

The Executive Director reported the Defence Fund Annual General Meeting was scheduled for October 5 in Toronto. The President, the Chair of the Academic Freedom and Tenure Committee, the Chair of the Collective Bargaining and Economic Benefits Committee, and the Treasurer were planning to attend.

iv. Fair Employment Week

This item was previously reported under *Item 06. (b)(ii).*



v. FQPPU Conseil (October 17-18, Montreal)

The Executive Director reported that the FQPPU Conseil was scheduled for October 17-18 in Montreal and would be attended by Y. Sangaré.

vi. Western Regional Conference

The Executive Director reported that he and the President would attend the Western Regional Conference scheduled for October 17-19 in Regina, Saskatchewan.

vii. CAUT Librarians' and Archivists' Conference

The Executive Director reported that the CAUT Librarians' and Archivists' Conference would take place in Ottawa, October 25-26.

c. Coalitions

i. International Civil Liberties Monitoring Group

This item was previously reported under *item 08. (e)(iii)(A) – Financial Requests – ICLMG*.

ii. Canadian Consortium for Research

P. Foster, Director of Research and Political Action, reported on the work of the Canadian Consortium for Research (CCR).

iii. Public Education Network

P. Foster, Director of Research and Political Action, reported that the Public Education Network meeting took place in September and the network discussed the election campaign, copyright and other common priorities such as issues of burnout and mental health, diversification of students, and governance including the composition of the institutions' decision-making bodies.

d. Related Organizations

i. Harry Crowe Foundation

The Executive Director reported that several of the presenters of the Harry Crowe Foundation Conference, held in February 2019, have agreed to have their presentations compiled and published on a new online platform that CAUT is in the process of developing.

ii. NUCAUT

The Executive Director provided an update on NUCAUT and Canadian Labour Congress (CLC) activities.

iii. J.H. Stewart Reid Trust

V. Dufour, Director of Communications, reported that the Trustees of the J.H. Stewart Reid Trust have selected Valerie McCallion, Ph.D. at Queen's University, as the winner of the 2019-20 J.H. Stewart Reid Memorial Fellowship.

iv. CAUT Refugee Foundation

The Executive Director reported that on November 4 CAUT issued another appeal to CAUT member associations to raise funds to support the resettlement of Carlos Zambrano Escamilla, president of the Sindicato de Profesores de la Fundación Universidad Autónoma de Colombia, further to his application for refugee status.

**12. Other Business**

There was no new business to consider.

**13. Review of Meeting**

The meeting was reviewed.

**14. ITEMS FOR INFORMATION**

The Executive Director referred to an article published August 28, 2019, in the Chronicle Review titled, *My Life as a Cautionary Tale – Probing the limits of academic freedom*, which was included in the meeting materials.

-----

There being no further business, the meeting was adjourned.