
Minutes

249th Executive Committee Meeting

April 30 – May 1, 2019
Ottawa, Ontario

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)
John G. Kingma, Representative-at-large (Quebec) (SPUL)
Marc Schroeder, Representative-at-large (General) (MRFA)
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)
Momin Rahman, Co-Chair, Equity Committee (TUFA)

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



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



Regrets:

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

Blanca Navarro Pardiñas, Representative-at-large (Francophone) (APPUMCE)

Kelly Meckling, Representative-at-large (General) (UGFA)

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

VOSE/KINGMA: THAT the agenda be approved as circulated.

CARRIED

02. Approval of Minutes

- a. Executive Committee Meeting of February 15-16, 2019

MCINNIS/BOSE: THAT the minutes of the Executive Committee meeting of February 15-16, 2019 be approved as circulated.

CARRIED

03. Business Arising

- a. Review of Action List

The action list was reviewed.

04. Report of the President

The President reported on meetings he attended since the Executive Committee meeting of February 15-16, 2019. He attended the Harry Crowe Foundation Conference held February 22-23 in Ottawa, and the CAUT Committee meetings, March 15-16 in Ottawa. He also attended the BCITFSA Annual General Meeting on March 24 and the CUFA-BC conference on April 11-12 in Vancouver. A written report was included in the Council meeting materials under *Council Item 23. (a)*.

05. Report of the Executive Director

The Executive Director reported that the association is in good financial health. He noted that membership has increased by approximately 2500 members further to the addition of two new member associations, the Syndicat général des professeurs et professeures de l'Université de Montréal (SGPUM) and the Concordia University Part-Time Faculty Association (CUPFA). He noted that the CAUT office will be facing some significant challenges with the departure of Chantal Vallerand in the role of Director of Operations. He reported that he is in the process of reviewing the roles and responsibilities of the position in order to plan for a

replacement. He noted that some of the internal staffing structure may need to be re-evaluated.

06. Political Action

a. Federal Budget 2019

P. Foster, Director of Research and Political Action, gave an overview of the Budget's commitments to post-secondary education (PSE). Close to \$1 billion per year for 5 years has been allocated for students, working adults, Inuit, Métis, First Nations students, graduate students, and Canada Student Loan holders. A copy of the CAUT Budget Submission was included in the Council meeting materials under *Council Item 12. (a)*.

b. Campaigns

i. Federal Election 2019

P. Foster, Director of Research and Political Action, reported on polling that shows that the next federal election will be a 2-way race with a strong possibility of a minority government. The Conservative Party has been leading in the polls since February. CAUT is asking all political parties to develop and fund a national strategy on PSE, to grow investments in fundamental science, and invest further in Indigenous education.

ii. Shared Governance

P. Foster, Director of Research and Political Action, reported that CAUT has developed online resources for member associations to use to raise awareness of the importance of shared governance. CAUT will also be launching a survey for associations in May to identify and share promising efforts to strengthen collegial governance. Several member associations have expressed an interest in running a local governance campaign.

iii. Fair Copyright

P. Foster, Director of Research and Political Action, reported that both the Industry Committee and the Heritage Committee of the House of Commons undertook studies as part of the Parliamentary Review of the *Copyright Act*. In December, CAUT submitted an addendum to its previous submission to the Standing Committee on Industry, Science and Technology to include comment on changes due to the new Canada-US-Mexico trade agreement. CAUT also made a written submission to the Heritage Committee. The Committees' reports are in draft stage and are expected to be released in the coming weeks.

A. Fair Dealing Week, February 26 – March 2

P. Foster, Director of Research and Political Action, reported that Fair Dealing Week (FDW) took place February 26 to March 2. The event focused on the importance of fair dealing and user rights through social media, an op-ed in the *Hill Times*, and local events hosted by member associations. A copy of the Hill

times Article, *Fair Dealing is a right, not a privilege*, was included in the Council meeting materials under *Council Item 12. (f)(ii)*.

iv. Make it Fair

A. Fair Employment Week

P. Foster, Director of Research and Political Action, reported that Fair Employment Week will take place this year October 7-11, 2019 in advance of the federal election.

c. Equity

i. Canada Research Chairs

The Executive Director reported that a settlement in the Canada Research Chairs Program case is expected soon.

ii. Athena SWAN

P. Foster, Director of Research and Political Action, reported that the Science Minister is promoting the adoption of the UK Athena Swan program, adapted for Canada. This program seeks to support and reward institutions that take action to remove barriers facing Indigenous and equity-seeking groups on campus. CAUT participated in the consultations on the program. A copy of CAUT's Submission was included in the Council meeting materials under *Council Item 12. (d)(i)*.

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 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. A copy of the January 16, 2019 Status of Women Canada News Release was included in the Council materials under *Council Item 12. (d)(iii)*.

iv. Consultations on Amendments to the Employment Equity Regulations

P. Foster, Director of Research and Political Action, reported that the Federal Government has proposed amendments to the Employment Equity Regulations (EER) under the *Employment Equity Act* to add pay transparency to the reporting requirements.

d. Ontario Reforms

The Executive Director reported on serious concerns with legislative changes proposed by the Ontario provincial government that would prevent university and college professors from drawing a full pension and a salary at the same time. The Ontario government has also launched consultations for the public sector to look at ways to manage compensation growth.

g. International Matters

i. Education International

The Executive Director reported that Louise Hoj Larsen, Programme Officer with Education International (EI), will be attending this Council meeting to provide an overview of the work that EI is undertaking in the post-secondary education sector.

ii. Solidarity Partnerships

A. Palestinian Federation of Unions of University Professors and Employees

Past President, R. Vose, reported that he and the Executive Director attended a higher education workshop in Palestine, April 1-6. He reported that there were approximately 100 people in attendance, including representatives of teachers unions, student organizations, government officials, and administrators. The workshop focussed on the challenges facing the higher education sector in Palestine. Some concrete recommendations that came out of the meeting included creating a separate Minister of higher education, increasing financial support for students, and protecting academic freedom. He noted that the Palestinian Federation of Unions of University Professors and Employees (PFUPE) is very grateful for CAUT's support.

B. 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 national meeting between COLAZ and faculty associations of universities and colleges in Zimbabwe. The goal would be to explore the creation of a national union representing both college and university staff. He noted that there may be a delay in doing this due to the current political climate in Zimbabwe.

C. University Teachers Association of Ghana

The Executive Director reported on concerns with a new Public Universities Bill in Ghana which could compromise academic freedom of teachers in that country.

D. Pakistan

The Executive Director reported that CAUT is working with the Higher Education Commission of Pakistan to develop pedagogical training for faculty in Pakistan. CAUT has recruited a team of member volunteers who will deliver

the training. He noted that due to a travel advisory for Pakistan, the dates for the training have been put on hold.

iii. UNESCO

The Executive Director reported on the International Labour Organization (ILO) Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education, held September 18-20, in Geneva. A copy of the final report and recommendations from the Forum was included in the meeting materials.

iv. International solidarity and appeals

There were no international solidarity appeals to be reviewed or considered.

07. Membership

a. Membership Matters

i. Organizing report

The Executive Director reported on current organizing activities.

ii. Membership relations

The Executive Director reported on increased efforts on the part of Executive Committee members to participate in CAUT member association events and meetings.

08. Organizational Priorities and Reports

a. Financial Matters

i. Draft 2019-20 Budget

The 2019-2020 draft budget was included in the meeting materials for information only. The budget will be reviewed at the upcoming Council meeting under *Council Item 11. (a)*.

ii. Quarterly Report – ending March 31, 2019 (handout)

Y. Sangaré, Treasurer, presented the Financial Report for the quarter ending March 31, 2019.

iii. Release Time Requests

The Director of Operations provided an update on the status of release time requests.

iv. Financial Requests

A. Canadian Health Coalition

Discussion of the financial request received from the Canadian Health Coalition was deferred to the June Executive Committee meeting.

B. Canadians for Tax Fairness

The Executive Director presented a financial request received from Canadians for Tax Fairness. It was agreed that CAUT would donate an amount of \$500.

b. Report of the Executive Director on Academic Freedom

i. Issues

A. Extra-Mural and Intra-Mural academic freedom

The Executive Director reported on several arbitration cases involving matters of intra-mural and extra-mural academic freedom.

ii. Investigations

A. Potter (McGill)

The Executive Director reported that the CAUT Ad Hoc Investigatory Committee's (AHIC) report on the Andrew Potter (McGill) case was released last November. A copy of the report, correspondence exchanged between the McGill Association of University Teachers (MAUT) and CAUT, as well as a response letter from the McGill Administration, dated April 26, were included in the Council meeting materials under *Council Item 19. (a)(ii)(A)*.

B. Mehta (Acadia)

The Executive Director reported that a settlement was reached on April 1 in the Rick Mehta (Acadia) case.

C. Pyne (Thompson Rivers)

The Executive Director provided an update on the Derek Pyne (Thompson Rivers) case.

ii. Cases

A. Persinger (Laurentian)

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

B. Renison University College

The Executive Director reported on alleged violations of academic freedom at Renison University College. He had an initial discussion with the complainant and requested additional documentation.

C. Brock University

The Executive Director reported on a respectful workplace complaint filed by a student against a professor at Brock University.

D. Northern Alberta Institute of Technology

The Executive Director reported on a discipline case at Northern Alberta Institute of Technology.

E. Wilfrid Laurier

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

c. Litigation Report

i. University of Northern British Columbia

The Executive Director reported that CAUT provided legal representation in a case involving suspensions at the University of Northern British Columbia. Four of the five the grievances have been resolved.

ii. Access Copyright v. York University

The Executive Director provided an update on the Access Copyright v. York University case. Hearings were held March 5-6 in Ottawa.

iii. Arbitration Awards

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

d. Collective Bargaining Report

The Executive Director reported on difficult bargaining situations since the last Collective bargaining report. A written report on collective bargaining was provided in the Council meeting materials under *Council Item 15. (a)*.

e. Education Report

The Executive Director reported on progress to-date on implementing facilitator training for CAUT workshop offerings. A written report on education offerings by CAUT was provided in the Council meeting materials under *Council Item 15. (b)*.

f. Health & Safety Report

A written report on occupational health and safety was provided in the Council meeting materials under *Council Item 15. (c)*. It was noted that there has been a decreased demand for health and safety workshops.

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. He reported that the Committee held a conference call on April 25 to discuss the Mehta Ad Hoc Investigatory Committee report. The Committee is considering developing a template for investigatory committees to use in when drafting reports. A written report was included in the Council meeting materials under *Council Item 22. (a)*.

ii. Collective Bargaining and Economic Benefits

The Chair of the Collective Bargaining and Economic Benefits Committee, Terri Van Steinburg, was not present. The Executive Director reported that the Committee met in conjunction with the Forum for Chief Negotiators in March in order to be more involved in the meeting. A written report was included in the Council meeting materials under *Council Item 22. (b)*.

A. Donald C. Savage Award Recommendation

The Collective Bargaining and Economic Benefits Committee will bring forward a recommendation to Council that the Donald C. Savage Award be awarded to Stephen Law of Mount Allison University.

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. 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, on June 4 several CAS Committee members will be participating in a panel on academic freedom at a symposium on contract academic staff issues. A written report was included in the Council meeting materials under *Council Item 22. (c)*.

iv. Equity

The Co-Chair of the Equity Committee, M. Rahman, reported on the work of the Committee. He 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. The Committee is working on several policy statements including mental health, social justice, and age discrimination. There also plans to do another facilitator training session in the spring. A written report was included in the Council meeting materials under *Council Item 22. (d)*.

A. Equity Award Recommendation

The Equity Committee will bring forward a recommendation to Council that the Equity Award be presented to Renae Watchman of Mount Royal University.

v. Librarians' and Archivists'

T. Ribaric, Chair of the Librarians' and Archivists' Committee, reported on the work of the Committee. He highlighted several documents that were included in the Council meeting materials: (1) *CAUT Bargaining Advisory on Bargaining Parity for Librarians & Archivists*, issued in December 2018; (2) the *Discussion Paper on Open Education Resources*, issued in March 2019; and (3) Overview and Conference agenda of the Librarians' and Archivists' conference scheduled for October 25-26 in Ottawa. He reported that there is an increasing use of benchmarking tools being used by a number of campuses and that the Committee is looking at developing a policy on the use of benchmarking tools. He noted that the Librarians' and Archivist's Distinguished Service Award will be presented to Marc Richard at the upcoming Council meeting. A written report was included in the Council meeting materials under *Council Item 22. (e)*.

i. Committees of the Executive Reports

i. Francophones

As the Chair of the Francophones' Committee, B. Navarro Pardinias, was not present, there was no verbal report. A written report was included Council meeting materials under *Council Item 24. (a)*.

ii. Clinical Faculty

The Executive Director reported that the Clinical Faculty Committee will hold its next regular meeting August 26.

iii. College and Institute Academic Staff Committee

The Executive Director reported that the College and Institute Academic Staff Committee will hold its first meeting in August. A list of individuals appointed to the Committee was included in the Council meeting materials under *Council Item 24. (c)*.

j. Working Group Reports

i. Aboriginal Post-Secondary Education Working Group

D. Newhouse, Representative-at-Large (Aboriginal), reported that the Working Group met prior to the Aboriginal Academic Staff Conference held October 19-20, in Ottawa. The membership of the Aboriginal Post-Secondary Education Working Group now stands at 10 members. They are currently updating the CAUT Bargaining Advisory on Inclusivity for Aboriginal Academic Staff. A written report was included in the online Council meeting materials under *Council Item 25. (a)*.

ii. Ad Hoc Working Group on Governance

M. Schroeder, Representative-at-Large (General) and Chair of the CAUT Working Group on Governance, provided an update of the group's activities since the last Executive Committee meeting. Some of the activities included consultations with CAUT Committees in March, a five-year review of the policy statement on Governance, a review of the Collective Agreement Database, and the preparation of an information session for the spring Council meeting. They are also planning to put together an online survey instrument to be issued later this spring.

One of the key recommendations from the working group is that the Executive Committee, at its June 2019 meeting, strike a 2019-2020 ad hoc Working Group on Governance to oversee continuing efforts and next steps on the governance file.

MCINNIS/KINGMA: THAT the recommendation from the working group be referred to the June Executive Committee meeting.

CARRIED

k. Publications and Communications

i. Report of Bulletin Editorial Board

B. Austin-Smith, Chair of the Bulletin Editorial Board, advised that the Board had not met since the last Executive Committee meeting.

ii. CAUT Book Series

The Executive Director advised that several of the presenters of the February 2019 Harry Crowe Foundation Conference have accepted to submit their presentations. These will be made available on an open access platform which is still in the development phase.

iii. Open Access journal and monograph series

B. Austin-Smith, Chair of the Bulletin Editorial Board, advised that the next step in the development of the online open-access site will be to form an editorial board.

l. Membership Consultations

There was nothing new to report.

09. Policy and Model Clauses

a. Policy Statements

i. Social Justice

The Executive Committee reviewed the revised draft Policy Statement on Social Justice that had been submitted by the Equity Committee and recommended the following amendments:

- In sentence 2 of paragraph 1, modify the sentence as follows: ‘...democratic rights and, **Indigenous and treaty rights**, civil...’
- Modified 3rd sentence as follows: ‘... under the law and to equitable access to adequate and safe **water**, food, ~~water~~, shelter...’

ARMSTRONG/RAHMAN: THAT the Executive Committee recommends the revised draft Policy Statement on Social Justice be approved with the amendments and sent to Council for consideration.

CARRIED

ii. Racial Justice

The Executive Committee reviewed the new draft Policy Statement on Racial Justice that had been submitted by the Equity Committee and recommended the following amendments:

- Modify the sentence 1 in Paragraph 1 as follows: ‘...justice for racialized groups who ~~are underrepresented~~ **experience discrimination** in the academy due to ~~race and ethnicity~~ **racialization and racism**’
- Modified sentence 1 of paragraph 2 as follows: ‘CAUT **promotes and** supports actions to eliminate...’
- Delete sentence 2 of paragraph 2: ‘~~It does so through pro-active changes in policies and practices, as well as through supporting cases involving our members that have a significant and wide-reaching effect to further this aim.~~’

RAHMAN/ARMSTRONG: THAT the Executive Committee recommends the new draft Policy Statement on Racial Justice be approved with the amendments and sent to Council for consideration.

CARRIED

iii. Professional Rights and Responsibilities

The Executive Committee reviewed the revised draft Policy Statement on Professional Rights and Responsibilities that had been submitted by the Academic Freedom and Tenure Committee for consideration, and recommended the following amendments:

- Clause 1.1 be modified as follows: 'The **first right** and responsibility of academic staff is the pursuit and dissemination of knowledge and understanding through teaching, research, scholarly activity and creative artistic activity. They **Academic staff** ~~should endeavour conscientiously~~ **have the right and responsibility** to ~~remain current in their field, to develop and maintain~~ their scholarly competence, and to maintain and enhance their effectiveness as teachers.'
- Sentence of Clause 1.1 be moved to become the Preamble of the Policy Statement.
- Clause 1.8 be modified as follows: When acting as referees, academic staff should ~~strive to be fair and impartial. They may refer to a student's character where this is relevant. In cases where the reference has not been solicited by the student, academic staff should inform the student prior to responding. Normally they should not respond unless the student agrees.~~
- Sentence 2 of clause 4.1 be modified as follows: 'They have the **right and the** responsibility to participate in the life of the institution, in its governance and administration,...'

MCINNIS/RAHMAN: THAT the Executive Committee recommends the revised Policy Statement on Professional Rights and Responsibilities be approved, as amended, and sent to Council for consideration.

CARRIED

iv. Article Processing Fees

The Executive Committee reviewed the new draft Policy Statement on Article Processing Fees which had been submitted by the Academic Freedom and Tenure Committee for consideration, and recommended the following amendments:

- New final sentence of paragraph 2: '**Some academic staff can afford to pay fees 'out-of-pocket', while others cannot, with adverse impact on tenure/promotion and annual review decisions. Contract academic staff, independent researchers and those from less well-funded institutions.**'
- Bullet #1 be modified as follows: 'Universities and colleges should reimburse authors, regardless of rank or ~~type of appointment~~ **employment group**, from their own institutions **for a reasonable amount of publication fees.**'
- Bullet #3 be modified as follows: 'Hybrid journals that take **"double-dip"** (taking author processing charges without reducing the cost of a subscription for a closed publication) should not be supported.'
- Bullet #5 be modified as follows: 'Research ~~granting~~ **grant** agencies should permit researchers to include **such** authors' fees in their dissemination budgets.'

MCINNIS/RAHMAN: THAT the Executive Committee recommends that the new draft Policy Statement on Article Processing Fees be approved, as amended, and sent to Council for consideration.

v. Internet Harassment

The Executive Committee reviewed the new draft Policy Statement on Internet Harassment which had been submitted by the Academic Freedom and Tenure Committee for consideration.

MCINNIS/RAHMAN: THAT the Executive Committee recommends that the new draft Policy Statement on Internet Harassment be referred to the CAUT legal department for review.

CARRIED

vi. Confidentiality in the Grievance Process

The Executive Committee reviewed the revised draft Policy Statement on Confidentiality in the Grievance Process which had been reviewed by CAUT legal staff.

MCINNIS/SCHROEDER: THAT the Executive Committee recommends that the revised draft Policy Statement on Confidentiality in the Grievance Process be approved and sent to Council for consideration.

CARRIED

vii. Appointments to More Than One Unit

The Executive Committee reviewed the revised draft Policy Statement on Appointments to More Than One Unit which had been submitted by the Collective Bargaining and Economic Benefits Committee for consideration.

ARMSTRONG/KINGMA: THAT the Executive Committee recommends that the revised draft Policy Statement on Appointments to More Than One Unit be approved and sent to Council for consideration.

CARRIED

viii. Academic Staff with Mental Health Disabilities

The Executive Committee reviewed the new draft Policy Statement on Academic Staff with Mental Health Disabilities submitted by the Equity Committee for consideration.

ARMSTRONG/RAHMAN: THAT the Executive Committee recommends that the new draft Policy Statement Academic Staff with Mental Health Disabilities be approved and sent to CAUT Committees for comment.

CARRIED

ix. Governance

The Executive Committee reviewed the revised draft Policy Statement on Governance that had been submitted by the Ad Hoc Working Group on Governance and recommended the following amendments:

- Sentence 1 of clause 1 be modified as follows: ~~If~~**Academic staff must play the decisive role in making academic decisions and setting academic policy in order for** post-secondary institutions ~~are~~ to fulfill their public responsibilities for the creation, preservation, and transmission of knowledge and for the education of students ~~academic staff must play the decisive role in making academic decisions and setting academic policy.~~
- Sentence 2 of clause 2 be modified as follows: The Board should also include internal members comprising the President and representatives ~~of academic~~**of academic staff regardless of type of appointment**, alumni, non-academic staff and students.
- Sentence 2 of clause 7 be modified as follows: Such appointments should be made on the recommendation of search {or reappointment} committees ~~which~~. **These** should be joint committees of the Board and Senate and ~~which should include a substantial number~~ **effective representation** of academic staff as well as student and non-academic staff representation.

SCHROEDER/KINGMA: THAT the Executive Committee recommends that the revised Policy Statement Governance be approved, as amended, and sent to Council for consideration.

CARRIED

b. Model Clauses

i. Pay Equity (renamed Equitable Compensation)

The Executive Committee reviewed the revised draft Model Clause on Pay Equity (renamed Model Clause on Equitable Compensation) which had been submitted by the Equity Committee for consideration.

ARMSTRONG/BOSE: THAT the Executive Committee recommends that the revised Model Clause on Pay Equity (renamed Model Clause on Equitable Compensation) be approved and sent to Council for consideration.

CARRIED

ii. Suspension, Discipline and Dismissal

The Executive Committee reviewed the revised draft Model Clause on Suspension, Discipline and Dismissal which had been submitted by the Collective Bargaining and Economic Benefits Committee for consideration.

ARMSTRONG/BOSE: THAT the Executive Committee recommends that the revised Model Clause on Suspension, Discipline and Dismissal be approved and sent to Council for consideration.

CARRIED

iii. Appointments

The Executive Committee reviewed the revised draft Model Clause on Appointments which had been submitted by the Collective Bargaining and Economic Benefits Committee for consideration.

KINGMA/BOSE: THAT the Executive Committee recommends that the revised Model Clause on Appointments be approved and sent to Council for consideration.

CARRIED

iv. Openness and Transparency

The Executive Committee reviewed the revised draft Model Clause on Openness and Transparency which had been submitted by the Collective Bargaining and Economic Benefits Committee for consideration, and recommended the following amendments:

- Sentence 1 of clause 3. (a) be modified as follows: ...home address, home telephone number, date of birth, type of appointment, including the department, ~~racialized identity,~~ **visible minority status, sex and gender in** sexual orientation, ~~gender identity,~~ disability and ~~Indigenous~~ **aboriginal** status of each Member of the Bargaining Unit....
- Clause 3. (d) be modified as follows: On September 30th of each year a list of all Contract Academic Staff regardless of association affiliation, including the names, department, ~~racialized identity,~~ **visible minority status, sex and gender in** sexual orientation, ~~gender identity,~~ disability and ~~Indigenous~~ **aboriginal** status.

ARMSTRONG/VOSE: THAT the Executive Committee recommends that the revised Model Clause on Openness and Transparency be approved, as amended, and sent to Council for consideration.

CARRIED

10. ORDER OF THE DAY (Wednesday, 2:00 pm) 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 has been hired on a contractual basis for a 6 month renewable contract to replace an employee on long-term leave. Another employee is on sick leave. There are no active grievances. He reported the staff union COPE 225 has submitted notice to bargain.

b. Staff and Related Administrative Issues

The Executive Director reported on staffing matters.

IN CAMERA

- c. Management Relations

VOSE/KINGMA: THAT the meeting move in-camera.

CARRIED

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

CARRIED

11. Meetings and Conferences

- a. Meetings and Conferences Attended

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

The Executive Director advised that a copy of the Harry Crowe Foundation Conference program was included in the Council meeting materials under *Council Item 30*.

- ii. Committee meetings, March 15-16

This item was previously reported under item 08.(i) and 08.(j).

- iii. Chief Negotiators' Forum, March 29-30

This item was previously reported.

- v. CUFA-BC Council, April 11-12 (Vancouver)

This item was previously reported under item 04.

- b. Upcoming Meetings and Conferences

- i. Workshop for New Presidents (May 31-June 1, Ottawa)

The Executive Director reported that the Forum for New Presidents would take place May 31-June 1, in Ottawa.

- ii. Executive Retreat (June 13-15, Mont-Tremblant)

The Executive Director reported that the Executive Committee Retreat would take place June 13-15 in Mont-Tremblant, QC.

- iii. College and Institute Academic Staff Committee (August 22, Ottawa)

The Executive Director reported that the CAUT College and Institute Academic Staff Committee will hold their first meeting on August 22 in Ottawa.

iv. Committee meetings (August 23-24, Ottawa)

The Executive Director reported that the CAUT Committee meetings would take place August 23-24 in Ottawa.

v. Clinical Faculty Committee (August 26, Ottawa)

The Executive Director reported that the CAUT Clinical Faculty Committee meeting would take place August 26 in Ottawa.

12. Associated Organizations and Funds

a. Harry Crowe Foundation

The Executive Director reported that the annual Olivieri Lectureship in Medical Ethics will be held in conjunction with the upcoming Council meeting.

b. NUCAUT

The Executive Director reported that the BCITFSA is the latest member association to affiliate with NUCAUT.

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. John Kingma has agreed to serve as Trustee.

d. CAUT Refugee Foundation

There was nothing new to report.

13. New Associate Members

The list of new associate members was reviewed.

14. Other Business

There were no items to be addressed.

15. Items for Information

The Executive Director referred to two articles included in the meeting materials: (1) *The University Is a Ticking Time Bomb*, The Chronicle of Higher Education, Aaron Hanlon, April 16, 2019; (2) *Three subtle forces weakening academic freedom*, Inside Higher Ed, Johann N. Neem, April 16, 2019.

16. Review of Meeting

The meeting was reviewed.

SANGARÉ/AUSTIN-SMITH: THAT the Executive Committee extend its appreciation to Chantal Vallerand for her dedication and work at CAUT as Director of Operations.

CARRIED UNANIMOUSLY

There being no further business, the meeting was adjourned.