

Minutes

276th Executive Committee Meeting

February 24-25, 2023 - 9:00 a.m. to 5:00 p.m. (Eastern Time)

Ottawa Marriott Hotel/Ottawa, Ontario

Present

Executive Committee

Peter McInnis, President (ST.FXAUT), Chair
Yalla Sangaré, Treasurer (APPBUSA)
Robin Whitaker, Vice President (MUNFA)
Brenda Austin-Smith, Past President (UMFA)
Patrick Noël, Representative-at-large (Francophone)(APPUSB)
Shirley Chau, Representative-at-large (General)(UBCFA)
Claudia Steinke, Representative-at-large (General)(ULFA)
Chantale Jeanrie, Representative-at-large (Quebec)(SPUL)
Kate Cushon, Chair, Librarians' and Archivists' Committee (URFA)
Marvin Claybourn, Co-Chair, Equity Committee (FAUST)
Larry Savage, Chair, Collective Bargaining and Organizing Committee (BUFA)
Alison Hearn, Chair, Academic Freedom and Tenure Committee (UWOFA)
Nick Papatheodorakos, Chair, Contract Academic Staff Committee (CUPFA)
David Robinson, Executive Director

Staff

Tony Cantin, Director of Finance, HR and Operations
Sarah Godwin, Director of Labour Relations Services & General Counsel
Justine De Jaegher, Director of Political Action and Communications
Margaret McGovern-Poté, Head of Executive Services

Absent

Susan Spronk, Co-Chair, Equity Committee (APUO)

FRIDAY, FEBRUARY 24

9:00 AM

The President welcomed members and acknowledged that this meeting is being held on the traditional and unceded territory of the Algonquin Anishinaabeg People.

01. Approval of Agenda

AUSTIN-SMITH/CHAU: THAT the agenda be approved as circulated.

02. Approval of Minutes

- a. Executive Committee Meeting of November 23-24, 2022

SANGARÉ/WHITAKER: THAT the minutes of the Executive Committee meeting of November 23-24, 2022 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 his activities since the Executive Committee meeting of November 23-24, 2022. He attended the Forum for Senior Grievance Officers on December 9-10. He also attended the Forum for Presidents on January 13-14 which focused on bargaining trends, Indigenous identity, the CCAA process, and governance issues. He highlighted the success of the 6th CAUT Equity Conference, held February 10-11, in a hybrid format. The conference, under the theme *Activism for Equity*, provided opportunities for participants to explore ways to move equity forward at their campus. The conference was attended by over 120 participants and received positive feedback. He also took part in events organized to celebrate Fair Dealing Week (February 20-24), including a webinar on the topic of fair dealing and user rights. He also took part virtually in member association events including: the University of Lethbridge Faculty Association (ULFA) AGM (December 12); and the Carleton University Academic Staff Association (CUASA) AGM (January 31).

05. Report of the Executive Director

- a. Academic Freedom Cases and Issues

- i. Laval (Provost)

The Executive Director provided an update on the case of Professor Patrick Provost (Université Laval) who was suspended for comments questioning the efficacy of the COVID-19 vaccine. The Syndicat des professeurs et

professeures de l'Université Laval (SPUL) has filed a grievance in the matter.

Included in meeting materials: L'Université Laval doit rectifier le tir afin de respecter la Loi sur la liberté académique en milieu universitaire, FQPPU, December 23, 2022

ii. Simon Fraser University

The Executive Director reported on concerns raised by the Simon Fraser University Faculty Association (SFUFA) with the interference by the Administration with the independence of its Research Ethics Board (REB).

Included in meeting materials: (1) Letter from CAUT to Johnson, President and Vice-Chancellor, Simon Fraser University, re SFU's Research Ethics Board, January 27, 2023; (2) Putting Research Ethics and Collegial Governance at Risk: Turmoil at SFU, Centre for Free Expression, February 6, 2023.

iii. Cape Breton University

The Executive Director reported that CAUT sent a letter expressing academic freedom concerns over the University of Toronto Press' decision to conduct a review of the article "Challenging 'Apartheid' on the Canadian Airwaves: The Community Media Advocacy Centre's Critical and Intersectional Approach to Broadcasting Policy Advocacy, Scholarship, and Education".

Included in meeting materials: Letter from CAUT to Shaw, Editorial and Production Manager, UTP Journals, re UTP retraction notice, February 1, 2023.

iv. University of Lethbridge

The Executive Director reported on concerns with the University of Lethbridge's decision to cancel a planned talk on campus by Dr. Frances Widdowson.

Included in meeting materials: (1) Letter from CAUT to Mahon, President and Vice-Chancellor, University of Lethbridge, re Cancelled talk, January 31, 2023; (2) Minister says Alberta to 'strengthen' free speech on campuses as U of L halts controversial lecture, by Joel Dryden, CBC News, January 31, 2023; (3) University of Lethbridge says speech from controversial professor moved off campus, Ose Irete & Joel Dryden, CBC News, January 30, 2023; (4) ULFA Executive Statement About the Controversy on Campus, ULFA Executive, January 30, 2023.

v. China research partnerships

The Executive Director reported that the Canadian government has instructed the federal granting agencies to cease funding research projects

involving partnerships with links to foreign government military or security services.

Included in meeting materials: (1) Ottawa urged to issue directive to universities halting joint research with Chinese military scientists, Robert Fife, Ottawa Bureau Chief & Steven Chase, Senior Parliamentary Reporter, Globe and Mail, January 30, 2023; (2) Canadian universities conducting joint research with Chinese military scientists; Robert Fife, Ottawa Bureau Chief & Steven Chase, Senior Parliamentary Reporter, Globe and Mail, January 30, 2023; (3) Ottawa ends all research funding with Chinese military and state security institutions, Robert Fife, Ottawa Bureau Chief & Steven Chase, Senior Parliamentary Reporter, Globe and Mail, February 14, 2023; (4) Government should broaden ban on research funding to cover any 'foreign dictatorship,' Poilievre says, Peter Zimonjic, CBC News, February 15, 2023.

vi. Hamline University

The Executive Director reported on academic freedom concerns surrounding the dismissal of a professor at Hamline University for having displayed the portrait of the Prophet Muhammad in her classroom as part of her course teaching.

Included in meeting materials: (1) A Lecturer Showed a Painting of the Prophet Muhammad. She Lost Her Job., Vimal Patel, The NY Times, January 8, 2023; (2) Blasphemy is NOT a DEI Issue, Joan W. Scott, The Chronicle for Higher Education, January 17, 2023; (3) Academic Freedom vs. Rights of Muslim Students, Scott Jaschik, Inside Higher Ed, January 3, 2023; (4) Hamline Should Reinstate Instructor, AAUP, January 6, 2023.

vii. Harvard University

The Executive Director reported on the controversy surrounding Harvard University's John F. Kennedy School of Government's decision not to offer Kenneth Roth, former head of Human Rights Watch (HRW), a fellowship position at the school. This decision drew widespread criticism, and the University reversed its decision.

Included in meeting materials: (1) Harvard blocks role for former Human Rights Watch head over Israel criticism, Chris McGreal, The Guardian, January 6, 2023; (2) A Vetted Harvard Appointment, Colleen Flaherty, Inside Higher Ed, January 9, 2023; (3) Harvard Kennedy School condemned for denying fellowship to Israel critic, Chris McGreal, The Guardian, January 8, 2023; (4) Harvard reverses decision on role for Israel critic after outcry, Chris McGreal, The Guardian, January 19, 2023; (5) Why the Godfather of Human Rights Is Not Welcome at Harvard, Michael Massing, The Nation, January 5, 2023.

viii. Florida

The Executive Director reported on the disturbing push in the United States to ban the teaching of critical race theory (CRT). He noted Florida and

several other states have passed legislation restricting public colleges from teaching related to CRT.

Included in meeting materials: (1) Muzzled by DeSantis, Critical Race Theory Professors Cancel Courses or Modify Their Teaching, Daniel Golden, ProPublica & the Atlantic, January 3, 2023; (2) Florida College System Presidents Statement on Diversity, Equity, Inclusion and Critical Race Theory, Florida College System Presidents, January 18, 2023; (3) What Is Happening in Florida?, Francie Diep and Emma Pettit, The Chronicle of Higher Education, January 30, 2023.

ix. University of New Brunswick

The Executive Director highlighted a case at the University of New Brunswick involving a professor who commented on the PhD earned by Doug Mastriano at that Institution. The University accused the professor of violating privacy.

x. St. Thomas University

The Executive Director reported on an incident at St. Thomas University concerning a professor under criticism for using historical materials in class that employ what is now considered to be an offensive term to describe Innu and Inuit peoples.

xi. Dalhousie University

The Executive Director reported he has been contacted about a possible academic freedom case at Dalhousie University but is awaiting details.

xii. University of Winnipeg

The Executive Director reported on a case at the University of Winnipeg involving student complaints over course material and choice of terminology.

b. Arbitration Service

i. Mount Royal (Widdowson)

The Executive Director provided an update on the dismissal case of Professor Frances Widdowson at Mount Royal University. CAUT is providing legal assistance to the Mount Royal Faculty Association (MRFA) through the CAUT Arbitration Service. Hearings were held January 16-27. S. Godwin provided a report on the status of the hearings.

ii. Bishop's (Stonebanks)

The Executive Director provided an update on the dismissal case of Dr. Christopher Darius Stonebanks at Bishop's University. CAUT is providing legal support to the Association of Professors of Bishop's University (APBU) through the CAUT Arbitration Service. S. Godwin provided a report on the status of the hearings. Additional hearing dates have been established through September.

iii. University of Toronto

The Executive Director updated on the group grievance around the Azarova case at the University of Toronto.

c. Legal Cases and Decisions

i. Toronto Metropolitan University

The Executive Director reported on an arbitration decision at Toronto Metropolitan University involving social media.

ii. Humber College and OPSEU

The Executive Director reported on a preliminary ruling concerning the admissibility of expert evidence in an arbitration case involving academic freedom at Humber College.

iii. Cape Breton University

The Executive Director summarized a judicial review decision concerning the exclusion of faculty from certain portions of Board meetings.

iv. Dalkir (UNB)

The Executive Director summarized the judicial review decision concerning the Dalkir grievance. The Court upheld the decision of the Arbitration Board which had ordered the University to promote Prof. Dalkir.

d. Other Issues

i. Indigenous identity claims

The Executive Director raised the issue of false Indigenous identity claims. He noted CAUT held a discussion at the CAUT Forum for Presidents in January which looked at several high-profile cases, discussed what practices should be adopted at Canadian campuses, and the role of academic staff associations around this issue.

Included in meeting materials: (1) Indigenous prof says UBC's silence on Turpel-Lafond controversy casts 'shadow' on institution, Geoff Leo, CBC News, January 10, 2023; (2) To no one's surprise, UBC botches Mary Ellen Turpel-Lafond's departure, Gary Mason, National Affairs Columnist, the Globe and Mail, January 8, 2023.

e. International Matters

i. Education International

The Executive Director reported that Education International (EI) will hold its World Congress July 11-13, 2023, in a virtual format, and will hold a full congress in person in 2024. EI's Higher Education and Research Conference has been scheduled for this October in Mexico.

ii. Solidarity Partnerships

A. University Academic Staff Association (Kenya)

The Executive Director reported that he and the President will attend the University Academic Staff Association's leadership training workshop in Kenya, in March 2023.

06. Membership Matters

a. Matters Arising from Council

i. Laurentian

The Executive Director reported that following the motion passed at the November Council meeting, he has investigated the creation of a hardship fund for members of the Laurentian University Faculty Association (LUFA) that were affected by job loss. There are significant legal and operational barriers preventing CAUT from directly managing such a fund, but he is working with LUFA to explore a local solution.

ii. Research Ethics Boards

The Executive Director reported that CAUT is planning a survey of members to assess their experiences with Research Ethics Boards.

b. Association of McGill Professors of Law

The Executive Director provided an update on the certification process of the Association of McGill Professors of Law (AMPL). The AMPL was approved for certification and is applying for membership in CAUT. The administration at McGill is contesting the labour board decision. CAUT is assisting the association at the labour tribunal.

c. OPSEU

The Executive Director reported on media coverage of alleged misappropriation of union funds by the past leadership of OPSEU.

d. Université de l'Ontario français

The Executive Director reported that CAUT is assisting the newly established *Université de l'Ontario français* with their certification drive. The employer is contesting the composition of the bargaining unit.

e. New Associate Members

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

Included in meeting materials: New Associate Members List.

f. Membership on Standing Committees

Academic Freedom and Tenure Committee

NOËL/PAPATHEODORAKOS: THAT the list of new committee members to fill vacancies on the Academic Freedom and Tenure Committee be recommended to Council for ratification.

CARRIED

Collective Bargaining and Organizing Committee

AUSTIN-SMITH/WHITAKER: THAT the list of new committee members to fill vacancies on the Collective Bargaining and Organizing Committee, be recommended to Council for ratification.

CARRIED

Equity Committee

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

CARRIED

Librarians' and Archivists' Committee

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

CARRIED

Included in meeting materials: Standing Committees Vacancies List 2023

g. Bernice Schrank Award

The Executive reviewed a nomination for the Bernice Schrank Award.

h. Athabasca University

The Executive Director reported on governance concerns raised by the Athabasca University Faculty Association (AUFA) arising from the termination of the University President.

Included in meeting materials: Alberta minister denies influence in removal of Athabasca University president, Alanna Smith, The Globe and Mail, February 8, 2023.

12:00 PM – LUNCH

1:30 PM – MEETING RESUMES

07. Political Action and Communications

a. Government Relations

i. Companies' Creditors Arrangements Act

J. De Jaegher, Director of Political Action and Communications, reported on advocacy to have public post-secondary institutions removed from the CCAA. She highlighted three relevant pieces of federal legislation: Bill C-228, Bill C-309, and Bill S-215. She also noted advocacy efforts to see the commitment included in the 2023 Federal Budget and associated implementation act. She highlighted recent meetings taken with the Ministers of Labour and Innovation, Science, and Economic Development (ISED).

Included in meeting materials: CAUT supports call for public inquiry into Laurentian University crisis, CAUT News Article, December 6, 2022.

ii. Copyright

J. De Jaegher reported on the new Fair Dealing Works coalition and website, noted meetings held with representatives from both Heritage and ISED, and reported on activities from the 2023 Fair Dealing Week.

Included in meeting materials: (1) Feds owe it to Canadian public to address the harm caused by copyright term extension, Mark Swartz, The Hill Times, January 19, 2023. (2) Fair Dealing Works!, CARL.

iii. Bill 26

J. De Jaegher highlighted the submission made to the Ontario government with respect to Bill 26, *Strengthening Post-Secondary Institutions and Students Act*, 2022, detailing concerns over the curtailing of principles of natural justice, the *Labour Relations Act*, and negotiated collective agreement language.

Included in meeting materials: CAUT Letter to OLA Standing Committee on Social Policy Bill 26 Submission, November 22, 2022.

iv. Study on Canada's Health Workforce

J. De Jaegher highlighted the submission made to the federal standing committee on health with respect to the "shortage behind the shortage" -

detailing the decline of full-time, tenured nursing and other medical professional positions at colleges and universities.

Included in meeting materials: CAUT Letter to HOC Standing Committee on Health, December 22, 2022.

v. Federal Budget 2023

J. De Jaegher reported that the CAUT pre-budget submission contained recommendations for a dedicated federal transfer for post-secondary education and funding for basic research, among others. It is anticipated that the budget will be focused on just transition initiatives, a re-announcement of the previous commitment to remove interest rates on federal student loans, and possibly some funding for applied research and graduate students.

Included in meeting materials: Protecting Public Post-Secondary Education and Research – Federal Opportunities for Leadership, CAUT Submission to the Pre-Budget Consultations in Advance of the 2023 Budget, October 2022.

b. Campaigns Report

i. Governance

J. De Jaegher reported on the online governance resource repository being developed with the Governance Committee. She highlighted national campaign plans including the identification of local opportunities for bargaining and campaign wins on collegial governance, the promotion of wins and best practices, and an associated education series.

ii. Funding

J. De Jaegher reported on plans for a campaign for dedicated funding for post-secondary education, in advance of the 2024 Canada Social Transfer review and a likely federal election. The campaign will involve polling and message testing, local actions and events (a town hall series), a digital engagement strategy, and targeted government relations.

c. Education

i. National Schools

J. De Jaegher reported on previous and upcoming national schools, including bargaining and grievance handling in March.

Included in meeting materials: Memo 2305 re 2023 Winter CAUT Schools, January 27, 2023.

ii. Equity Toolkit

J. De Jaegher highlighted some of the newest Equity toolkit content, including case studies on accommodation, cluster hiring, the use of student

opinion surveys, grievances on employment equity, and a new “take action” section on academic freedom and equity. She advised that the toolkit content is informing a revised equity workshop for a summer pilot and subject-area webinars for the 2023-2024 year.

iii. Academic Freedom

J. De Jaegher reported on the construction of an online wireframe on the current website for the Academic Freedom portal.

iv. Job Action

J. De Jaegher noted a substantial amount of association requests for job action training and the likely need to develop a national job action course.

d. Communications

i. Report of the Publications Committee

R. Whitaker, Chair of the Editorial Board, provided an update on the CAUT Journal, noting the editorial board is seeking articles for an upcoming special edition focusing on the work of librarians and archivists.

Included in meeting materials: Memo 2304 re CALL FOR PAPERS -The labour activism of post-secondary education information workers, January 25, 2023.

08. Labour Relations and Legal Services

a. Report on Collective Bargaining and Legal Services

S. Godwin provided an update on CAUT’s legal services. CAUT’s legal team is counsel for the Mount Royal Faculty Association in a dismissal case that raises academic freedom concerns. Two weeks of hearings were completed in January 2023 and several more weeks are scheduled between May and October 2023.

CAUT is co-counsel for the Bishops University Faculty Association in another dismissal case. Several hearing dates are set from now until September 2023.

CAUT filed an objection to Access Copyright’s proposed tariff for universities.

The deadline for the State of the Post-Secondary Academic Profession Survey was extended to January 27, 2023. Research staff have produced spreadsheets on Board of Governors and Senate membership and have updated the CAS stipends database. The CAS stipends database will be published in the next few weeks.

S. Godwin provided a summary of the status of collective bargaining.

She also noted the release of the following publications: Bargaining Advisory on Ensuring Financial and Operational Transparency; a new Facts & Figures and an updated Bargaining Advisory on “Deemed Hours” for Employment Insurance Benefits.

Included in meeting materials: (1) CAUT Facts and Figures, January 2023; (2) CAUT Bargaining Advisory re Ensuring Financial and Operational Transparency, January 2023.

09. Committee and Working Group Reports

a. Standing Committee Reports

i. Academic Freedom and Tenure

A. Hearn, Chair of the Academic Freedom and Tenure Committee, reported on the work of the Committee. The Committee will meet in March and continues work on the development of a portal and workshop on academic freedom.

ii. Contract Academic Staff

N. Papatheodorakos, Chair of the Contract Academic Staff Committee, reported on work of the Committee. The Committee will meet in March to plan the programme and sessions of the Contract Academic Staff Conference scheduled for October 20-21, 2023, on the theme of the 'Many faces of CAS'.

iii. Collective Bargaining and Organizing

L. Savage, Chair of the Collective Bargaining and Organizing Committee, reported on the work of the Committee. The Committee is in the process of finalizing preparations for the Collective Bargaining and Organizing Forum, scheduled to take place March 24-25 in Ottawa, under the theme of "Setting the Stage: Organizing for Success". Panels for the forum include Bargaining and Organizing for Collegial Governance; Strike Preparation & Organizing; and Equity Gains Made at the Table. They will hold their regular committee meeting on March 23, just prior to the Forum. He reported the working group established by the Committee to review and update the CAUT Strike Manual is completing its work.

iv. Equity

M. Claybourn, Chair of the Equity Committee, reported on the work of the Committee. He reported that the Equity Conference, held February 10-11, in a hybrid format, had very positive feedback from attendees. They will be holding a formal debrief soon and will provide more feedback. The Committee also held its regular meeting on February 9, prior to the Conference. He suggested that consideration be given to changing the nature of the conference to a forum for equity officers and activists. The Committee has proposed changes to its terms of reference which will be sent to the Executive Committee for consideration.

v. Librarians' and Archivists'

K. Cushon, Chair of the Librarians' and Archivists' Committee, reported on the work of the Committee. The Committee will meet in March. She reported that "hot desking" has been raised as a concern by committee

members and there may be an interest in developing a discussion paper or policy looking at this issue.

b. Committees of the Executive Reports

i. Francophones'

P. Noël, Chair of the Francophones' Committee, reported on the work of the Committee. They are in the early planning stages for their conference scheduled for February 2024.

ii. Governance

R. Whitaker, Vice-President and Co-Chair of the Governance Committee, provided an update on the work of the Committee. They have been continuing to focus on developing the online repository of governance resources. The release date is expected after Council. They continue to provide help and advice to associations on governance issues.

c. Working Group Reports

i. Aboriginal Post-Secondary Education Working Group

D. Newhouse, Representative-at-large (Aboriginal), reported the Aboriginal Post-Secondary Education Working Group is in the early stages of planning for the Aboriginal Conference, scheduled for October 2024, and are focused on recruiting new members to the group.

4:30 PM – RECESS

SATURDAY, FEBRUARY 25

9:00 AM

10. Financial Matters

a. Financial Reports

i. Quarterly Report – ending December 31, 2022

Y. Sangaré, Treasurer, presented the financial quarterly report for the quarter ended December 31, 2022.

Included in meeting materials: Quarterly Report ending December 31, 2022.

b. Draft 2023-24 Budget

Y. Sangaré, Treasurer, presented the draft 2023-2024 Budget.

SANGARÉ/JEANRIE: THAT the Executive Committee recommend to Council adoption of the draft 2023-2024 budget.

CARRIED

Included in meeting materials: CAUT Proposed Budget 2023-2024.

c. Financial Requests

There were no financial requests to consider.

d. Release Time Requests

The Executive Committee considered a request from CAUT Representative-at-Large (Aboriginal), D. Newhouse, to have their release time funds paid into a research account to be administered by Trent University. D. Newhouse recused himself from the discussion.

SANGARÉ/NOËL: THAT the Executive Committee approve D. Newhouse's request to have their release time funds paid into a research account to be administered by Trent University.

CARRIED

The Executive Committee considered a request from CAUT Co-Chair Equity, M. Claybourn, to have their release time funds transferred to a research account to be administered by St. Thomas University. M. Claybourn recused himself from the discussion.

JEANRIE/CHAU: THAT the Executive Committee approve M. Claybourn's request to have their release time funds paid into a research account to be administered by St. Thomas University.

CARRIED

The Executive Committee considered a request from CAUT Representative-at-Large (Francophone), P. Noël, to have their release time funds transferred to a research account to be administered by the Université de Saint-Boniface. P. Noël recused himself from the discussion.

WHITAKER/NOËL: THAT the Executive Committee approve P. Noël's request to have their release time funds paid into a research account to be administered by the Université de Saint-Boniface.

CARRIED

11. CAUT Policy

a. Five-year Review

i. Whistleblowers and Whistleblowing

The Executive Committee recommended that the Policy Statement on Whistleblowers and Whistleblowing be amended with the following editorial change and scheduled for review in five years.

- in bullet h, amend as follows: "Consideration of the additional vulnerability of Indigenous and equity-seeking **deserving** groups should be addressed in the policy.

Included in meeting materials: (1) PS on Whistleblowers and Whistleblowing; (2) Document Tracking Form-PS on Whistleblowers and Whistleblowing.

ii. Scholarly Communication

The Executive Committee recommended that the Policy Statement on Scholarly Communication be referred to the Librarians' and Archivists' Committee to review as part of a five-year review.

Included in meeting materials: (1) PS on Scholarly Communication; (2) Document Tracking form-PS on Scholarly Communication.

iii. Denial of Academic Appointment on the Basis of Family Relationship

The Executive Committee recommended that the Policy Statement on Denial of Academic Appointment on the Basis of Family Relationship be retained as is and be scheduled for review in five years.

Included in meeting materials: (1) PS on Denial of Academic Appointment on the basis of Family Relationship; (2) Document Tracking Form-PS on Denial of Academic Appointment on the basis of Family Relationship.

iv. Post-Secondary Education and Research

CHAU/WHITAKER: THAT the Executive Committee recommends the revised Policy Statement on Post-Secondary Education and Research be approved and sent to Council for consideration.

CARRIED

Included in meeting materials: (1) PS on Post-Secondary Education and Research; (2) Document Tracking Form-PS on Post-Secondary Education and Research.

v. Recognition of the Value of Disseminating Research in the French Language

The Executive Committee recommended that the Policy Statement on Recognition of the Value of Disseminating Research in the French Language be amended with the following editorial change and scheduled for review in five years.

- in the fourth bullet, change the word "must" to "shall".

Included in meeting materials: (1) PS on Recognition of the Value of Disseminating Research in the French Language; (2) Document Tracking Form- PS on Recognition of the Value of Disseminating Research in the French Language.

vi. Collective Bargaining

The Executive Committee approved editorial revisions to the Policy Statement on Collective Bargaining and scheduled the next review of the policy in five years.

Included in meeting materials: (1) PS on Collective Bargaining; (2) Document Tracking Form- PS on Collective Bargaining.

vii. Grievances

The Executive Committee approved editorial revisions to the Policy Statement on Grievances and scheduled the next review of the policy in five years.

Included in meeting materials: (1) PS on Grievances; (2) Document Tracking Form-PS on Grievances.

viii. Private Universities

The Executive Committee reviewed the Policy Statement on Private Universities and agreed to form a sub-committee of the Executive to conduct a review of the policy. The sub-committee is composed of R. Whitaker, L. Savage, and B. Austin-Smith.

Included in meeting materials: (1) PS on Private Universities; (2) Document Tracking Form-PS on Private Universities.

ix. Academic Status and Governance for Librarians

The Executive Committee recommended that the Policy Statement on Academic Status and Governance for Librarians be referred to the Librarians' and Archivists' Committee to review as part of a five-year review.

Included in meeting materials: (1) PS on Academic Status and Governance for Librarians; (2) Document Tracking Form-PS on Academic Status and Governance for Librarians.

x. Academic Freedom and Respectful Workplace Policies

The Executive Committee recommended that the Policy Statement on Academic Freedom and Respectful Workplace Policies be retained as is and be scheduled for review in five years.

Included in meeting materials: (1) PS on Academic Freedom and Respectful Workplace Policies; (2) Document Tracking Form-PS on Academic Freedom and Respectful Workplace Policies.

xi. Distance (including Online) Education

The Executive Committee approved editorial revisions to the Policy Statement on Distance (including Online) Education and scheduled the next review of the policy in five years.

Included in meeting materials: (1) PS on Distance (including Online) Education; (2) Document Tracking Form-PS on Distance (including Online) Education.

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

The Executive Committee recommended that the Guidelines for the Appointment and Review of University Chief Librarians and Other Library Administrators Outside the Bargaining Unit be referred to the Librarians' and Archivists' Committee to review as part of a five-year review.

Included in meeting materials: (1) Guideline for the Appointment and Review of University Chief Librarians and Other Library Administrators Outside the Bargaining Unit; (2) Document Tracking Form-Guideline for the Appointment of University Chief Librarians and Other Library Administrators Outside the Bargaining Unit.

- xiii. Employment Status of Graduate Students as Academic Staff

The Executive Committee recommended that the Policy Statement on the Employment Status of Graduate Students as Academic Staff be referred to the Contract Academic Staff Committee to review as part of a five-year review.

Included in meeting materials: (1) PS on Employment Status of Graduate Students as Academic Staff; (2) Document Tracking Form-PS on Employment Status of Graduate Students as Academic Staff.

- xiv. Sexual Violence in Post-Secondary Institutions

The Executive Committee recommended that the Policy Statement on Sexual Violence in Post-Secondary Institutions be retained as is and be scheduled for review in five years.

Included in meeting materials: (1) PS on Sexual Violence in Post-Secondary Institutions; (2) Document Tracking Form-PS on Sexual Violence in Post-Secondary Institutions.

- xv. Team Teaching

The Executive Committee recommended that the Policy Statement on Team Teaching be referred to the Contract Academic Staff Committee to review as part of a five-year review.

Included in meeting materials: (1) PS on Team Teaching; (2) Document Tracking Form-PS on Team Teaching.

xvi. Women's Human Right to Equity

The Executive Committee recommended that the Policy Statement on Women's Human Right to Equity be retained as is and be scheduled for review in five years.

Included in meeting materials: (1) PS on Women's Human Right to Equity; (2) Document Tracking Form-PS on Women's Human Right to Equity.

xvii. Librarians' Councils

The Executive Committee recommended that the Policy Statement on Librarians' Councils be referred to the Librarians' and Archivists' Committee to review as part of a five-year review.

Included in meeting materials: (1) PS on Librarians' Councils; (2) Document Tracking Form-PS on Librarians' Councils.

xviii. Academic Freedom, Electronic Communications and Social Media

The Executive Committee recommended that the Policy Statement on Academic Freedom, Electronic Communications and Social Media be retained as is and be scheduled for review in five years.

Included in meeting materials: (1) PS on Academic Freedom, Electronic Communications and Social Media; (2) Document Tracking Form-PS on Academic Freedom, Electronic Communications and Social Media.

xix. Freedom from Harassment

The Executive Committee recommended that the Policy Statement on Freedom from Harassment be retained as is and be scheduled for review in five years.

Included in meeting materials: (1) PS on Freedom from Harassment; (2) Document Tracking Form-PS on Freedom from Harassment.

xx. Evaluation of Teaching

The Executive Committee approved editorial revisions to the Policy Statement the Evaluation of Teaching and scheduled the next review of the policy in five years.

Included in meeting materials: (1) PS on Evaluation of Teaching; (2) Document Tracking Form-PS on Evaluation of Teaching.

12:00 PM – LUNCH

1:30 PM – MEETING RESUMES

12. Meetings, Conferences and Related Organizations

a. Meetings Attended

i. Forum for Senior Grievance Officers, December 9-10

The President reported that the Forum for Senior Grievance Officers, held December 9-10 in Ottawa, was well attended. The forum included case studies on how grievances have been used to advance equity, collegial governance, and academic freedom.

ii. ULFA AGM, December 12, 2022

This item was previously reported under item *04. Report of the President*.

iii. Forum for Presidents, January 13-14

The Executive Director reported that the Forum for Presidents was held January 13-14 in a hybrid format. The forum is an annual event for academic staff association presidents to learn more about CAUT services and support, discuss political and organizational challenges, and develop networks of support.

iv. CUASA AGM, January 31

This item was previously reported under item *04. Report of the President*.

v. Equity Committee, February 9

This item was previously reported under the report of the Equity Committee, item 09. (a)(iv).

vi. Equity Conference, February 10-11

This item was previously reported under report of the Equity Committee, item 09. (a)(iv).

b. Upcoming Meetings and Conferences (for information)

i. Committee Meetings, March 3-4

ii. Collective Bargaining and Organizing Committee Meeting, March 23

iii. Collective Bargaining and Organizing Forum, March 24-25

iv. Executive Committee, April 18-19

v. Council, April 20-22

c. Related Organizations

i. Harry Crowe Foundation

There was nothing new to report.

ii. NUCAUT

The Executive Director reported the National Union of CAUT (NUCAUT) will hold its Triennial Convention on May 7, 2023, in Montreal, prior to the Canadian Labour Congress (CLC) Convention. Information regarding registration was sent to member unions early in the New Year.

iii. CAUT Defence Fund

There was nothing new to report.

iv. J.H. Stewart Reid Memorial Trust

B. Austin-Smith, Trustee of the J.H Stewart Reid Trust, reported that the award winner of the Fellowship for 2022-23 was Jade Crimson Rose Da Costa, a PhD Sociology candidate at York University.

v. Civil Liberties Defence Fund

There was nothing new to report.

vi. CAUT Refugee Foundation

There was nothing new to report.

13. Other Business

There was no other business to consider.

14. Items for Information

a. ChatGPT

Included in meeting materials: Why I'm Not Scared of ChatGPT, Christopher Grobe, The Chronicle of Higher Education, January 18, 2023.

b. IHRA Definition of Antisemitism

Included in meeting materials: Letter from AAUP to Hon. Catherine Lhamon, Assistant Secretary for Civil Rights, U.S. Department of Education, October 27, 2022.

15. Staff Matters

a. Report of the Personnel Committee

B. Austin-Smith, Chair of the Personnel Committee, provided a report on a meeting of the Personnel Committee.

IN CAMERA

b. Management Relations

IN CAMERA

PAPATHEODORAKOS/JEANRIE: THAT the meeting move in camera.

CARRIED

CHAU/AUSTIN-SMITH: THAT the meeting move out of camera.

CARRIED

There being no further business, the meeting was adjourned.
