

Minutes

245th Executive Committee Meeting

June 14-16, 2018

Mont Tremblant, Quebec

Committee Meeting

Thursday, June 14	Policy & Planning Session	09:30 – 17:30
Friday, June 15	Policy & Planning Session	09:00 – 16:00
Friday, June 15	Regular Business Session	16:00 – 17:30
Saturday, June 16	Regular Business Session	09:00 – 17:00

Special Events

Thursday, June 14	Orientation for New Members	08:30 – 09:00
Thursday, June 14	Personnel Committee	13:30 – 14:30
Saturday, June 16	Civil Liberties Defence Fund	13:45 – 14:00

Present

James Compton, President (UWOFA), Chairperson
 Brenda Austin-Smith, Vice-President (UMFA)
 Yalla Sangaré, Treasurer (APPBUSA)
 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)
 Terri Van Steinburg, Chair, Collective Bargaining & Economic Benefits Committee (KWANTLEN-FPSE)
 Pat Armstrong, Co-Chair, Equity Committee (YUFA)
 Tim Ribaric, Chair, Librarians' and Archivists' Committee (BUFA)
 Blanca Navarro Pardiñas, Representative-at-large (Francophone)(APPUMCE)



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



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

Regrets

Robin Vose, Past President (FAUST)
David Newhouse, Representative-at-large (Aboriginal) (TUFA)

Opening Remarks and Territorial Acknowledgement

The President welcomed members and acknowledged that the meeting is taking place on the traditional territory of the Atikamekw and Huron-Wendat peoples.

Policy & Planning Session

01. Overview of Policy and Planning Agenda

The Executive Director provided an overview of the policy and planning session which would take place prior to the regular business session of the meeting.

02. Report of the President

The President reported on meetings he attended since the last Executive Committee meeting of May 7. He attended the Ontario Confederation of University Faculty Associations (OCUFA) Board meeting held in Toronto, May 12-13, and the Annual General Meeting and Convention of the Federation of Post-Secondary Educators of BC held in Whistler, BC, May 14-17. He also attended the Workshop for New Presidents which was held in Ottawa, June 1-2.

03. Report of the Executive Director

The Executive Director advised that the issues he wants to address would be covered in the meeting agenda.

a) Review of Executive Handbook

The Executive Director reviewed some elements of the Executive Committee Handbook and advised members that it is available in DocuShare in the Executive Committee workspace.

04. Report on Membership Consultations

V. Dufour, Director of Communications, and C. Vallerand, Director of Operations, provided a summary of the outcome of the membership consultations held over the past few years.

The Executive Committee considered a number of questions as part of the discussion including:

- What is CAUT doing well? What can it do better?
- What are the main concerns of our member associations, and how can CAUT assist in addressing their challenges?
- How can information about CAUT be better communicated to the broader membership?
- What issues and topics could be further explored in future consultation sessions?

A report on the consultations was included in the meeting materials.

05. Planning and Priorities for 2018/19

The Executive Director provided an overview of a proposed strategic direction for CAUT for the coming year. A draft document, *CAUT Strategic Directions 2018/19*, was provided in the meeting materials.

06. Membership Relations

The Executive Director led a discussion on the challenges of providing services to a diverse membership. The Executive considered ways that CAUT could enhance its visibility with members, ensure that its mandate and activities are better understood among member association leadership and within the wider membership, and provide more targeted support to member associations to meet their specific needs.

07. Collective Bargaining

The Executive Committee discussed ways to enhance CAUT's collective bargaining services to better assist member associations to build capacity within their association in the area of collective bargaining.

08. Federal Election 2019

P. Foster, Director of Research and Political Action, led a discussion on plans for the 2019 federal election. She presented an overview of CAUT's 2015 election strategy which focused on the *Get Science Right* campaign. A copy of the CAUT Election Tool Kit 2015 was included in the meeting materials. She provided an overview of the current political landscape and presented possible issues and approaches for CAUT's election strategy. The CAUT sponsored Environics Research poll results, *Canadian Attitudes toward Post-Secondary Education* - from April 2018 and November 2017 - was provided in the meeting materials.

09. Governance

The Executive Director highlighted a report published by CAUT that uncovered several disturbing patterns in the way that many Boards of Governors operate at Canadian post-secondary institutions that undermine the ability of academic staff members appointed to their Board to properly represent their constituency. The Executive Committee considered the need for CAUT to develop a focused campaign to counter policies and practices at specific institutions where there are clear practices and policies that undermine their democratic mission. A copy of the CAUT report was provided in the meeting materials.

Regular Business Session

10. Approval of Agenda

ARMSTRONG/KINGMA: THAT the agenda be approved.

CARRIED

11. Approval of Executive Committee Minutes

a) Meeting of April 24-25, 2018

MCINNIS/SANGARÉ: THAT the minutes of the Executive Committee meeting of April 24-25, 2018 be approved.

CARRIED

b) Meeting of April 28, 2018

MCINNIS/KINGMA: THAT the minutes of the Executive Committee meeting of April 28, 2018 be approved.

CARRIED

12. Business Arising

a) Review of Action List

The action list was reviewed.

13. Matters Arising from the Policy and Planning Session

a) **In relation to agenda item 05. 2018-19 Planning and Priorities**, the following motion was passed:

VAN STEINBURG/NAVARRO PARDIÑAS: THAT the strategic plan for 2018/19 be approved.

CARRIED

b) **In relation to agenda item 07. CAUT's Collective Bargaining Services**, the following motions were passed:

1) **RIBARIC/VAN STEINBURG: THAT** the "Bargaining to Win" Strategy, as presented by the Executive Director, be endorsed and implemented.

CARRIED

2) **AUSTIN-SMITH/SCHROEDER: THAT** the Executive Director report to the next meeting of the Executive Committee on the affordability of creating a new position within CAUT's member services department.

c) **In relation to agenda item 09. Governance**, the following motion was passed:

SCHROEDER/MCINNIS: THAT CAUT assist member associations in organizing targeted campaigns to improve the transparency and openness of governance bodies

of post-secondary education institutions, and ensure effective academic staff representation.

CARRIED

14. Political Action

a) Federal Budget 2019

P. Foster, Director of Research and Political Action, reported that CAUT will be preparing a submission as part of the federal government's consultation in advance of Budget 2019. Submissions are due August 3rd. A copy of CAUT's response to the 2018-19 Budget was provided in the meeting materials.

b) Fair Copyright

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 meeting materials.

c) Equity in Federal Research Programs

P. Foster, Director of Research and Political Action, 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. CAUT is in the process of reviewing the plans to identify promising places and practices and is continuing to push for program improvements through the Canadian Human Rights Commission process. A copy of CAUT's April 2018 report, *Underrepresented and Underpaid: Diversity & Equity Among Canada's Post-Secondary Education Teachers*, was included in the meeting materials.

d) Civil Liberties

i) Bill C-59

P. Foster, Director of Research and Political Action, reported that CAUT continues to monitor the evolution of *Bill C-59*. CAUT's submission prepared in January 2018 as part of the Public Safety and National Security's consultations was provided in the meeting materials. Also included in the meeting materials was the International Civil Liberties Monitoring Group's submission.

ii) Hassan Diab

The Executive Director reported that CAUT has written to the Prime Minister calling for an independent and public inquiry into the treatment of Hassan Diab following his extradition and detention in a French jail.

e) Fair Employment Week

P. Foster, Director of Research and Political Action, reported on work underway in the planning of Fair Employment Week (FEW) which will take place October 22-26. She noted that CAUT will work with interested associations on local campaigns. To support FEW 2018, CAUT is undertaking a scan of CAS Salaries and Benefits.

f) Consultation on Academic Sector's use of Foreign Workers

P. Foster, Director of Research and Political Action, reported that the department of Immigration, Refugees, and Citizenship Canada, is undertaking a consultation with stakeholders on the academic sector's use of Foreign Worker Programs. CAUT is in the process of drafting a submission for this consultation.

15. Membership Priorities

a) Membership Matters

i) FNBFA

The Executive Director reported that the Association des bibliothécaires, professeurs et professeurs de l'Université de Moncton has withdrawn from FNBFA.

16. Organizational Priorities

a) Financial/Administrative Matters

i) Release Time Requests

C. Vallerand, Director of Operations, provided information regarding course release. She advised she has received a number of requests and invited members to communicate with her if they have any outstanding issues.

ii) Financial Requests

A) Canadian Health Coalition (CHC)

The Executive Director presented a financial request from the Canadian Health Coalition (CHC) to be an official supporter for 2018.

VAN STEINBURG/SANGARÉ: THAT CAUT donate \$5,000 to the Canadian Health Coalition (CHC).

CARRIED

B) Education International

The Executive Director presented a financial request from Education International (EI) for the 11th International Further and Higher Education and Research Conference (IFHERC) solidarity basket fund.

ARMSTRONG/NAVARRO PARDIÑAS: THAT CAUT donate the equivalent of €3,000 to Education International for the 11th International Further and Higher Education and Research Conference (IFHERC) solidarity basket fund.

CARRIED

b) Executive Director's Report on Academic Freedom

i) Investigations

A) 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. The issue will be discussed at the Clinical Faculty Committee meeting scheduled for August 27.

B) Mehta (Acadia)

The Executive Director reported on the Ad Hoc Investigatory Committee looking into the case of Prof. Rick Mehta of Acadia University. The University has appointed an independent investigation to examine elements of the case.

ii) Issues and Cases

A) Persinger (Laurentian)

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

B) Hall (Lethbridge)

The Executive Director provided an update on the Tony Hall case at Lethbridge University. He reported that a settlement has been reached in the matter.

C) Potter (McGill)

The Executive Director reported on the Andrew Potter case at McGill University. The report is in the process of being finalized for publication.

D) Islamic Studies (McGill)

The Executive Director reported on a tenure denial case at McGill University. The denial of tenure was based in part on a negative evaluation of teaching based on anonymous complaints of an "unsafe learning environment" and the use of "Socratic method" in teaching.

E) Durham College

The Executive Director advised of concerns with Durham College's Policy on Community Elections and Political Activity. Although Durham College has revised the controversial policy, CAUT remains concerned with the revised wording:

1.2 The College recognizes that some employees have an interest in politics and want to participate in partisan election campaigns and activities outside of their professional commitments to the College; *however, those interests must be balanced with the College's values, policies and guidelines.*

F) Concordia University College of Edmonton/Confucius Institute

The Executive Director reported on concerns regarding Concordia University College of Edmonton's Confucius Institute.

G) Turning Point Canada

The Executive Director reported on the emergence of *Turning Point Canada*, an offshoot of the US libertarian group *Turning Point USA*. Some news articles on the matter were provided in the meeting materials as well as AAUP Fact Sheets: (1) *What is Turning Point USA?*; (2) *If Turning Point Comes to Your Campus*; and (3) *A Guide to Organizing Conversations about Turning Point*.

H) Indigenizing the Academy

The Executive Director highlighted a recent controversy at Mount Saint Vincent University regarding a non-Aboriginal professor who was hired to teach a course on the subject of residential schools. A May 25th article from the National Post, *As universities 'Indigenize,' some see a threat to open inquiry*, was included in the meeting materials.

c) Litigation Report

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

d) International Matters

i) Solidarity Partnerships

A) Palestinian Federation of Unions of University Professors and Employees

There was nothing new to report.

B) National Association of Graduate Teachers (Ghana)

There was nothing new to report.

C) College and Lecturers Association of Zimbabwe

The Executive Director reported that CAUT is providing assistance to the College Lecturers' Association of Zimbabwe (COLAZ) towards the organization of a gender and disability workshop.

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

CAUT is providing financial assistance to support a policy development workshop for UTAG members in October.

ii) Education International

The Executive Director reported that the next Education International Higher Education Conference would take place in November in Taiwan.

iii) OECD

The Executive Director reported that the Council of Ministers of Education, Canada (CMEC) has prepared a questionnaire for members of the OECD's Informal Working Group on Higher Education. A copy of the questionnaire was provided in the meeting materials.

It was recommended that CAUT follow-up with the CMEC to clarify the purpose/objective of the questionnaire.

e) Collective Bargaining Report

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

i) University of Manitoba

B. Austin-Smith reported on the unfair labour practice settlement at the University of Manitoba. The University has paid an amount of \$2000 per faculty member as part of this settlement.

f) Education Report

A written report on education offerings by CAUT was provided in the meeting material.

g) Organizing Report

The Executive Director reported on current organizing activities.

h) Health & Safety Report

There was nothing new to report.

i) 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. The Committee is currently in the process of

preparing for the August Committee meeting. He provided a status report on the Potter case (McGill). A number of new academic freedom cases are being followed.

ii) Collective Bargaining and Economic Benefits

T. Van Steinburg, Chair of the Collective Bargaining and Economic Benefits Committee, reported on the work of the Committee. The Committee is currently in the process of preparing for the August Committee meeting.

iii) Contract Academic Staff

S. Bose, Chair of the Contract Academic Staff Committee, reported on the work of the Committee. She noted that the Committee is currently in the process of preparing for its August Committee meeting and will hold a Go-to-meeting in July. They are in the early planning stage for Fair Employment Week (FEW) which will be held October 22-26. She noted that she will be attending the COCAL conference in August.

iv) Equity

P. Armstrong, Co-Chair of the Equity Committee, reported on the work of the Committee. The Committee is currently in the process of preparing for its August Committee meeting.

v) Librarians' and Archivists'

T. Ribaric, Chair of the Librarians' and Archivists' Committee, reported on the work of the Committee. The Committee is currently in the process of preparing for its August Committee meeting. The Committee is finalizing a bargaining advisory on librarian issues and recruiting members for the librarians' and archivists' listserv. They have received 7 nominations for the Librarians' and Archivists' Distinguished Service Award.

k) Committees of the Executive Reports

i) Francophones'

B. Navarro Pardiñas, Chair of the Francophones' Committee, reported on the work of the Committee. The Committee is currently in the process of preparing for its August Committee meeting and is planning a joint meeting with the Librarians' and Archivists' Committee. She noted they have an opening for a new member on the Committee.

ii) Clinical Faculty

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

- l) Working Group Reports
 - i) Aboriginal Post-Secondary Education Working Group

The Executive Director reported that planning is well underway for the Conference for Aboriginal Academic Staff which will be held October 19-20, 2018 in Ottawa.

- m) Publications
 - i) Report of Bulletin Editorial Board

B. Austin Smith, Chair of the Bulletin Editorial Board, advised that CAUT is exploring options for open access platforms to publish conference papers.

RIBARIC/SANGARÉ: THAT the Executive Committee recommends that a brief be prepared on the options of open access monograph websites to inform the discussion.

CARRIED

- ii) CAUT Book Series

There was nothing new to report.

- n) New Associate Members

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

CARRIED

ORDER OF THE DAY

17. Staff Matters

- a) Report of the Personnel Committee

In the absence of the Chair of the Personnel Committee, R. Vose, the President reported on the Committee's meeting. He noted that a summer student has been hired, one staff member on short-term leave is returning to work, and one staff member on long-term leave is back on a full-time basis. He noted that the current agreement with COPE 225 will expire on June 30, 2019.

- b) Staff and Related Administrative Issues

The Executive Director reported on staffing matters.

IN CAMERA

- c) Management Relations

VAN STEINBURG/MECKLING: THAT the meeting move in-camera.

CARRIED

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

CARRIED

18. Policy Statements and Model Clauses

a) Policy Statements

i) Distance (including Online) Education

The Executive Committee reviewed a draft revision of the Policy Statement on Distance (including Online) Education. It was agreed that the discussion be deferred to the next meeting.

ii) Sexual Violence in Post-Secondary Institutions

The Executive Committee reviewed the comments received from CAUT Committees in regard to the new draft Policy Statement on Sexual Violence in Post-Secondary Institutions which had been drafted by the Academic Freedom and Tenure Committee. The Executive Committee recommended that the proposed changes be reviewed by CAUT's legal department to ensure these are compliant with the law. The item will be added for discussion at the next Executive Committee meeting.

b) Model Clauses

i) Privacy and Personal Health Information

At the April 2018 Executive Committee meeting, the Executive reviewed a revision of the Model Clause on Privacy and Personal Health Information. The Executive referred the clause to the CAUT legal department for clarification on the use of 'personnel' vs. 'personal' throughout the text. The legal department's review was included in the meeting materials for consideration.

VAN STEINBURG/MECKLING: THAT the Executive Committee recommends that the revised draft Model Clause on Privacy and Personal Health Information be sent to Council for consideration.

CARRIED

ii) Compassionate Care Leave

Proposed amendments to the Model Clause on Compassionate Care Leave were submitted to the April 2018 Council. The model clause was referred back to the Collective Bargaining and Economic Benefits Committee for further review. To assist with the review, the Executive Director asked the Collective Bargaining Department to review the model in light of the issues raised at Council. A copy of a memo which was sent to the CBEB Committee further to this review was included in the meeting materials for information.

c) Administrative Policies

i) Procedures for CAUT Awards

VAN STEINBURG/MCINNIS: THAT the Executive Committee recommends that the proposed editorial changes to the Administrative Policy on Procedures for CAUT Awards be approved.

CARRIED

19. Meetings, Conferences and Coalitions

a) Meetings Attended

i) FQPPU Conseil

The Representative-at-large (Francophone) reported on her attendance at the FQPPU Conseil, held in Montreal, April 19-20.

ii) OCUFA Board Meeting (May 12-13, Toronto)

This item was previously reported under item 02. Report of the President.

iii) FPSE Convention (May 14-17, Whistler)

This item was previously reported under item 02. Report of the President.

iv) ACIFA Annual Conference

Brenda Austin-Smith, Vice-President, reported on her attendance at the ACIFA Annual Conference held in Jasper, May 13-15.

v) CAFA Annual Retreat

The Executive director reported on his attendance at the CAFA Annual Retreat held in Banff, Alberta, May 16-18.

vi) Forum for New Presidents (June 1-2, Ottawa)

This item was previously reported under item 02. Report of the President.

vii) Atlantic Canada Council of Faculty Associations (June 8, Sackville)

The Executive Director reported that he and Past President Vose attended the meeting of the Atlantic Canada Council of Faculty Associations, held in Sackville, New Brunswick, June 8.

b) Upcoming Meetings and Conferences

i) CAUT Committee meetings

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

ii) Clinical Faculty Committee meeting

The Executive Director reported that the Clinical Faculty Committee meeting would take place August 27 in Ottawa.

c) Coalitions

i) International Civil Liberties Monitoring Group

C. Vallerand, Director of Operations, reported on her attendance at the International Civil Liberties Monitoring Group (ICLMG) annual general meeting last month.

ii) Consortium for Canadian 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 on the work of the Public Education Network.

d) Related Organizations

i) Harry Crowe Foundation

The Executive Director reported that the planning is underway for the Harry Crowe Foundation (HCF) Conference scheduled for February 22-23, 2019 in Toronto. This edition of the HCF conference will explore the state of free speech on campus.

ii) NUCAUT

The Executive Director reported that the NUCAUT Executive Board held a meeting prior to Council which was chaired by Leslie Molnar in the absence of the Chair, Terri Van Steinburg.

iii) J.H. Stewart Reid Trust

C. Vallerand, Director of Operations, reported that the Trustees of the J.H. Stewart Reid Trust are in the process of selecting a new winner for the 2018-2019 J.H. Stewart Reid Memorial Fellowship.

iv) CAUT Refugee Foundation

There was nothing new to report.

20. Other Business

There were no items to be addressed.

21. Review of Meeting

The meeting was reviewed.

22. Items for Information

There were no additional items to consider.

17:00 ***ADJOURNMENT***

The meeting was adjourned.