

Minutes

243rd Executive Committee Meeting

April 24-25, 2018
Chateau Laurier Hotel, Ottawa, Ontario

Committee Meeting

April 24	Chateau Laurier (Quebec Suite)	9:30 AM	–	5:00 PM
April 25	Chateau Laurier (Quebec Suite)	9:00 AM	–	4:00 PM

Present

James Compton, President (UWOFA), Chairperson
 Brenda Austin-Smith, Vice-President (UMFA)
 Yalla Sangaré, Treasurer (APPBUSA)
 Robin Vose, Past President (FAUST)
 David Newhouse, Representative-at-large (Aboriginal) (TUFA) (Absent April 25)
 John G. Kingma, Representative-at-large (Quebec) (SPUL)
 Kevin Kane, Representative-at-large (General) (AASUA)
 Kelly Meckling, Representative-at-large (General) (UGFA)
 Peter McInnis, Chair, Academic Freedom & Tenure Committee (ST.FXAUT)
 Sarika Bose, Chair, Contract Academic Staff Committee (UBCFA)
 Pat Armstrong, Co-Chair, Equity Committee (YUFA)
 Carla Graebner, Chair, Librarians' and Archivists' Committee (SFUFA)
 Blanca Navarro Pardiñas, Representative-at-large (Francophone)(APPUMCE)(Absent April 24)

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



James Compton / PRESIDENT / PRÉSIDENT // Western Ontario

Pat Armstrong // York

Carla Graebner // Simon Fraser

Peter McInnis // St. Francis Xavier

Blanca Navarro Pardiñas // Moncton (Edmundston)

Terri Van Steinburg // Kwantlen (FPSE)

Brenda Austin-Smith // Manitoba

Kevin Kane // Alberta

Kelly Meckling // Guelph

David Newhouse // Trent

Robin Vose // St. Thomas

Sarika Bose // UBC

John G. Kingma // Laval

Yalla Sangaré // Sainte Anne



Regrets

Terri Van Steinburg, Chair, Collective Bargaining & Economic Benefits Committee
(KWANTLEN-FPSE)

Opening Remarks

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

01. Approval of Agenda

KINGMA/VOSE: THAT the agenda be approved.

CARRIED

02. Approval of Minutes

a. Executive Committee Meeting of February 9-10, 2018

ARMSTRONG/AUSTIN-SMITH: THAT the minutes of the Executive Committee Meeting of February 9-10, 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 February 9-10, 2018. He attended the CAUT Committee meetings held March 9-10 and the Forum for Chief Negotiators held March 23-24 both in Ottawa. He also reported on his attendance at the CAUT Equity Conference and Equity Committee meeting held April 5-7 in Ottawa and at the Simon Fraser University Faculty Association AGM held in Vancouver April 11-12. A copy of the President's Report to Council was provided in the Council meeting materials under *Council Item 26. (a)*.

05. Report of the Executive Director

The Executive Director advised that the items he wants to address will be covered in the meeting agenda. A copy of the Report of the Executive Director to Council was provided in the Council meeting materials under *Council Item 26. (b)*.

06. Political Action and Research

a. Federal Budget 2018

P. Foster, Director of Research and Political Action, reported that federal budget 2018 provides significant investments in research and science, with increases to Tri-Council base funding for basic research. A copy of CAUT's Budget analysis, *Getting Science Right* –

2018-2019 Federal Budget Highlights, was provided in the Council meeting materials under *Council Item 15. (c)*.

b. Campaigns

i. Get Science Right

P. Foster, Director of Research and Political Action, reported on the status of the Get Science Right campaign. A copy of CAUT's Get Science Right flyer was provided in the Council meeting materials under *Council Item 15. (c)*.

ii. Copyright

A. Review of the Act

P. Foster, Director of Research and Political Action, reported that CAUT is participating in the review of the *Copyright Act* arguing that the fair dealing provisions be retained. CAUT is also advocating that the *Act* recognize the rights of Aboriginal people to fully control the creative works of their communities, to keep existing term limits, to limit the use of Crown copyright, and to improve access to digital works. A copy of CAUT's *Education Review – The Parliamentary Review of the Copyright Act* was provided in the Council meeting materials under *Council Item 15. (f)(i)*.

B. Submission to CRTC on Site-Blocking Proposal

P. Foster, Director of Research and Political Action, advised that CAUT prepared a submission to the CRTC regarding a Site-Blocking Proposal. CAUT's submission was included in the Council meeting materials under *Council Item 15. (f)(ii)*.

iii. Fair Employment

A. Contract Academic Staff Survey

P. Foster, Director of Research and Political Action, reported on the status of the Contract Academic Staff Survey. There were 2600 responses. The report is being finalized and will be released in September.

B. Labour Code Submission

P. Foster reported that CAUT's submission concerning the modernization of labour standards under the Canada Labour Code was included in the Council meeting materials under *Council Item 15. (e)(ii)*.

C. Fair Employment Week

P. Foster reported that following last year's successful Fair Employment Week (FEW) with over 30 campuses participating, the 2018 focus will be on storytelling, organizing and skills-building to grow FEW from raising awareness to taking action. CAUT will work with interested associations on local campaigns. To support FEW 2018, CAUT is undertaking a scan of CAS Salaries and Benefits, will add a storytelling feature to the website, and will offer skills building and other supports for organizing members around CAS issues.

iv. Solidarity with Turkish Academics

P. Foster reported that CAUT prepared an online petition inviting members to send a letter of support or make a donation in solidarity with Turkish academics. A copy of the petition was included in the Council meeting materials under *Council Item 17. (d)*.

c. Equity in Federal Research Programs

P. Foster reported that institutions with five or more Canada Research Chair allocations were required to submit an equity action plan by December 2017 to address the underrepresentation of individuals from the four designated groups among their chair allocations. Institutions then have 18-24 months to meet their objectives. CAUT is reviewing the plans to identify promising places and practices and is continuing to push for program improvements through the Canadian Human Rights Commission process.

d. Research

i. CAS Access to Granting Agency Funds

A working group of the Executive Committee held a conference call to discuss the CAUT briefing note on federal research funding for Contract Academic Staff, concluding that CAUT should explore ways to support CAS to access federal research grants. The Executive Committee agreed that CAUT should explore ways to expand CAS eligibility through harmonization of Tri-Council rules and bargaining advice to academic staff associations to address institutional barriers to eligibility.

ii. Underrepresented & Underpaid: Diversity & Equity Among Canada's Post-Secondary Education Teachers

CAUT's new report, *Underrepresented & Underpaid: Diversity and Equity Among Canada's Post-Secondary Education Teachers*, was included in the Council meeting materials under *Council item 15. (d)(i)*. It was released in advance of the Equity Conference, April 6, garnering some media attention, notably from the Toronto Star, La Presse and CBC. It shows slow progress in terms of representation, employment status, and earnings for racialized, Aboriginal and women academics.

iii. CAUT Almanac

The CAUT Almanac has been moved online and a data visualization project is underway to enhance the tool.

iv. Benefits Scan

CAUT is collecting data on CAS benefits, which will help inform associations for bargaining and campaigning.

e. Research Misconduct

The Executive Director highlighted the issue of how research misconduct cases are handled by the Tri-Councils.

f. International Matters

i. Education International

There was nothing new to report.

ii. Solidarity Partnerships

A. Palestinian Federation of Unions of University Professors and Employees

The Executive Director reported that the Palestinian Federation of Unions of University Professors and Employees is considering future capacity-building workshops and may be approaching CAUT for further assistance.

B. National Association of Graduate Teachers (Ghana)

There was nothing new to report.

C. College Lecturers' Association of Zimbabwe

The Executive Director presented a financial request received from the College Lecturers' Association of Zimbabwe (COLAZ) towards the organization of a Gender Workshop / Disability Workshop / COLAZ Annual Conference.

VOSE/MECKLING: THAT CAUT donate \$20,000 to the College Lecturers' Association of Zimbabwe (COLAZ) to assist in the organizing of a Gender Workshop / Disability Workshop / COLAZ Annual Conference.

CARRIED

D. Syndicat unitaire et démocratique des enseignants du Sénégal

The Executive Director reported that CAUT is providing assistance to the Syndicat Unitaire et Démocratique des Enseignants du Sénégal (SUDES) for a research project looking at university finances.

E. University Teachers Association of Ghana

The Executive Director reported that he has been approached by the University Teachers Association of Ghana regarding possible solidarity work.

iii. International solidarity and appeals

A. University College Union (UK)

The Executive Director reported that CAUT has written a letter of solidarity to the University and College Union as they prepare for possible job action.

B. Turkey

This was previously reported under item 06. (b)(iv).

C. Iran

The Executive Director reported that CAUT has written a letter to the Supreme Leader of the Islamic Republic of Iran to express very serious concerns regarding the death and detention of Prof. Kavous Seyed Emami, an Iranian-Canadian university professor and prominent environmentalist. A copy of CAUT's letter was provided in the Council meeting materials under *Council Item 17. (e)*.

D. Kenya

The Executive Director reported on a strike by the Universities Academic Staff Union (UASU) of Kenya.

07. Membership

a. Membership Matters

i. Renison Academic Staff Association

The Executive Director reported that an application for membership into CAUT of the Renison Academic Staff Association was received and will be considered at the upcoming meeting of Council. A copy of the application was provided in the Council meeting materials under *Council Item 06*.

ii. University of Northern British Columbia Faculty Association

The Executive Director reported on an issue involving the use of "emergency powers" by the President of the University of Northern British Columbia. He noted that an application by the University of Northern British Columbia Faculty Association to the CAUT Arbitration Service has been approved.

iii. York University Faculty Association

The Executive Director reported on governance issues at York.

iv. University of Ontario Institute of Technology Faculty Association

The Executive Director reported that CAUT has received a request from the University of Ontario Institute of Technology Faculty Association for reimbursement of certification costs for its last remaining group of non-unionized instructors on its campus, who are known as "Academic Associates," and to merge this new unit into its existing units once certification has happened.

VOSE/GRAEBNER: THAT the Executive Committee recommends that the University of Ontario Institute of Technology Faculty Association's request for reimbursement of certification costs be approved as per article 5.1 of the *CAUT Policy on Reimbursement of Certification Costs*.

CARRIED

08. Organizational Priorities and Reports

a. Financial Matters

i. Draft 2018-19 Budget

The draft 2018-19 CAUT Budget was included in the Council meeting materials under *Council Item 14.(a)*.

ii. Quarterly Report – ending March 31, 2018

Y. Sangaré, Treasurer, presented the Financial Report for the quarter ending March 31, 2018.

iii. Release Time Requests

A. Release time for Contract Academic Staff

Following a question from the Chair of the Librarians' and Archivists' Committee, the Executive Director reviewed the CAUT Release Time Policy as it applies to Contract Academic Staff.

iv. Financial Requests

There were no financial requests to consider.

v. Per Diem Allowance

MECKLING/KINGMA: THAT the proposed revision to the per diem allowance be approved and take effect July 1, 2018.

CARRIED

b. Executive Director's Report on Academic Freedom

i. Investigations

A. Rancourt (Ottawa)

The Executive Director reported that the Independent Committee of Inquiry looking into the Rancourt case at the University of Ottawa released its final report in December 2017. The Committee of Inquiry concluded that the University was justified in terminating Rancourt for violating the Collective Agreement by not adhering to the institution's grading policy. A copy of the report was provided in the Council meeting materials under *Council Item 22. (a)(i)(A)*.

B. Horne, Goodyear, Nassar (Dalhousie)

The Executive Director reported that the administration at Dalhousie University established a Committee in January 2017 to review the recommendations published in the CAUT Independent Committee of Inquiry Report. He reviewed the recommendations, and said that CAUT will continue to monitor the status of their implementation. A copy of the Committee's recommendations and the Executive

Summary of the report of the Independent Committee of Inquiry was included in the Council meeting materials under *Council Item 22. (a)(i)(B)*.

C. Acadia

The Executive Director reported on the Ad Hoc Investigatory Committee looking into the case of Prof. Rick Mehta of Acadia University.

ii. Cases

A. Laurentian

The Executive Director provided an update on the Michael Persinger case at Laurentian University. He noted that the case is still in arbitration and that CAUT is co-counsel.

B. McGill

The Executive Director reported on the Andrew Potter case at McGill University. He advised that Mark Gabbert of the University of Manitoba has provided a report to the Academic Freedom and Tenure Committee on the matter. The report is in the process of being finalized for publication.

iii. Censure

A. Carleton

The Executive Director reported that the revised language to Carleton University's Code of Conduct shows satisfactory movement by the administration to address CAUT's concerns. A copy of the revised language was provided in the meeting materials under *Council Item 22. (a)(iii)(A)*.

c. Litigation Report

The Executive Director reported on current litigation cases in which CAUT is involved.

He noted that CAUT has been given intervenor status in the *York University v. The Canadian Copyright Licensing Agency (Access Copyright)* case. A copy of the Motion Record of the Proposed Intervenors was provided in the meeting materials.

d. Collective Bargaining Report

A written report on collective bargaining was provided in the Council meeting materials under *Council Item 19. (a)*.

e. Education Report

A written report on education offerings by CAUT was provided in the Council meeting materials under *Council Item 19. (b)*.

f. Health & Safety Report

A written report on occupational health and safety was provided in the Council meeting materials under *Council Item 19. (c)*.

g. Organizing Report

The Executive Director reported on current organizing activities.

h. 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. A written report was included in the Council meeting materials under *Council Item 25. (a)*.

ii. Collective Bargaining and Economic Benefits

As the Chair of the Collective Bargaining and Economic Benefits Committee, T. Van Steinburg, was not present, there was no report. A written report was included in the Council meeting materials under *Council Item 25. (b)*.

A. Donald C. Savage Award Recommendation

The Executive Director advised that the Collective Bargaining and Economic Benefits Committee would be bringing forward a recommendation for the Donald C. Savage Award. A copy of the recommendation was included in the Council meeting materials under *Council Item 07. (b)*.

iii. Contract Academic Staff

S. Bose, Chair of the Contract Academic Staff Committee, reported on the work of the Committee. A written report was included in the Council meeting materials under *Council Item 25. (c)*.

iv. Equity

P. Armstrong, Co-Chair of the Equity Committee, reported on the work of the Committee. A written report was included in the Council meeting materials under *Council Item 25. (d)*.

i. Committees of the Executive Reports

i. Francophones

B. Navarro Pardiñas, Chair of the Francophones' Committee, reported on the work of the Committee. A written report was included in the Council meeting materials under *Council Item 27. (a)*.

ii. Clinical Faculty

The Executive Director reported that the Clinical Faculty Committee will hold its next meeting on August 27.

j. Working Group Reports

i. Aboriginal Post-Secondary Education Working Group

The Executive Director reported that planning is underway for the Conference for Aboriginal Academic Staff which will be held October 19-20, 2018 in Ottawa. The Aboriginal Post-Secondary Education Working Group (APSEWG) held a conference call on February 16 to review the preliminary conference agenda and consider possible new members of the APSEWG.

k. Publications and Communications

i. Report of Bulletin Editorial Board

There was no report.

ii. CAUT Book Series

The Executive Director reported that the publisher of the CAUT book series has indicated there has been little interest in the CAUT titles recently.

iii. Open Access journal and monograph series

The Vice-President proposed that CAUT consider options to publish CAUT conference presentations and papers on open access platforms.

iv. CAUT Discussion Papers

The Executive Director requested that Committees review any discussion papers they have published to determine whether updates are needed.

l. Bernice Schrank Award

VOSE/AUSTIN-SMITH: THAT the Executive Committee recommends to Council that Marc Patry of Saint Mary's University be awarded the Bernice Schrank Award.

CARRIED

m. Membership Consultations

C. Vallerand, Director of Operations, reported on membership consultations that were held in Winnipeg, February 26.

n. New Associate Members

MECKLING/KINGMA: THAT the Executive Committee approve the list of new Associate Members as presented.

CARRIED

09. Policy and Model Clauses

a. Policy Statements

i. Distance (including Online) Education

The Executive Committee reviewed the comments received by Committees regarding the revised Policy Statement on Distance (including Online) Education.

SANGARÉ/BOSE: THAT the Executive Committee form a sub-committee to review the comments received by Committees and prepare a recommendation for the next Executive Committee meeting.

CARRIED

Y. Sangaré, S. Bose and J. Kingma agreed to form the sub-committee.

ii. Team Teaching

P. McInnis, Chair of the Academic Freedom and Tenure Committee, reported that the AF&T Committee reviewed the Policy Statement on Team Teaching at its March Committee meeting and is recommending the following changes:

- Delete the first sentence in clause 1;
- Replace clause 5 with the following new text: '**Intellectual property rights subsiding in course content arising from team-teaching initiatives shall remain the property of the content creators.**'

MCINNIS/MECKLING: THAT the Executive Committee recommends that the proposed revision of the Policy Statement on Team Teaching be amended with the following change and sent to Council for consideration:

- That the new paragraph 5 be revised to read: 'Intellectual Property rights ~~subsiding in~~ **related to** course content arising from team teaching shall remain the property of the content creators.'

CARRIED

iii. Rights of Graduate Students

P. McInnis, Chair of the Academic Freedom and Tenure Committee, reported that the AF&T Committee reviewed the Policy Statement on the Rights of Graduate Students at its March Committee meeting and is recommending that the policy be deleted.

MCINNIS/KANE: THAT the Executive Committee recommend to Council that the Policy Statement on the Rights of Graduate Students be deleted.

CARRIED

iv. Employment Status of Graduate Students as Academic Staff

The Executive Committee reviewed the proposed revision by the Academic Freedom and Tenure Committee to the Policy Statement on the Employment Status of Graduate Students as Academic Staff.

MCINNIS/MECKLING: THAT the Executive Committee recommends that the revised Policy Statement on the Employment Status of Graduate Students as Academic Staff be approved and sent to Council for consideration.

CARRIED

v. Rights of Graduate Student Employees

P. McInnis, Chair of the Academic Freedom and Tenure Committee, reported that the AF&T Committee reviewed the Policy Statement on the Rights of Graduate Student Employees and is recommending that the policy be deleted.

MCINNIS/MECKLING: THAT the Executive Committee recommend to Council that the Policy Statement on the Rights of Graduate Student Employees be deleted.

CARRIED

vi. Freedom from Harassment

P. McInnis, Chair of the Academic Freedom and Tenure Committee, reported that the AF&T Committee reviewed the Policy Statement on Freedom from Harassment at its March Committee meeting and is recommending that paragraph 2 of the policy be revised as follows:

- Harassment is any vexatious, **hostile, unwanted** behaviour **that is known to be unwelcome or reasonably ought to have been known to be unwelcome.** **Harassment can come** in the form of repeated ~~and hostile or unwanted~~ conduct, verbal comments, actions or gestures, that affects a person's dignity or psychological or physical integrity and that result in a harmful work environment. A single serious incident of such behaviour could also be deemed to be harassment ~~if it has a harmful effect.~~

MCINNIS/ARMSTRONG: THAT the Executive Committee recommends that the proposed revision of the Policy Statement on Freedom from Harassment be sent to Council for consideration.

CARRIED

vii. Performance Metrics

The Executive Committee reviewed the comments received by Committees regarding the revised Policy Statement on Performance Metrics.

AUSTIN-SMITH/ARMSTRONG: THAT the Executive Committee recommends that the proposed revision of the Policy Statement on Performance Metrics be amended with the following changes and be sent to Council for consideration.

- THAT the following paragraph (which is taken directly from the Model Clause on Performance Metrics) be inserted at the beginning of the policy: '**Performance metrics include, but are not limited to, the application of quantitative analysis and statistics to publications such as books, journal articles, and conference proceedings to assess the impact and quality of research, including factors such as number and size of research grants or funding, citation counts, and ranking in journal publications. Performance metrics are subjective and often misleading.**;

- That the renumbered clause 1 be modified as follows: ‘...members of equity-seeking groups, **those publishing in languages other than English**, those who are on non-traditional...’;
- THAT sentence 1 of the paragraph 2 of the preamble be modified as follows: **‘Academic work is best assessed through peer review and cannot not be assessed, managed, or controlled using quantitative by performance metrics...’**;
- THAT the last sentence of paragraph 2 of the preamble be modified as follows: ‘governance, **hiring, tenure and promotion decisions, compensation, working conditions, and disciplinary actions**, and ~~impede faculty academic staff autonomy.~~’

CARRIED

viii. Sexual Violence in Post-Secondary Institutions

The Executive Committee reviewed the comments received by Committees regarding the new Policy Statement on Sexual Violence in Post-Secondary Institutions.

ARMSTRONG/MECKLING: THAT the Executive Committee form a sub-committee to review the comments received by Committees and prepare a recommendation for the next Executive Committee meeting.

CARRIED

K. Meckling, P. Armstrong and J. Kingma agreed to form the sub-committee. It was recommended that the Chair of the Collective Bargaining and Economic Benefits Committee be included in this sub-committee.

ix. Academic Status and Governance for Librarians at Canadian Universities and Colleges

C. Graebner, Chair of the Librarians’ and Archivists’ Committee, reported that the Committee reviewed the Policy Statement on Academic Status and Governance for Librarians at Canadian Universities and Colleges at its March Committee meeting and is recommending the following changes:

- In paragraph 1.1, strike out ‘teaching responsibility’ and replace with ‘educational role that may include teaching activities’. Strike out ‘and are also’ and replace with ‘They may also be...’;
- In paragraph 1.2, add ‘dedicated research time,’ in front of the word sabbatical’;
- Footnote 1 should be added after the word ‘Librarians’ in the title of the document, and should read: **‘Where archivists are integrated into the administrative structure of the library, all references to libraries or librarians shall be understood to include archives and archivists.’**

GRAEBNER/MECKLING: THAT the Executive Committee recommends that the proposed revision of the Policy Statement on Academic Status and Governance for Librarians at Canadian Universities and Colleges be amended with the following change and sent to Council for consideration:

- That the words ‘at Canadian Universities and Colleges’ be removed from the title.

CARRIED

x. Academic Freedom and Respectful Workplace Policies

The Executive Committee reviewed the comments received by Committees regarding the new Policy Statement on Academic Freedom and Respectful Workplace Policies.

VOSE/BOSE: THAT the Executive Committee recommends that the new Policy Statement on Academic Freedom and Respectful Workplace Policies be amended with the following changes and sent to Council for consideration:

- Delete first two sentences of paragraph 1;
- That sentence 2 of paragraph 2 be modified as follows: ‘...systems of oppression, including, **but not limited to**, racism, sexism and homophobia..’

CARRIED

xi. Scholarly Communication

C. Graebner, Chair of the Librarians’ and Archivists’ Committee, reported that the Committee reviewed the Policy Statement on Scholarly Communication at its March Committee meeting as part of a 5-year review of CAUT policies and is recommending that the following changes be made, subject to input from other committees and working groups.

- Add “Scholarly communication is the process by which researchers share, publish and preserve their work” between the first and second sentences of the introduction.
- Strike “Scholarly communication is therefore” in the second sentence of the introduction and replace with “It is”.

GRAEBNER/BOSE: THAT the Executive Committee recommends that the revised Policy Statement on Scholarly Communication be referred to the Aboriginal Post-Secondary Education Working Group for comment.

CARRIED

xii. Guidelines for the Appointment and Review of University Librarians and Other Library Administrators Outside the Bargaining Unit

C. Graebner, Chair of the Librarians’ and Archivists’ Committee, reported that the Committee reviewed the Guidelines for the Appointment and Review of University Librarians and Other Library Administrators Outside the Bargaining Unit at its March Committee meeting and submitted a revision of the Guidelines for the Executive Committee’s consideration.

GRAEBNER/VOSE: THAT the Executive Committee recommends that the proposed revision of the Guidelines for the Appointment and Review of University Librarians and Other Library Administrators Outside the Bargaining Unit be amended with the following change and sent to Council for consideration:

- That the second paragraph modified as follows: ... Since the **University** Chief Librarian presides over a resource that is central to the academic life of the institution ...’.

CARRIED

xiii. Equity

P. Armstrong, Co-Chair of the Equity Committee, reported that the Committee revised the Policy Statement on Equity at its April Committee meeting and submitted a revision of the policy for the Executive Committee's consideration.

ARMSTRONG/MCINNIS: THAT the Executive Committee recommends that the proposed revision of the Policy Statement on Equity be sent to Council for consideration.

CARRIED

xiv. Advancing Women's Human Rights

P. Armstrong, Co-Chair of the Equity Committee, reported that the Committee revised the Policy Statement on Advancing Women's Human Rights at its April Committee meeting and submitted a revision of the policy for the Executive Committee's consideration.

ARMSTRONG/VOSE: THAT the Executive Committee recommends that the proposed revision of the Policy Statement on Advancing Women's Human Rights be sent to Council for consideration.

CARRIED

b. Model Clauses

i. Strike Pay

The Executive Director reported that the Collective Bargaining Economic Benefits Committee has reviewed the Model Clause on Strike Pay and is recommending that no changes are necessary.

ii. Privacy and Personal Health Information

The Executive Director reported that in March 2018, the CBEBC reviewed a draft revision of the Model Clause on Privacy and Personal Health Information which had been prepared by the CAUT legal department.

The Executive Committee recommends that the model clause be referred back to the legal department for clarification on use of term 'personal' vs 'personnel' in the proposed draft.

CARRIED

iii. Whistleblower Protection

AUSTIN-SMITH/KANE: THAT the Executive Committee recommends that the draft Model Clause on Whistleblower Protection be amended with the following change and sent to Council for consideration:

- In the single sentence of the Model Clause, add the word 'an' before the word 'employee'.

CARRIED

iv. Performance Metrics

The Executive Committee reviewed the comments received by Committees regarding the revised Model Clause on Performance Metrics.

KANE/GRAEBNER: THAT the Executive Committee recommends that the proposed revision of the Model Clause on Performance Metrics be sent to Council for consideration.

CARRIED

v. Employment Status of Graduate Students as Academic Staff

The Executive Committee reviewed the comments received by Committees regarding the new Model Clause on the Employment Status of Graduate Students as Academic Staff.

GRAEBNER/KINGMA: THAT the Executive Committee recommends that the proposed revision of the new Model Clause on the Employment Status of Graduate Students as Academic Staff be sent to Council for consideration.

CARRIED

10. ORDER OF THE DAY (Wednesday, 2:00 pm) Staff Matters

a. Report of the Personnel Committee

R. Vose, Chair of the Personnel Committee, reported on the Committee's meeting.

b. Staff and Related Administrative Issues

The Executive Director reported on staffing matters.

IN CAMERA

c. Management Relations

MECKLING/GRAEBNER: THAT the meeting move in-camera.

CARRIED

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

CARRIED

11. Meetings and Conferences

a. Meetings and Conferences Attended

i. Francophones' Conference, February 23-24

The Representative-at-large (Francophone) reported on the conference.

ii. EI North American Caribbean Regional Conference, February 25-27

The Executive Director reported on his attendance and participation at the EI North American Caribbean Regional Conference held February 25-27.

iii. Committee meetings

The Executive Director reported that the CAUT Committee meetings were held March 9-10 in Ottawa. All Committees met at this time with the exception of the Equity Committee which held its meeting in conjunction with the Equity Conference in April.

iv. Chief Negotiators' Forum

The Executive Director reported that the Forum for Chief Negotiators was held March 23-24 in Ottawa. The focus of this edition of the Forum was on bargaining strategies that build solidarity within the association.

v. Equity Conference

P. Armstrong, Co-Chair of the Equity Committee, provided a report on the Equity Conference held April 6-7 in Ottawa.

vi. CUFA-BC Council

The Vice-President reported on her attendance at the CUFA-BC Council held April 11-12 in Vancouver.

vii. ETUCE Higher Level Conference on Copyright

The Executive Director reported on his attendance and participation at the European Trade Union Committee on Education Higher Level Conference on Copyright held April 11 in Brussels.

b. Upcoming Meetings and Conferences

i. Forum for New Presidents

The Executive Director reported that the Forum for New Presidents would take place June 1-2 in Ottawa.

ii. Executive Retreat

The Executive Director reported that the Executive Committee Retreat would take place June 14-16 in Mont-Tremblant, QC.

iii. CSQ Congress

The Executive Director reported that the Congress of the Central des syndicats du Québec (CSQ) would take place June 26-29 in Quebec City. Y. Sangaré will be attending as a CAUT representative.

iv. Committee meetings

The Executive Director reported that the CAUT Committee meetings would take place August 24-25 in Ottawa.

v. Clinical Faculty Committee

The Executive Director reported that the Clinical Faculty Committee would hold its next meeting August 27 in Ottawa.

12. Associated Organizations and Funds

a. Harry Crowe Foundation

The Executive Director reported that the Harry Crowe Foundation is in the early planning stages of the Harry Crowe Foundation Conference planned for February 2019.

b. NUCAUT

There was nothing new to report.

c. J.H. Stewart Reid Trust

C. Vallerand, Director of Operations, reported that nominations for the J.H. Stewart Reid Memorial Trust will be reviewed in June.

d. CAUT Refugee Foundation

There was nothing new to report.

13. Other Business

The Council agenda was reviewed and members were informed which items they would be responsible for speaking to at the upcoming Council meeting.

14. Review of Meeting

The meeting was reviewed.

15. Items for Information

There were no items for information.