

Minutes

261st Executive Committee Meeting

November 20, 2020 at 1:00 p.m. – 4:00 p.m. (EDT)
(Videoconference)

Present

Brenda Austin-Smith, President (UMFA)
Peter McInnis, Vice-President (ST.FXAUT)
Yalla Sangaré, Treasurer (APPBUSA)
James Compton, Past President (UWOFA)
David Newhouse, Representative-at-large (Aboriginal)(TUFA)
Serge Jolicoeur, Representative-at-large (Francophone)(ABPPUM)
Marc Schroeder, Representative-at-large (General)(MRFA)
Robin Whitaker, Representative-at-large (General)(MUNFA)
Laurence McFalls, Representative-at-large (Quebec)(SGPUM)
Alison Hearn, Chair, Academic Freedom and Tenure Committee (UWOFA)
Sue Blair, Chair, Collective Bargaining and Economic Benefits Committee (AUNBT)
Sarika Bose, Chair, Contract Academic Staff Committee (UBCFA)
Pat Armstrong, Co-Chair, Equity Committee (YUFA)
Momin Rahman, Co-Chair, Equity Committee (TUFA)
Kate Cushon, Chair, Librarians' and Archivists' Committee (URFA)

David Robinson, Executive Director
Tony Cantin, Director of Finance, HR and Operations
Jamie Dunn, Director of Organizing & Negotiations
Pam Foster, Director of Research and Political Action
Margaret McGovern-Poté, Executive Assistant to the Executive Director

Opening Remarks and Territorial Acknowledgement

The President informed members that although this meeting is virtual, we all do our academic work on specific Indigenous, First nations, and Métis territories. Some of these territories are governed by treaties, but some are still unceded. She asked members to reflect on the conditions under which we occupy these spaces, today and always.

01. Approval of Agenda

COMPTON/WHITAKER: THAT the agenda be approved, as circulated.

CARRIED

02. Approval of Minutes

- a. Executive Committee Meeting of October 15, 2020

MCFALLS/SCHROEDER: THAT the minutes of the Executive Committee meeting of October 15, 2020 be approved, as circulated.

CARRIED

03. Business Arising

- a. Review of Action List

The action list was reviewed.

04. Report of the President

The President reported on her activities since the last Executive Committee meeting held October 15, 2020. She highlighted a meeting of the Presidents of CAUT member associations held October 17 to discuss issues facing the sector and share strategies for addressing these. The other items she will want to address will be covered in the meeting agenda.

05. Report of the Executive Director

- a. Academic Freedom

- i. Faculty of Law, University of Toronto

The Executive Director provided an update on the academic freedom case at the University of Toronto regarding the termination of a hiring process following the selection of Dr. Valentina Azarova as Director of the International Human Rights Program. He noted that Cromwell has been appointed by the University of Toronto to conduct of a review of the matter. To-date CAUT has not been contacted by Cromwell to make a submission to the review.

He reported that the Executive Committee passed a motion at its meeting held October 15, 2020 that a notice of motion be brought to the November 27th Council meeting that unless satisfactory steps are taken by the University of Toronto administration to remedy the violations of academic freedom involving the hiring of Dr. Valentina Azarova as Director of the International Human Rights Program, censure will be imposed on the

University of Toronto administration at the Spring meeting of Council. The President will be bringing forward the notice of motion to the upcoming Council meeting.

Additional materials on this item were included in the Council meeting materials under *Council Item 08. (c)(i)*.

ii. Academic Freedom in Teaching

The Executive Director reported a number of cases have been emerging over the past months that have had an impact on academic freedom of faculty in the area of teaching, notably in regard to what is said or presented in the classroom such as controversial content, difficult subject areas, use of racial slurs as part of course content, etc. CAUT is following several cases at this time and will be referring the issue to the Academic Freedom and Tenure Committee to provide guidance on the matter.

b. Legal Update

i. Alberta Bill 32

The Executive Director provided an update on Alberta's *Bill 32* noting that CAUT has joined the Alberta Federation of Labour (AFL) coalition to challenge the constitutionality of the legislation.

ii. Access Copyright v. York University

The Executive Director provided an update on the *Access Copyright v. York University* case noting that the Supreme Court of Canada (SCC) has agreed to hear the appeal and that CAUT is seeking to intervene.

iii. Ontario Student Choice Initiative

The Executive Director reported that CAUT has joined a coalition to intervene in the appeal by the Ontario government regarding the Ontario Student Choice Initiative.

06. Political Action Report

P. Foster, Director of Policy and Communications, reported on CAUT Parliament Hill Days which were held via videoconferencing between November 16 and November 26, 2020, noting that 61 meetings were arranged this year. She noted that the Fall Economic Update will be announced November 30.

A written report was included in the Council meeting materials under *Council Item 14. (d)*.

Valérie Dufour, Past Director of Communications, joined the meeting to say a message of farewell and thanks to the Executive Committee during her tenure at CAUT. Members thanked Valérie for her service to the organization.

07. Organizational Matters

a. Membership

i. OPSEU

The Executive Director reported on an OPSEU news release regarding CAUT's position on a recent controversy at the University of Ottawa.

ii. OCADFA

The Executive Director reported on correspondence from the Ontario College of Art and Design Faculty Association regarding CAUT's position on an academic freedom case at the University of Ottawa.

b. Financial Matters

i. Quarterly Report – year ended June 30, 2020

T. Cantin, Director of Finance, Human Resources & Operations, presented the quarterly Financial Report for the Year ended June 30, 2020. He advised the financial report was sent by email to member associations and registered delegates to Council in a financial supplement under *Council Item 11. (a)(i)*.

ii. Auditors Report – year ended June 30, 2020

T. Cantin, Director of Finance, Human Resources & Operations, reported on a meeting with the CAUT auditor held on November 13.

He advised the Auditor's report was sent by email to member associations and registered delegates to Council in a financial supplement under *Council Item 11. (a)(ii)*.

iii. Quarterly Report – three months ended September 30, 2020

T. Cantin, Director of Finance, Human Resources & Operations, presented the Financial Report for the Quarter – three months ended September 30, 2020. He advised the financial report was sent by email to member associations and registered delegates to Council in a financial supplement under *Council Item 11. (a)(iii)*.

iv. Financial Requests

A. College Lecturers' Association of Zimbabwe

The Executive Committee considered a financial request received from the College and Lecturers' Association of Zimbabwe (COLAZ) for its 2020 Annual Conference and a 2020 Collective Bargaining Workshop.

COMPTON/BLAIR: THAT the Executive Committee authorize a contribution of \$15,000 to the College Lecturers' Association of Zimbabwe towards the

organization of its 2020 Annual Conference and a 2020 Collective Bargaining Workshop.

CARRIED

c. Organizing and Negotiations Report

J. Dunn, Director of Organizing & Negotiations, provided an update on the organizing and negotiations team activities, noting plans to develop a guide for negotiating retirement incentive plans, a strike preparation workshop, updating the benefits database, updating the CAS benefits and stipend database, and developing a pension survey to build a profile of CAUT Affiliate pension provisions. He provided an update on current difficult bargaining situations. A written report was included in the Council meeting materials under *Council Item 14. (a)*.

d. Education Report

J. Dunn, Director of Organizing & Negotiations, reported that the department is working on redeveloping its collective bargaining training program. A written report on CAUT Educational activities was included in the Council meeting materials under *Council Item 14. (b)*.

e. Health and Safety Report

J. Dunn, Director of Organizing & Negotiations, provided an update on health and safety initiatives including plans to develop training on the Post-secondary Education Mental Health Standard and related issues. A written report on occupational health and safety was included in the Council meeting materials under *Council Item 14. (c)*.

f. Communications Report

P. Foster, Director of Policy and Communications, reported that the CAUT Bulletin will be distributed to campuses that are open. The Bulletin will be circulated as a combined issue for December/January.

P. McInnis, Chair of the CAUT Bulletin Editorial Board, provided a status report on the CAUT online journal noting there are currently four articles undergoing a peer review process.

g. FQPPU – Memorandum of Cooperation

The Executive Director advised that an updated protocol of cooperation between the FQPPU and CAUT was included in the meeting materials. He noted that the protocol was passed unanimously by members at the FQPPU Council held October 31. A copy of the revised protocol was included in the Executive meeting materials.

SANGARÉ/MCFALLS: THAT the Executive Committee approve the revised FQPPU/CAUT protocol.

CARRIED

h. Casual Vacancy on Librarians' and Archivists' Committee

CUSHON/BOSE: THAT CAUT Council ratify the appointment of Cecile Farnum to fill a casual vacancy on the Librarians' and Archivists' Committee.

CARRIED

08. Council

a. Review of Council Agenda

The Council agenda was reviewed.

09. Reports

a. Standing Committee Reports

i. Academic Freedom and Tenure

This item was not addressed during the meeting due to time constraints. A written report was included in the Council meeting materials under *Council Item 15. (a)*.

ii. Collective Bargaining and Economic Benefits

This item was not addressed during the meeting due to time constraints. A written report was included in the Council meeting materials under *Council Item 15. (b)*.

iii. Contract Academic Staff

This item was not addressed during the meeting due to time constraints. A written report was included in the Council meeting materials under *Council Item 15. (c)*.

iv. Equity

This item was not addressed during the meeting due to time constraints. A written report was included in the Council meeting materials under *Council Item 15. (d)*.

v. Librarians' and Archivists'

This item was not addressed during the meeting due to time constraints. A written report was included in the Council meeting materials under *Council Item 15. (e)*.

b. Committees of the Executive Reports

i. Francophones'

This item was not addressed during the meeting due to time constraints. A written report was included in the Council meeting materials under *Council Item 16. (c)*.

ii. Clinical Faculty

This item was not addressed during the meeting due to time constraints.

- iii. College and Institute Academic Staff

This item was not addressed during the meeting due to time constraints.

- c. Working Group Reports

- i. Aboriginal Post-Secondary Education Working Group

This item was not addressed during the meeting due to time constraints.

- ii. Working Group on Governance

This item was not addressed during the meeting due to time constraints. A written report was included in the Council meeting materials under *Council Item 16. (d)*.

10. CAUT Policy Statements

- a. Policies Under Review

- i. PS on Confidentiality of Information Used in Career Decisions

This item was not addressed during the meeting due to time constraints.

- ii. PS on Discipline

This item was not addressed during the meeting due to time constraints.

11. Meetings and Events

- a. Meetings Attended

- i. CAUT Defence Fund Annual Meeting, October 17 and 24

- ii. MUNFA Semi-annual Membership Meeting, October 27

- iii. OECD Seminar, Digitalisation Today: Benefits and Risks for Teaching and Learning, October 29

- iv. AAUP Committee A, October 30

- v. OCUFA Board Meeting, October 31

- vi. State of the Sector: A Meeting of Presidents, November 17

- b. Upcoming Meetings and Events

- i. CAUT Council, November 27

- ii. Harry Crowe Foundation Board of Directors, December 4

- iii. Forum for Senior Grievance Officers, December 11

- iv. Forum for Presidents, January 15-16

v. Executive Committee Meeting, January 22

vi. Executive Committee Meeting, February 19

12. Other Business

There was no other business to be addressed.

13. Staffing Matters

a. Report of the Personnel Committee

J. Compton, Chair of the Personnel Committee, provided a report on a meeting of the Personnel Committee, held on November 20.

b. Staff and Related Administrative Issues

The Executive Director provided an update on staffing matters.

IN CAMERA

c. Management Relations

COMPTON/MCINNIS: THAT the meeting move in camera.

CARRIED

SANGARÉ/MCINNIS: THAT the meeting move out of camera.

CARRIED

14. Review of Meeting

The meeting was reviewed.

15. ITEMS FOR INFORMATION

There were no items for information.

There being no further business the meeting was adjourned at 4:12 pm (EDT).