

# Minutes

## 248<sup>th</sup> Executive Committee Meeting

February 15-16, 2019  
Ottawa, Ontario

### Present

James Compton, President (UWOFA), Chairperson  
 Brenda Austin-Smith, Vice-President (UMFA)  
 Yalla Sangaré, Treasurer (APPBUSA)  
 Robin Vose, Past President (FAUST)  
 John G. Kingma, Representative-at-large (Quebec) (SPUL)  
 Marc Schroeder, Representative-at-large (General) (MRFA)  
 Kelly Meckling, Representative-at-large (General) (UGFA)  
 Peter McInnis, Chair, Academic Freedom & Tenure Committee (ST.FXAUT)  
 Sarika Bose, Chair, Contract Academic Staff Committee (UBCFA)  
 Tim Ribaric, Chair, Librarians' and Archivists' Committee (BUFA)  
 Pat Armstrong, Co-Chair, Equity Committee (YUFA)  
 Blanca Navarro Pardiñas, Representative-at-large (Francophone) (APPUMCE)

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

### Regrets:

David Newhouse, Representative-at-large (Aboriginal) (TUFA)  
 Momin Rahman, Co-Chair, Equity Committee (TUFA)  
 Terri Van Steinburg, Chair, Collective Bargaining & Economic Benefits Committee  
 (KWANTLEN-FPSE)



**James Compton / PRESIDENT / PRÉSIDENT // Western Ontario**

Pat Armstrong // York

John G. Kingma // Laval

Blanca Navarro Pardiñas // Moncton (Edmundston)

Tim Ribaric // Brock

Terri Van Steinburg // Kwantlen (FPSE)

Brenda Austin-Smith // Manitoba

Peter McInnis // St. Francis Xavier

David Newhouse // Trent

Yalla Sangaré // Sainte Anne

Robin Vose // St. Thomas

Sarika Bose // UBC

Kelly Meckling // Guelph

Momin Rahman // Trent

Marc Schroeder // Mount Royal

## **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**

**MECKLING/MCINNIS: THAT** the agenda be approved with the addition of a new item 12. (a)(vi) under meetings attended: FQPPU Conseil, February 8 (Montreal).

**CARRIED**

### **02. Approval of Minutes**

a. Executive Committee Meeting of November 20-21, 2018

**VOSE/ARMSTRONG: THAT** the minutes of the Executive Committee meeting of November 20-21, 2018 be approved

**CARRIED**

### **03. Business Arising**

a. Review of Action List

The action list was reviewed.

### **04. Report of the President**

The President reported on meetings he attended since the Executive Committee meeting of November 20-21, 2018. CAUT provided simultaneous translation at the Forum for Senior Grievances Officers in December with some lessons learned, and it worked better at the Forum for Presidents, held in January, with more people speaking in French at the microphone. The latter event was very well attended and the discussions were fruitful and driven by the presidents and experiences from different faculty associations on issues such as student surveys and governance. He also attended the OCUFA meeting reporting that the « rapprochement » with the provincial association is good for CAUT since a big chunk of our membership is in Ontario and this encourages the exchange of information between the two associations.

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

The Executive Director reported that the association is in good financial health. There are a number of serious academic freedom cases that have been raised that need our attention. There is an important federal election coming in October. The Harry Crowe Foundation Conference and the Forum for Chief Negotiators are coming up in which we will discuss free speech and the present bargaining context. The Librarians' and Archivists' Conference is coming in the fall. He also mentioned that he had a staff meeting to discuss the political landscape, the increasing diversity of our membership, and the fact that we have to ensure we are relevant to our different constituencies.

## 06. Political Action

### a. Government Relations

P. Foster, Director of Research and Political Action, reported on political outreach since the last Executive Committee meeting of November 20-21. This included meetings with NDP and Liberal policy advisors; follow-up with the Minister of Science's office regarding the December announcement on the National Centres of Excellence, the new Council on Science and Innovation, and the new Athena Swan program; and meetings with government officials on Athena Swan, Horizontal Skills Review, and UCASS.

#### i. Council on Science and Innovation

P. Foster, Director of Research and Political Action, reported that the new Council on Science and Innovation should be announced shortly and CAUT will be monitoring its make-up and mandate to ensure a strong focus on fundamental science.

### b. Campaigns

#### i. Governance

P. Foster, Director of Research and Political Action, reported that CAUT is having conversations with member associations to develop local governance campaigns. Ottawa, Regina, Dalhousie, Windsor, Memorial and Sudbury have expressed interest in developing a targeted campaign with CAUT's support. Ottawa and Regina have had the new Membership Engagement Workshop and plans are in the works to deliver the workshop to Memorial and Windsor in support of governance campaign development.

#### ii. Fair Employment

##### A. February Day of Action

P. Foster, Director of Research and Political Action, reported that CAUT held a social media day of action on February 11 in conjunction with OCUFA. CAUT's posts used the qualitative data from our Contract Academic Staff report. We asked for stories from members and received about 10 stories. We will keep up the focus on stories through Fair Employment Week this year. Members of the Executive Committee suggest that we bring home the impact on the quality of education and the fact that it is endemic now in the academic world. We need to shift the vision of the public on the effects of precarity in post-secondary education on staff and on the students.

##### B. Fair Wages Consultation

P. Foster reported that in December 2018 CAUT prepared a submission to Labour Program, Employment and Social Development Canada for its consultation on a Modern Fair Wages Policy. CAUT participated to assist in a race to the top on employment standards.

iii. Fair Copyright

A. Fair Dealing Week, February 26 – March 2

P. Foster, Director of Research and Political Action, reported that Fair Dealing Week (FDW) would take place February 26 to March 2. Our goal is to increase awareness on the importance of fair dealing and user rights. CAUT is doing online actions to engage our membership and enhance our activist list on that specific issue. We are also helping member associations with offline actions like organizing special events at McMaster and Simon Fraser. The Executive Committee commented on the challenge of engaging members and need for plain language linking importance of copyright to quality and cost of resources for teaching, learning and research.

B. Submission to Parliamentary Committees

1. Standing Committee on Industry, Science and Technology (Statutory Review of the *Copyright Act*)

In December, CAUT submitted an addendum to its previous submission to the Standing Committee on Industry, Science and Technology as part of the Statutory Review of the *Copyright Act* to include comment on changes due to the Canada-US-Mexico trade agreement.

2. Heritage (Remuneration Models for Artists & Creative Industries)

P. Foster, Director of Research and Political Action, reported that CAUT prepared a submission in December 2018 to the Standing Committee on Heritage for its consultation on Remuneration Models for Artists and Creative Industries. A copy of the CAUT submission was included in the meeting materials.

iv. 2019 Federal Election

P. Foster, Director of Research and Political Action, reported on polling that shows that the next federal election will be a 2-way race and the Conservatives are closing the gap, although Liberals remain in the lead. CAUT is asking the government to develop and fund a national strategy on PSE, to fully implement the Naylor Report, and to invest in Indigenous Education. Our federal election digital campaign will focus on research, equity, casualization and affordability. Our objective is to identify members and allies willing to take action online and on the ground on each of those specific issues.

c. Equity

i. Canada Research Chairs

P. Foster, Director of Research and Political Action, reviewed the changes to the program over the last 2 years by the Liberal government. In November, CAUT entered into mediation and reached a tentative settlement; the agreement is still being negotiated but we are likely to see significant new gains to ensure equity in the program.

ii. Athena SWAN Program

P. Foster, Director of Research and Political Action, reported that Minister Duncan is driving sector adoption of a UK Athena Swan program, adapted for Canada. One of the big concerns is that the program could download workload to faculty members, especially equity members. Consultations are underway over the next two months on the draft Athena Swan charter for Canada.

iii. Status of Women Canada Advisory Committee on the Framework to Prevent and Address Gender Based Violence at Post-Secondary Institutions

Vice-President, B. Austin-Smith, reported on her participation in the Status of Women Canada Advisory Committee on the Framework to Prevent and Address Gender Based Violence at Post-Secondary Institutions, held mid-January. It is a broad committee with expertise on the matter to help the government develop a framework. Questions exist on the federal role and possible conditionality to enforce adoption of the framework as well as what the framework will advise in terms of best practices for addressing gender based violence. Brenda will continue to bring CAUT perspectives and experiences to the table.

iv. Consultations on Amendments to the Employment Equity Regulations

P. Foster, Director of Research and Political Action, reported that the Federal Government is undertaking consultations on proposed amendments to the Employment Equity Regulations (EER) under the *Employment Equity Act*. A copy of a survey-questionnaire on the proposed amendments was included in the meeting materials. The focus is to add pay transparency to the reporting requirements.

d. Civil Liberties

i. Task Force on the Right to Strike

P. Foster, Director of Research and Political Action, reported on a recent meeting called by the Canadian Union of Postal Workers that brought together a number of CLC affiliates to discuss the impact of back-to-work legislation on the right to free and fair bargaining. The discussion looked at ways to push back on the use of back-to-work legislation, and to expand the right to strike to matters not covered by the collective agreement. Next steps will be to continue to share information on possible legal actions and ways to enhance worker education on labour rights.

e. International Matters

i. Solidarity Partnerships

A. Palestinian Federation of Unions of University Professors and Employees

The Executive Director presented a financial request from the Palestinian Federation of Unions of University Professors and Employees (PFUUPE) towards the organization of a conference on the future direction of higher education in the Palestine territories. A conference budget and draft agenda were included in the meeting materials.

**VOSE/MECKLING: THAT** the Executive Committee recommends that CAUT contribute \$20,000 to the Palestinian Federation of Unions of University Professors and Employees (PFUUPE) towards the organization of a conference on the future direction of higher education in the Palestine territories.

**CARRIED**

B. University Teachers Association of Ghana

The Executive Director reported on tentative plans to hold a seminar on academic freedom in Ghana.

C. College Lecturers' Association of Zimbabwe

The Executive Director reported that he has had discussions with Education International and the College Lecturers' Association of Zimbabwe (COLAZ) about hosting a meeting between COLAZ and faculty associations at universities in Zimbabwe. The goal would be to explore the creation of a national union representing both college and university staff.

D. CONADU-IEC Project Proposal

The Executive Director reported that in November 2018, the Executive Committee considered a funding request from a consortium of higher education unions in Latin America towards the organization of a higher education conference. He advised that they have secured funding from other sources.

E. Pakistan

The Executive Director reported that he has received a number of statements of interest from potential volunteers to assist in faculty professional development in Pakistan. He is currently working with the Higher Education of Pakistan to finalize details.

ii. Organization for Economic Co-operation and Development

There was nothing new to report.

iii. International Labour Organization

The Executive Director reported on the recommendations from the International Labour Organisation (ILO) Advisory Board Meetings held in January. A memo was included in the meeting materials.

iv. Education International

The Executive Director reported on a draft constitutional amendment, which proposes a dedicated Further and Higher Education and Research (FHER) Seat on the Executive Board of Education International. A copy of the proposed constitutional amendment was included in the meeting materials.

v. Appeals and Campaigns

A. CUPW solidarity letter

P. Foster, Director of Research and Political Action, reported that CAUT wrote a letter to the Prime Minister as recommended at November Council condemning the federal government's use of back-to-work legislation to end the negotiations between Canada-Post and the Canadian Union of Postal Workers (CUPW).

B. Mohammed Harkat

P. Foster, Director of Research and Political Action, reported that CAUT wrote a letter to the Minister of Public Safety and Emergency Preparedness on November 28 to request that the federal government intervene in the deportation case of Mohammed Harkat.

C. Statement on Forced Sterilization of Indigenous Women

P. Foster, Director of Research and Political Action, reported that CAUT has endorsed a call to action asking the Government of Canada to address the issue of coerced and forced sterilizations of Indigenous women in Canada. A copy of the call to action was provided in the meeting materials.

D. Philippines (Alliance of Concerned Teachers)

P. Foster, Director of Research and Political Action, reported that CAUT issued a letter to the President of the Republic of the Philippines to denounce the death threats received by the General Secretary of the Alliance of Concerned Teachers (ACT), as well as the unlawful harassment of ACT members by Philippine authorities. CAUT will continue to monitor the situation closely.

f. Mandatory Retirement (Ontario)

The President reported on consultations underway in the province of Ontario by the Ministry of Training, Colleges and Universities on the issue of employee renewal and mandatory retirement. CAUT is not participating directly in these consultations but as the issues raised will likely have national ramifications, it was recommended that CAUT staff prepare a briefing note that dispels myths about the impact of the elimination of mandatory retirement.

## 07. Membership Matters

a. Membership Consultations

V. Dufour, Director of Operations, reported on membership consultations held with Francophone member associations in Ottawa, Sudbury, Pointe-de-l'Église, and Moncton and reviewed some recommendations that came out of these consultations. A written report was provided in the meeting materials.

b. St. Francis Xavier (Coady Institute)

The Executive Director reported that the Coady International Institute (St. Francis Xavier University) has invoked financial reasons for seeking a significant number of layoffs. CAUT has written to the Administration to express concern about the potential for violation of academic freedom and retaliation against members who were critical of management.

c. Université de Montréal

The Executive Director reported on the status of negotiations of the Syndicat général des professeures et professeurs de l'Université de Montréal and the Université de Montréal.

d. CAUT Awards

The Executive Director reported that the procedures for the CAUT awards might need to be reviewed in light of a recent question about whether it would be possible to recognize the contributions of a group. Recommendations will be brought forward to the June Executive Committee meeting. The Co-Chair of the Equity Committee will add this item for discussion at their next meeting.

## 08. Committee and Working Group Reports

a. 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 reported that the Potter Report (McGill University) was issued in late November. The Committee is in the process of preparing for its March meeting. Among the items for discussion will be the Ad Hoc Investigation in the case of Derek Pyne (Thompson Rivers) and the issue of social media and academic freedom.

ii. Collective Bargaining and Economic Benefits

As T. Van Steinburg, Chair of the Collective Bargaining and Economic Benefits Committee, was absent there was no report. The Executive Director reported that the Committee would hold its next regular meeting on March 28 prior to the Forum for Chief Negotiators (March 29-30).

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 has been holding conference calls approximately every 6 weeks. They are in the process of preparing for the March meeting; one of the key emerging themes that the Committee will want to discuss is the issue of mental health in the workplace.

She advised that the Congress of the Humanities and Social Sciences will be held June 1-7 and will be hosted by UBC. As part of the events around Congress, she will be participating in a panel on academic freedom at a symposium on contract academic staff issues (June 4<sup>th</sup>).

## iv. Equity

P. Armstrong, Co-Chair of the Equity Committee, reported on the work of the Committee. She provided a status update on the development of an equity toolkit. The Committee aims to have the product ready to launch at the November 2019 Council meeting. The Committee is in the early planning stages of the Equity Conference scheduled for February 20-21, 2020.

## v. Librarians' and Archivists'

T. Ribaric, Chair of the Librarians' and Archivists' Committee, reported on the work of the Committee. The Committee met in December via teleconference. They are working on two new joint policies with the Francophones' Committee. They have proposed changes to the Policy Statement on Academic Freedom, Electronic Communication, and Social Media, which will be discussed later in the meeting agenda. They are also in the planning stages of the Librarians' and Archivists' Conference which will be held October 25-26, 2019. A copy of the new CAUT Bargaining Advisory on Bargaining Parity for Librarians & Archivists, issued in December, was included in the meeting materials.

## A. OER Discussion Paper

T. Ribaric referred to the draft Open Educational Resources Information Paper which was included in the meeting materials. They hope it will be finalized for the March meeting and posted to the CAUT website.

## b. Committees of the Executive Reports

## i. Francophones'

B. Navarro Pardiñas, Chair of the Francophones' Committee, reported on the work of the Committee. She advised that 2019 marks the 50<sup>th</sup> anniversary of the *Official Languages Act* and that the Committee has prepared a proposal for a round table at Council on the issue of linguistic rights. They have also submitted a list of possible French speakers for upcoming Council meetings/events. They are working on two joint policy statements with the Librarians' and Archivists' Committee and will be holding a joint meeting with the Equity Committee at their March meeting.

A copy of a response letter from Premier Ford to CAUT on the cancellation of the new Francophone University in Ontario was included in the meeting materials.

## A. Nomination for Francophones' Committee

**NAVARRO PARDIÑAS/SANGARÉ: THAT** Andi Céline Martin of the University of Regina be appointed to serve on the CAUT Francophones' Committee.

**CARRIED**

## ii. Clinical Faculty

The Clinical Faculty Committee will hold its next regular meeting in August. A date is being established.

## vi. College and Institute Academic Staff

The Executive Director reported that in November, the Executive Committee approved the establishment of a College and Institute Academic Staff Committee of the Executive to advise on issues relating to academic staff working in colleges and institutes.

**SCHROEDER/VOSE: THAT** RM Kennedy (CAAT-A, OPSEU); Martin Devitt (CAAT-A, OPSEU); Anna Beukes (ACIFA); Ken Heather (ACIFA); Peter Fenrich (BCITFSA); Leslie Molnar (FPSE); and Shirley Ackland (FPSE) be appointed to serve on the CAUT College and Institute Academic Staff Committee.

**CARRIED**

## c. Working Group Reports

## i. Aboriginal Post-Secondary Education Working Group

D. Newhouse, Representative-at-Large (Aboriginal), was not present. The Executive Director reported that the Working Group met prior to the Aboriginal Academic Staff Conference held in October. They are currently updating the CAUT Bargaining Advisory on Inclusivity for Aboriginal Academic Staff.

## ii. Working Group on Governance

M. Schroeder, Representative-at-Large (General) and Chair of the CAUT Working Group (WG) on Governance, provided an update of the WG activities since the November meeting of the Executive Committee. To date they have reviewed an extensive amount of background documentation relevant to university governance, and have begun work on the development of a governance issues framework. He also reviewed the WG's work plan for the upcoming months. A copy of a presentation on university governance presented at the Forum for Presidents in January was included in the meeting materials.

**09. Organizational Matters**a. **ORDER OF THE DAY (Friday, February 15, 1:30 pm)**  
**Financial Matters**

## i. Quarterly Report – ending December 31, 2018

Y. Sangaré, Treasurer, presented the financial report ending December 31, 2018.

## ii. Release Time Requests

C. Vallerand reviewed the release time requests that have been received to-date.

## iii. Draft 2019-20 Budget

**ARMSTRONG/AUSTIN-SMITH: THAT** the Executive Committee recommend to Council adoption of the 2019-2020 draft budget as presented.

**CARRIED**

c. Financial Requests

i. Child Care Now

The Executive Director presented a financial request received from Child Care Now.

**NAVARRO PARDIÑAS/SANGARÉ: THAT** the Executive Committee recommends that CAUT donate \$5,000 to Child Care Now.

**CARRIED**

ii. Financial Assistance for Delegates to the 8<sup>th</sup> EI World Congress

The Executive Director presented a financial request received from Education International (EI) for a Basket fund for extra financial assistance for delegates of the 8<sup>th</sup> EI World Congress.

**MECKLING/BOSE: THAT** the Executive Committee recommend that CAUT donate the equivalent of €2750 to Education International (EI) towards a Basket fund for extra financial assistance for delegates of the 8<sup>th</sup> EI World Congress.

**CARRIED**

iii. Precarious Film Sponsorship

The Executive Committee considered a request received from Gerry Potter to support the production of a documentary film, *In Search of Professor Precarious*, a feature-length documentary film about contract academic staff.

d. Report of the Executive Director on Academic Freedom

i. Issues

A. Ontario Free Speech Requirements

The Executive Director reported that Ontario's new free speech requirements requiring universities and colleges in the province to establish free speech policies came into effect on January 1. He pointed to several examples of policies adopted at institutions in the province which were provided in the meeting materials.

ii. Investigations

A. Potter (McGill)

The Executive Director provided an update on the Potter Investigation. He noted that the Ad Hoc Investigatory Committee's (AHIC) report on the case was released last November. Since that time no response has been received from the Administration at McGill. CAUT has been exchanging correspondence with the MAUT which was included in the meeting materials. A copy of the CAUT AHIC report was included in the meeting materials.

## B. Mehta (Acadia)

**SCHROEDER/MCINNIS: THAT** the meeting move in-camera.

**CARRIED**

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

**CARRIED**

## C. Pyne (Thompson Rivers)

The Executive Director provided an update on the Derek Pyne (Thompson Rivers) case. He reported that Pyne has been reinstated. CAUT has established an Ad Hoc Investigatory Committee for this case. The Committee will begin conducting on-site interviews next month.

## iv. Cases

## A. Persinger (Laurentian)

The Executive Director provided an update on the Persinger (Laurentian) case. He noted that the motion to conclude the hearing was postponed to October 30, 2019.

## B. Durham College

The Executive Director reported on concerns with the revision to the Durham College Policy on Community Elections and Political Activity. A grievance was put forward by the association and the college has withdrawn the elements of the policy that were being contested.

## C. University of New Brunswick

The Executive Director reported on a potential case concerning a professor of engineering at the University of New Brunswick. He advised that in his view there are no academic freedom issues at stake.

## D. University of Victoria

The Executive Director reported on the case of Prof. Pan at the University of Victoria. Prof. Pan has appealed to CAUT to take up his case involving allegations of academic freedom violations. The Executive Director consulted with the President and the Chair of the Academic Freedom & Tenure Committee and concluded that there is no evidence of academic freedom violations. Prof. Pan has appealed his case pursuant to the terms of reference of the Academic Freedom and Tenure Committee. As specified in the terms of reference, the Appeals Committee will be chaired by Past President, R. Vose, one member selected by the Executive Committee, and one member of the Academic Freedom and Tenure Committee.

**SCHROEDER/ARMSTRONG: THAT** Representative-at-large K. Meckling be appointed by the Executive Committee to the Appeals Committee in the matter of Prof. Pan.

**CARRIED**

## E. Renison University College

The Executive Director reported on a case at Renison University College involving the non-renewal of a contract, allegedly in retaliation for criticism of a Board member.

## F. Brock University

The Executive Director reported on a respectful workplace complaint at Brock University.

## G. Northern Alberta Institute of Technology

The Executive Director reported on a discipline case at Northern Alberta Institute of Technology arising from alleged violations of the institution's respectful workplace policy.

## H. Wilfrid Laurier

The Executive Director provided an update on the Lindsay Shepherd case at Wilfrid Laurier University.

## I. Moncton

The Executive Director reported on an issue at the Université de Moncton involving a new policy dealing with the media.

## e. Litigation Report

The Executive Director provided an update on cases that CAUT is following. A copy of the *CAUT Legal Advisory on Responding to Requests for a Member's Medical Information*, issued January 2019, was included in the meeting materials.

## i. University of Northern British Columbia

The Executive Director reported that CAUT is providing legal representation in a case involving several suspensions at the University of Northern British Columbia. Four out of five grievances have been resolved. One grievance is outstanding and a hearing is scheduled for April.

## ii. Access Copyright v. York University

The Executive Director provided an update on the Access Copyright v. York University case; hearings have been scheduled for March 5-6. CAUT jointly with the Canadian Federation of Students is an intervener in the case.

## iii. Arbitration Awards

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

f. Collective Bargaining Report

A written report on collective bargaining was included in the meeting materials. The Executive Director highlighted some current difficult bargaining situations.

g. Education Report

A written report on CAUT's educational offerings was included in the meeting materials. A workshop for facilitators of the Collective Bargaining Workshop will be held in March in conjunction with the Forum for Chief Negotiators. There are also plans underway to launch a "train the trainer" program for the Communications Workshop and the Membership Engagement Workshop.

h. Health & Safety Report

A written report on CAUT's work on health and safety issues was included in the meeting materials.

i. Organizing Report

The Executive Director reported on current organizing activities.

j. Communications Report

The Director of Communications reported on CAUT campaign activities. She noted that a new governance campaign website has been launched and a federal election campaign website is being finalized. The CAUT Communications Department also prepared a solidarity campaign to support FUNSCAD using a new application called New/Mode.

k. Publications

i. Report of Bulletin Editorial Board

As there was no meeting of the Bulletin Editorial Board, there was no report.

ii. CAUT Book Series

Vice-President, B. Austin-Smith, reported that CAUT's open access site is in development. They are in discussions with the publisher of the CAUT Book Series, Lorimer, regarding the possibility and cost implications of including the Book Series on the open access site. They are considering putting in place an editorial board to oversee the project.

l. New Associate Members

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

m. Membership on Standing Committees

**Academic Freedom and Tenure Committee**

**ARMSTRONG/SANGARÉ:** THAT the list of new committee members to fill vacancies on the Academic Freedom and Tenure Committee be recommended to Council for

ratification.

**CARRIED**

### **Collective Bargaining and Economic Benefits Committee**

The Representative-at-Large (Quebec), J. Kingma, recused himself for the discussion.

**SCHROEDER/BOSE: THAT** the list of new committee members to fill vacancies on the Collective Bargaining and Economic Benefits Committee be recommended to Council for ratification.

**CARRIED**

### **Equity Committee**

The Representative-at-Large (General), K. Meckling, recused herself for the discussion.

**SANGARÉ/MCINNIS: THAT** the list of new committee members to fill vacancies on the Equity Committee be recommended to Council for ratification.

**CARRIED**

### **Librarians' and Archivists' Committee**

**RIBARIC/KINGMA: THAT** the list of new committee members to fill vacancies on the Librarians' and Archivists' Committee be recommended to Council for ratification.

**CARRIED**

### **Contract Academic Staff Committee**

**BOSE/KINGMA: THAT** the list of new committee members to fill vacancies on the Contract Academic Staff Committee be recommended to Council for ratification.

**CARRIED**

n. Bernice Schrank Award

The Past President, R. Vose, recused himself for the discussion.

**MECKLING/KINGMA: THAT** The Executive Committee recommends to Council that Linda St. Pierre of Laurentian University be awarded the Bernice Schrank Award.

**CARRIED**

## **10. CAUT Policy**

a. Policy Statements

i. Freedom from Harassment (legal department review)

**MCINNIS/BOSE: THAT** the revised Policy Statement on Freedom from Harassment be approved and sent to Council for consideration.

#### **AMENDMENT**

**AUSTIN-SMITH/BOSE: THAT** the first sentence in clause 2 be modified as follows: '... humiliation or other physical or ~~psychological injury or illness~~ **harm** to employee or ...'

**CARRIED**

**AMENDMENT**

**AUSTIN-SMITH/BOSE: THAT** the first sentence in clause 2 be modified as follows: '~~Any vexatious, hostile behavior or any behavior that can reasonably be expected to cause offence, humiliation or other physical or psychological harm or psychological injury or illness to an employee ...~~**action, conduct, or comment** ...'  
**CARRIED**

**AMENDMENT**

**MECKLING/ARMSTRONG: THAT** the first sentence in clause 2 be modified by replacing the words 'an employee' with '**a person or persons in the workplace**'  
**CARRIED**

The question was called on the main motion with the amendments.  
**CARRIED**

- ii. Confidentiality in the Grievance Process (legal department review)

**SANGARÉ/VOSE: THAT** the Executive Committee recommends that the revised Policy Statement on Confidentiality in the Grievance Process be referred back to the CAUT legal department for further review.  
**CARRIED**

- iii. Mental Health (legal department review)

The Executive Director reported that he referred the Policy Statement on Mental to the CAUT legal department.

- iv. Academic Freedom, Electronic Communication, and Social Media (L&A)

**RIBARIC/MCINNIS: THAT** the revised Policy Statement on Academic Freedom, Electronic Communication, and Social Media be approved and sent to Council for consideration.

**AMENDMENT**

**SCHROEDER/AUSTIN-SMITH: THAT** the new paragraph 7 be revised as follows: '~~... no restriction to access any sources of information due to web filtering~~ **or other means.**'  
**CARRIED**

The question was called on the main motion with the amendment.  
**CARRIED**

- b. Model Clauses

There was a discussion about the need to bring forward model clauses to Council for debate. It was recommended that the matter be discussed at the upcoming Council meeting.

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**February, 16, 11:15 am**

**VOSE/RIBARIC: THAT** the meeting of the Executive Committee be recessed to hold the Academic Freedom Fund meeting.

**CARRIED**

**Executive Committee meeting reconvened at 11: 31 am.**

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**11. ORDER OF THE DAY (Saturday, February 16, 11:30 am)  
Staff Matters**

a. Report of the Personnel Committee

The Chair of the Personnel Committee, R. Vose, reported on the meeting of the Personnel Committee. He noted that one employee on short term leave has gone on long term leave; an agreement has been negotiated with COPE 225 to hire a replacement on a contractual basis. He noted that there have been productive meetings with categories 1 and 2 to discuss workload issues. There are no active grievances. He reported that the Collective Agreement with COPE 225 will expire in June 2019 and a proposal for the composition of the bargaining team will be addressed later on this agenda.

b. Staff and Related Administrative Issues

The Executive Director reported on staffing matters.

i. Staff Bargaining

**SANGARÉ/NAVARRO PARDIÑAS: THAT** the CAUT bargaining team consist of Brenda Austin-Smith as chief negotiator, Peter McInnis and Chantal Vallerand.

**CARRIED**

**IN CAMERA**

c. Management Relations

**VOSE/ARMSTRONG: THAT** the meeting move in-camera.

**CARRIED**

**KINGMA/ARMSTRONG: THAT** the meeting move ex-camera.

**CARRIED**

**12. Meetings, Conferences and Related Organizations**

a. Meetings Attended

i. Forum for Senior Grievance Officers, December 7-8, Ottawa

This item was previously reported under Executive *item 04. President's Report.*

- ii. UNESCO Intergovernmental Experts Meeting, December 12-14, Paris

The Executive Director reported on his attendance as a representative of Education International at the UNESCO Intergovernmental Experts Meeting, held December 12-14, in Paris.

- iii. Education International Development Cooperation Forum, January 14-16, Brussels

The Executive Director reported on his attendance at the Education International Development Cooperation Forum, held January 14-16 in Brussels. He noted that the forum brings to together EI affiliates doing international cooperation work.

- iv. Forum for Presidents, January 18-19, Ottawa

This item was previously reported under Executive *item 04. President's Report*.

- v. OCUFA Board Meeting, February 9, Toronto

This item was previously reported under Executive *item 04. President's Report*.

- vi. FQPPU Conseil, Montreal, 7-8 February

B. Navarro Pardiñas, Representative-at-Large (Francophone), reported on her attendance at the FQPPU Conseil meeting, held in Montreal, February 7-8. She noted that a new executive was elected. They will be organizing a retreat in the near future to establish priorities and discuss the state of the profession.

- d. Upcoming Meetings and Conferences

- i. Harry Crowe Foundation Conference, February 22-23, Toronto

A copy of the Harry Crowe Foundation Conference agenda was provided in the meeting materials.

- ii. Committee Meetings, March 15-16, Ottawa

The CAUT Committee meetings will take place March 15-16 in Ottawa.

- iii. Collective Bargaining and Economic Benefits Committee, March 28, Ottawa

This item was previously reported under Executive *Item 08. (a)(ii)*.

- iv. Forum for Chief Negotiators, March 29-30, Ottawa

A copy of the Forum for Chief Negotiators' agenda was provided in the meeting materials.

e. Related Organizations

i. Harry Crowe Foundation

The Executive Director reported that the annual Olivieri Lectureship will be held in conjunction with the upcoming Council meeting featuring Dr. Christine Overall of Queen's University.

ii. NUCAUT

The Executive Director reported that the British Columbia Institute of Technology Faculty and Staff Association (BCITFSA) has expressed interest in membership.

iii. J.H. Stewart Reid Trust

There was nothing new to report.

iv. CAUT Refugee Foundation

There was nothing new to report.

**13. Other Business**

There were no items to be addressed.

**14. Review of Meeting**

The meeting was reviewed.

**15. Items for Information**

Several articles were in the meeting materials for information:

- *A crisis in science literacy and communication: dose reluctance to engage the public make academic scientist complicit?*, Facets Journal, John P. Smol, published November 22, 2018.
- *Tenured workforce now in minority at Australian universities*, Times Higher Education, John Ross, December 13, 2018.
- *University of Rhode Island Closes Confucius*, Inside Higher Ed, Elizabeth Redden, December 18, 2019.

There being no further business, the meeting was adjourned.