



# Minutes

## 257<sup>th</sup> Executive Committee On-line Meeting June 19, 2020 – 12:00 pm – 14:00 pm (EDT) (Zoom meeting platform)

### 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)  
 Robin Whitaker, Representative-at-large (General)(MUNFA)  
 Marc Schroeder, Representative-at-large (General)(MRFA)  
 Laurence McFalls, Representative-at-large (Quebec)(SGPUM)  
 Alison Hearn, Chair, Academic Freedom and Tenure Committee (UWOFA)  
 Sue Blair, Chair, Collective Bargaining and Economic Benefits Committee (AUNBT)  
 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  
 Tony Cantin, Director of Finance, Operations and Human Resources  
 Pam Foster, Director, Research & Political Action  
 Valérie Dufour, Director, Communications  
 Margaret McGovern-Poté, Executive Assistant to the Executive Director

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

*The President informed members that although this meeting is virtual, we all do our academic work on specific Indigenous, First nations, and Métis territories. Some of these territories are governed*



#### Brenda Austin-Smith // PRESIDENT // PRÉSIDENTE // MANITOBA

Peter McInnis // St. Francis Xavier  
 Yalla Sangaré // Sainte-Anne  
 James Compton // Western Ontario  
 Marc Schroeder // Mount Royal  
 Robin Whitaker // Memorial

David Newhouse // Trent  
 Serge Jolicoeur // Moncton  
 Laurence McFalls // Montréal  
 Alison Hearn // Western Ontario  
 Sue Blair // UNB

Sarika Bose // UBC  
 Tim Ribaric // Brock  
 Pat Armstrong // York  
 Momin Rahman // Trent

*by treaties, but some are still unceded. She asked members to reflect on the conditions under which we occupy these spaces, today and always.*

*The President reported that June 21 was National Indigenous Peoples Day in Canada and that CAUT has issued a statement for members to read and reflect on. She also noted that June 19, known as Juneteenth, was celebrated to mark the emancipation of Blacks in the United States.*

## **01. Approval of Agenda**

**MCINNIS/SCHROEDER: THAT** the agenda be approved, as circulated.

**CARRIED**

## **02. Approval of Minutes**

a. Executive Committee Teleconference of April 21 & 24, 2020

**SANGARÉ/MCINNIS: THAT** the minutes of the Executive Committee meeting of April 21 & 24, 2020 be approved, as circulated.

**CARRIED**

b. Executive Committee Meeting of May 25, 2020

**SANGARÉ/MCINNIS: THAT** the minutes of the Executive Committee meeting of May 25, 2020 be approved, as circulated.

**CARRIED**

## **03. Business Arising**

a. 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 May 25, 2020. She attended the Forum for New Presidents on June 5 which was delivered in an on-line format due to the ongoing travel and social distancing requirements due to the COVID-19 pandemic. She has been attending weekly conference call meetings with the collective bargaining team, legal team, and the Director of Research and Political Action.

## **05. Report of the Executive Director**

a. Report on Academic Freedom

i. Investigations

A. Peter Wall Institute for Advanced Studies (UBC)

The Executive Director provided an update on the Peter Wall Institute (University of Northern British Columbia) investigation. The Ad Hoc Investigatory Committee has prepared a preliminary report.

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ii. Cases

A. Maritime College of Forest Technology

The Executive Director provided an update on the Maritime College of Forest Technology case.

B. St. Jerome's University

The Executive Director reported on the case of BJ Rye at St. Jerome's University. There are calls for Dr. Rye's dismissal following her use of a racial epithet in the classroom as part of a lecture on harmful words. The Executive Director noted that the University of Waterloo has rescinded its statement on the matter following concerns raised by CAUT and others.

C. Murphy (Ryerson)

The Executive Director reported on the case of Pascal Murphy at Ryerson University. Professor Murphy and his co-instructors had their course on Homelessness in Canadian Society cancelled by the administration just 3 days before it was to begin. Enrolment in the course was full, and Professor Murphy suspects the administration cancelled the course in retaliation for disagreements over teaching methods and content.

D. Cochrane (Manitoba)

The Executive Director reported on the case of Steven Cochrane at the University of Manitoba. Professor Cochrane resigned from the University after he displayed images of himself wearing black face.

E. Hudlicky (Brock)

The Executive Director reported on the case of Tomáš Hudlický at Brock University. The University had issued statements critical of an article written by Hudlický that was published in *Angewandte Chemie*. CAUT has written to the Administration of Brock University asking the administration to withdraw its statements and to respect and uphold the academic freedom of Professor Hudlický. The Brock University Faculty Association has filed a grievance.

F. Lowrey (Alberta)

The Executive Director reported on the case of Kathleen Lowrey at the University of Alberta who was dismissed as associate chair in her department over her views on gender. The Association of Academic Staff of the University of Alberta has filed a grievance.

G. Dalhousie

The Executive Director reported on the case of Prof. Charlebois who has been accused of research misconduct by an industry group for opinions he expressed in

an op-ed on supply management in Canada. Dalhousie has launched an investigation. The Executive Director said that the complaint should have been treated as frivolous as there was no research misconduct in this case. He expressed concern that Dalhousie's actions could create a chill on academic freedom.

iii. Litigation

A. York University/Access Copyright

The Executive Director provided an update on the York University v. Access Copyright case. He said it is expected that the ruling will be appealed.

## 06. Political Action Report

P. Foster, Director of Research and Political Action, provided a report on recent advocacy efforts. CAUT has briefed staff in Minister Qualtrough's office, at the Prime Minister's Office and the NDP PSE critic on the poll results done with Abacus Data. CAUT is re-tooling the *For our Future* campaign to seek short-term support through the wage subsidy program, as well as calling on the federal government to fix the broken funding model for PSE. CAUT is asking associations to call on members to reach out to MPs, from now through the Fall. She provided an update on CAUT's staff survey which closed with over 4000 respondents. Analysis on the survey is underway. Preliminary results show an increase in workload, a drop in research and an increase in mental health. Foster also shared the latest Labour Force Survey data for university and college professors which shows an increase of 4% unemployment over previous years in the spring/summer months.

### Committee Reports

a. Standing Committee Reports

i. Academic Freedom & Tenure

A. Hearn, Chair of the Academic Freedom and Tenure Committee, reported there was nothing new to report since the last Committee meeting in March.

ii. Collective Bargaining & Economic Benefits

S. Blair, Chair of the Collective Bargaining and Economic Benefits Committee, reported on the work of the Committee. The Committee met virtually last week to discuss organizing in times of a pandemic, and made a recommendation to Council for a winner of the Donald C. Savage Award.

iii. Contract Academic Staff

S. Bose, Chair of the Contract Academic Staff Committee, reported on several issues of concern for contract academic staff that have arisen out of the COVID-19 crisis including: job losses for contract academic staff members; cancellation of sabbatical leaves; reorganization of courses on some campuses including the increase of class sizes; and no financial support for the purchase of equipment.

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iv. Equity

P. Armstrong and M. Rahman, Co-Chairs of the Equity Committee, reported there was nothing new to report since the last Committee meeting in March.

v. Librarians' & Archivists'

T. Ribaric, Chair of the Librarians' and Archivists' Committee, reported there was nothing new to report since the last Committee meeting in March. He advised this would be his last meeting as member of the Executive Committee and that he would remain involved.

b. Committees of the Executive Reports

i. Francophones'

S. Jolicoeur, Chair of the Francophones' Committee, reported on some outstanding work of the Committee that will need to be addressed including finalizing the outline of the agenda for the Francophones' Conference scheduled for February 2021, and recommending to Council two joint policy statements drafted with the Librarians' and Archivists' Committee.

ii. Clinical Faculty

The Executive Director advised there was nothing new to report.

iii. Colleges and Institutes

The Executive Director advised there was nothing new to report.

c. Working Group Reports

i. Aboriginal Post-Secondary Education Working Group

D. Newhouse, Chair of the Aboriginal Post-Secondary Working Group, advised there was nothing new to report.

ii. Working Group on Governance

R. Whitaker reported that the Working Group passed a recommendation to the Executive Committee that the Working Group on Governance be reconstituted for another year. They would also like the Executive Committee to consider making the Working Group a permanent committee. They have also prepared an updated FAQ for the website and the Co-chairs' participated in an online Town Hall on governance issues on May 14.

In terms of policy statements that have not yet gone to Council, the Working Group thought it would be useful for the Executive Committee to provide some guidance or ideas to member associations while policy is still pending Council deliberation and endorsement. She noted the Working Group has shared the draft *Policy Statement on Administrative Searches* with a couple of member associations, on the understanding that it be used for their own guidance, as it is not official CAUT policy yet. Since these member associations found the material

useful, the Working Group is interested in pursuing a way to make it available more widely.

## **07. Organizational Matters**

### a. Collective Bargaining Report

The Executive Director provided an overview of the collective bargaining report.

### b. Education Report

This item was previously reported under *Executive Item 06*.

### c. Health & Safety Report

The Executive Director reported that CAUT continues to provide support and advice to member associations and is monitoring return to work protocols that are being set up on campuses for the Fall semester.

### d. Organizing Report

The Executive Director provided a report on organizing activities.

### e. Communications Report

#### i. Publications

V. Dufour, Director of Communications, reported that the next edition of the CAUT *Bulletin* is likely to be delivered on-line. The theme will be on anti-racism and the Truth & Reconciliation Commission (TRC) – 5 years later.

#### ii. Report of Bulletin Editorial Board

There was nothing new to report.

#### iii. CAUT On-line Journal

P. McInnis, Chair of the Bulletin Editorial Board, provided an update on the new CAUT On-line Journal noting there have been some challenges getting it operational. To-date they have received a number of submissions that will be sent for review.

### f. New Associate Members

The Executive Director reported that there were no requests for new associate members to be considered.

## **08. Review of Council Agenda**

The Executive Director reviewed the Council agenda.

## 09. Staff Matters

### a. Report of the Personnel Committee

J. Compton, Chair of the Personnel Committee, provided a report on a meeting of the Personnel Committee, held June 17. CAUT has filled the vacant Professional Officer position, a position left vacant by the departure of Robert Johnson. Melissa Bendig, who is currently replacing Andrea Stewart during her Maternity/Parental leave, will be appointed to this full-time position as of July 1<sup>st</sup>, 2020. Bulletin Managing Editor Liza Duhaime remains on sick leave. Research Analyst John Hollingsworth is taking early retirement beginning June 30<sup>th</sup>, 2020. General Council Peter Barnacle has provided his notice of retirement effective October 31<sup>st</sup>, 2020. There are currently three vacant positions: 1) Finance Assistant, 2) Production Coordinator, and 3) Research Analyst. The hiring processes for these positions has been paused to allow management to discuss changes to CAUT's organizational structure.

### b. Staff and Related Administrative Issues

The Executive Director provided an update on staffing matters.

### IN CAMERA

### c. Management Relations

**SANGARÉ/BLAIR: THAT** the meeting move in camera.

**CARRIED**

**MCINNIS/WHITAKER: THAT** the meeting move out of camera.

**CARRIED**

## 10. Meetings and Events

### a. Meetings Attended

#### i. Forum for New Presidents, June 5

The President reported that the Forum for New Presidents held June 5 via the Zoom Meeting Platform was very successful. There was a record attendance for this meeting with 44 registered delegates.

### b. Upcoming Meetings and Conferences

#### i. Council, June 26

This item was previously reported under *Executive Item 09*.

#### ii. Committee Meetings, TBD

The Executive Director reported that the Committee meetings scheduled for August will be held as virtual meetings and focus solely on the core items that need to be addressed by the various committees.

iii. Contract Academic Staff Conference, TBD

The Executive Director reported that due to the situation with the pandemic being very fluid, the Contract Academic Staff Committee Conference scheduled for October may need to be held as a virtual event or deferred to a later time.

**11. Other Business**

There was no other business to be addressed.

**12. Review of Meeting**

The meeting was reviewed.

**13. Items for Information**

There were no items for information.

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*There being no further business the meeting was adjourned.*