

Minutes

☐ Draft ☒ Final

96th CAUT Council Meeting 25-27 April 2024

CAUT Elections and Resolutions Committee

Robin Vose	Speaker of Council
Carla Graebner	Deputy Speaker of Council
Martin Devitt	Member of Elections and Resolutions Committee

Executive Committee

Peter McInnis	President (StFXAUT)
Robin Whitaker	Vice-president (MUNFA)
Yalla Sangaré	Treasurer (APBUSA)
Brenda Austin-Smith	Past President (UMFA)
Michael Arken	Chair, Academic Freedom & Tenure Committee (UPEIFA)
Larry Savage	Chair, Collective Bargaining and Organizing Committee (BUFA)
Nick Papatheodorakos	Chair, Contract Academic Staff Committee (CUPFA)
Marvin Claybourn	Co-Chair, Equity Committee (FAUST)
Susan Spronk	Co-Chair, Equity Committee (APUO)
Kate Cushon	Chair, Librarians' & Archivists' Committee (URFA)
David Newhouse	Representative-at-large (Aboriginal) (TUFA)
Patrick Noël	Representative-at-large (Francophone) (APPUSB)
Claudia Steinke	Representative-at-large (General) (ULFA)
Chantale Jeanrie	Representative-at-large (Québec) (SPUL)

Ex-Officio Member

David Robinson	CAUT Executive Director
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Local Associations – Delegates

Gordon Swaters	Alberta (AASUA)	Thomas Peace	Huron (HUCFA)
Ushnish Sengupta	Algoma (OPSEU 685)	Fabrice Colin	Laurentian (LUFA/APPUL)
Shandip Saha	Athabasca (AUFA)	Claire Bilodeau	Laval (SPUL)
Alyda Faber	Atlantic (ASTFA)	Christopher Burton	Lethbridge (ULFA)
Colin Jones	BCIT (BCITFSA)	Erik Thomson	Manitoba (UMFA)
Gautam Srivastava	Brandon (BUFA)	Victor Muniz-Fraticelli	McGill (MAUT/APBM)
Michelle Webber	Brock (BUFA)	Evan Fox-Decent	McGill Professors of Law (AMPL)
Kent Donlevy	Calgary (TUCFA)	Paul Andrews	McMaster (MUFA)
Sylvain Leblanc	Canadian Military Colleges (CMCFA)	Josh Lepawsky	Memorial (MUNFA)
Sahand Ashtab	Cape Breton (CUBFA)	Hélène Albert	Moncton (ABPPUM)
Dominique Marshall	Carleton (CUASA)	Justin Maalouf	Moncton à Edmundston (APPUMCE)
Ciprian Alecsandru	Concordia (CUFA)	Basile Roussel	Moncton à Shippigan (APPUMCS)
Robert Soroka	Concordia PT (CUPFA)	Fasal Kanouté	Montréal (SGPPUM)
Victoria Eke	Concordia U-C (CUEFA)	Karen Bamford	Mount Allison (MAFA)
David Westwood	Dalhousie (DFA)	Lee Easton	Mount Royal (MRFA)
Kim Robinson	DALHOUSIE-CUPE 3912 (DU-CUPE 3912)	Susan Brigham	Mount Saint Vincent (MSVUFA)
Bob Graves	Grant MacEwan (GMUFA)	Sue Blair	New Brunswick (AUNBT)
		Sarah Winters	Nipissing (NUFA)
		Paul Siakaluk	Northern BC (UNBC-FA)

Geoffrey Hudson	NOSM (NUFSA)
Darrell Varga	NSCAD (FUNSCAD)
Graeme Renier	OCAD (OCADFA)
Leandro Vergara-Camus	Ontario Français (SPPUOF)
Barry Linkletter	PEI (UPEIFA)
Mary Olmstead	Queen's (QUFA)
Roz Kelsey	Regina (URFA)
Kristina Llewellyn	Renison (RAAS)
David Black	Royal Roads (RRUFA)
Cathy Conrad	Saint Mary's (SMUFU)
Thierry Lapointe	Saint-Boniface (APPUSB)
Daniel Long	Sainte-Anne (APPBUSA)
Liz Quinlan	Saskatchewan (USFA)
Brian Green	Simon Fraser (SFUFA)
Martin Van Bommel	St. Francis Xavier (StFXAUT)
Eduardo Fabbro	St. Jerome's (SJU-ASA)
Bui Peterson	Saint Mary's (SMUFU)

Gary Grotham	St. Mary's (StMUFA)
Jean Sauvageau	St. Thomas (FAUST)
Gerald Mak	Toronto (UT-CUPE 3902)
Jeff Bale	Toronto (UTFA)
Dave Mason	Toronto Metropolitan (TFA)
Geoff Navara	Trent (TUFA)
Mike Eklund	UOIT (UOITFA)
Monica Pendergast	Victoria (UVicFA)
David Porreca	Waterloo (FAUW)
Rachel Heydon	Western Ontario (UWOFA)
Rob Kristofferson	Wilfrid Laurier (WLUFA)
Pierre Boulos	Windsor (WUFA)
Peter Miller	Winnipeg (UWFA)
Anna Zalik	York (YUFA)

Local Associations – Absent

Acadia (AUFA)
Bishop's (APBU)
Brescia (BFA)
British Columbia (UBCFA)
Guelph (UGFA)
Hearst (APUH)
King's College (UKCTA)
King's University College (KUCFA)
Lakehead (LUFA)
McMaster Librarians (MUALA)
Memorial-Lecturers' Union (LUMUN)

Osgoode Hall (OHFA)
Ottawa (APUO)
Saint Paul (PASPU/APPUSP)
St. John's (SJCFA)
St. Thomas More (STMFU)

Federated Associations – Delegates

Blair Howes	ACIFA
Sean Parkinson	FPSE-BC

Federated Associations – Absent

OPSEU

Provincial Associations – Delegates

Teresa Workman	ANSUT
Dan O'Donnell	CAFA
Annabree Fairweather	CUFA BC
Hector Guy Adegbi	FNBFA
Nigmendra Narain	OCUFA
Heather Ritenburg	SAUT

Provincial Associations – Absent

MOFA

Special Affiliation - FQPPU

Madeleine Pastinelli	FQPPU
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CAUT Staff Representatives

Jeff McKeil - Delegate
Elizabeth Berman - Alternate

Local, Provincial and Federated Associations – Alternate Delegates

Kristine Smitka	Alberta (AASUA)	Leslie Jermyn	Queen's (QUFA)
Maria Angerilli	BCIT (BCITFSA)	Jennifer Scott	Simon Fraser (SFUFA)
Doug Thrope-Dorward	BCIT (BCITFSA)	Mike Sjoerdsma	Simon Fraser (SFUFA)
Jon-Tomas Godin	Brandon (BUFA)	Jesmen Mendoza	Toronto Metropolitan (TFA)
Liz Clarke	Brock (BUFA)	Marcus Harvey	Trent (TUFA)
Don Kozak	Calgary (TUCFA)	Christine McLaughlin	UOIT (UOITFA)
Jaye Horton	Carleton (CUASA)	Nathan Todd	Victoria (UVicFA)
Theodore Stathopoulos	Concordia (CUFA)	Terry Poirier	Wilfred Laurier (WLUFA)
Dominic Silvio	Dalhousie (DFA)	Lisa McGifford	Winnipeg (UWFA)
Erica Fischer	Dalhousie-CUPE (DU-CUPE 3912)	Ellie Perkins	York (YUFA)
		Lise Robichaud	FNBFA
Jasmine French	Grant MacEwan (GMUFA)	Jenny Ahn	OCUFA
Aaron Chubb	Lethbridge (ULFA)		
Greg Flemming	Manitoba (UMFA)		
Alain Haché	Moncton (ABPPUM)		
Jean-Sébastien Fallu	Montréal (SGPPUM)		
Dyala Hamzah	Montréal (SGPPUM)		
Viqrar Husain	New Brunswick (AUNBT)		

Local, Provincial and Federated Associations - Observers

Gail Hiar	Alberta Colleges and Institutes Faculty Association (ACIFA)
Rachel Narvey	Alberta (AASUA)
Roxanne Rowe	Alberta (AASUA)
Genevieve Robichaud	Concordia (CUFA)
Jack Brown	Dalhousie (DFA)
Donna Sindaco	Northern BC (UNBC-FA)
Susan Fowler-Kerry	Saskatchewan (USFA)
Ryan Ladner	Wilfrid Laurier (WLUFA)
Erin Black	York (YUFA)

Guests and Observers

Ivy Bourgeault	University of Ottawa
Wesley Crichlow	Candidate for Co-Chair Equity Committee
Fabienne Cyrius	Candidate for Co-Chair Equity Committee
Jean-Sebastien Daoust	Association of Part-Time Professors of the University of Ottawa (APTPUO)
Jennifer Dekker	Candidate for Chair, Librarian's and Archivists' Committee
Amanda Evans	Sarah Shorten Award Recipient
Christine Gauthier	Fédération nationale de enseignantes et des enseignants du Québec
Evelyne Jean-Bouchard	Syndicat des professeurs et professeures de l'Université de Sherbrooke (SPPUS)
Robert Johnson	Association of Part-Time Professors of the University of Ottawa (APTPUO)
Catherine Leclerc	Association of McGill Professors in the Faculty of Arts (AMPFA)
Julie Myre-Bisaillon	Syndicat des professeures et professeurs de l'Université Sherbrooke (SPPUS)
Derek Nystrom	Association of McGill Professors in the Faculty of Arts (AMPFA)
Mélanie Omeniho	Women of the Métis Nation
Nelson Ovalle Diaz	Association of Part-Time Professors of the University of Ottawa (APTPUO)
Kathleen Schaeffer	Academic Librarian's and Archivists' Distinguished Service Award Recipient
Marc Schroeder	Candidate for Representative-at-Large (General)
Michael Shaw	President, CAUT Defence Fund
Dennis Wendt	Association of McGill Professors of Education (AMPE)

CAUT Staff / Personnel de l'ACPPU

Sadiya Abdulrahim	IT Systems Technician
Melissa Bendig	Policy & Government Relations Officer
Tony Cantin	Director of Finance, Human Resources and Operations
Mona Chevalier	Senior Labour Relations Officer
Isaac Cockburn	Political Advisor to the Executive Director
Karl Bélanger	Political Advisor
Mona Chevalier	Senior Labour Relations Officer
Mafoya Dossoumon	Communications Officer
Avril Dymond	Legal Counsel
Pam Foster	Senior Policy and Government Relations Officer
Lauren Gatti	Graphic Designer
Sarah Godwin	Director, Labour Relations Services and General Counsel
Andrea Harrington	Senior Labour Relations Officer
Constance Hewitt	Executive Services Assistant
Caroline Lachance	Research Officer
Sophie Levert	Executive Services Assistant
Margaret McGovern-Poté	Head of Executive Services
Anne-Marie Roy	Organizing Officer
Marcel Roy	Meeting & Event Planner
Natascha Schwartz	Executive Services Assistant
John Stevenson	Information Management Officer
Chantal Sundaram	Senior Labour Relations Officer
Christina Wallace	Senior Organizing & Education Officer

01. Call to Order

The Speaker called the meeting to order and welcomed delegates and guests to the 96th CAUT Council meeting.

He began by acknowledging that 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. He asked members to reflect on the conditions under which we occupy these spaces, today and always. For those attending the meeting in person, he acknowledged the meeting is being held on the traditional and unceded territory of the Algonquin Anishinaabeg People.

He made several announcements concerning the operation of the meeting.

02. Adoption of Agenda

MOUNT SAINT VINCENT/WINNIPEG: THAT the agenda be adopted.

CARRIED

03. Report of the Elections and Resolutions Committee

A. Nominations Report

The Speaker drew delegates' attention to the Nominations Report listing nominations for the positions on the CAUT Executive Committee that were received and determined to be in order prior to the nomination deadline of March 1.

TRENT/MOUNT ROYAL: THAT the Nominations Report be adopted.

CARRIED

- B. Call for Nominations for Speaker, Deputy Speaker, and Elections and Resolutions Committee Members

The Speaker announced that nominations for Speaker, Deputy Speaker and Members of the Elections and Resolutions Committee should be submitted to Past President Brenda Austin-Smith. The deadline for submitting nominations is Saturday, April 27, at 12:00 pm.

- C. Rules of Order

The Speaker drew delegates' attention to the *CAUT Rules of Order*, which were included in the online meeting materials.

- D. CAUT By-law Number 1

The Speaker drew delegates' attention to the *CAUT By-law*, which was included in the online meeting materials.

- E. Primer on the Use of Parliamentary Procedure to Ensure Democratic and Efficient Meetings

The Speaker drew delegates' attention to the *Primer on the Use of Parliamentary Procedure to Ensure Democratic and Efficient Meetings*, which was included in the online meeting materials.

04. Adoption of Minutes of Meeting of November 25-26, 2023

MONCTON/WATERLOO: THAT the minutes of the Council meeting of November 25-26, 2023 be approved.

CARRIED

05. President's Remarks

The President welcomed delegates and guests to the 96th CAUT Council meeting. He highlighted that, following more than 18 months of negotiations, the Association of McGill Professors of Law (AMPL) is currently on strike to achieve a fair and equitable contract. He asked all those in attendance to take a moment to show solidarity with our colleagues at McGill University and call on the employer to reach a fair contract. He encouraged members to send a message to the President of McGill calling for a fair deal.

06. Recommendations for CAUT Awards

- A. Donald C. Savage Award

CO-CHAIR-COLLECTIVE BARGAINING AND ORGANIZING/NORTHERN BRITISH COLUMBIA: THAT the Donald C. Savage Award be presented to Theodore Binnema of the University of Northern British Columbia at the November 2024 Council meeting.

CARRIED UNANIMOUSLY

B. Equity Award

CO-CHAIR-EQUITY (CLAYBOURN)/ALBERTA: THAT the Equity Award be presented to Terra Garneau of the University of Alberta at the November 2024 Council meeting.

CARRIED UNANIMOUSLY

07. Presentation and Discussion

Dr. Ivy Lynn Bourgeault of the University of Ottawa presented on the topic of: *Mental Health in the Academic Workplace: Survey Findings*.

08. Presentation of the Sarah Shorten Award

The Sarah Shorten Award was presented to the Rupertsland Centre for Metis Research, at the University of Alberta.

09. Presentation of the Academic Librarians' and Archivists' Distinguished Service Award

The Academic Librarians' and Archivists' Distinguished Service Award was presented to Kathleen Scheaffer of the University of Toronto and Rumi Graham of the University of Lethbridge.

10. Forum for Executive Committee Candidates

Candidates for positions on the CAUT Executive Committee addressed Council and answered questions from delegates.

11. Report of the Executive Director

A. State of the Sector

1) University and College Finances

The Executive Director presented an overview of university and college finances.

B. Academic Freedom

1) Issues

a) Federal Policy on Sensitive Technology Research and Affiliations of Concern

The Executive Director reported on the Policy on Sensitive Technology Research and Affiliations of Concern (STRAC) released in January. As of May, the federal government will not fund research in "sensitive areas" and in partnership with specified foreign institutions linked to "hostile" state, military, or security services. The list of prohibited institutions

includes mostly Chinese entities.

b) Israel/Palestine

The Executive Director reported that CAUT continues to assist associations with cases related to the Israel/Palestine conflict. He highlighted concerns raised with the Canary Mission, a website that lists people and groups identified as being anti-Israel activists.

c) Academic Freedom and Departmental Speech

The Executive Director reported on the University of British Columbia's removal, in January, of the Anthropology Department's statement on Gaza from the University website. He announced that an agreement was reached between the University and the Faculty Association that led to the statement being re-posted. He noted the issue of academic freedom and departmental speech is being considered by the CAUT Academic Freedom and Tenure Committee.

d) Alberta Bill 18

The Executive Director reported on Alberta's new Bill 18, the *Provincial Priorities Act*, which would permit the province to approve any funding agreement between a federal entity and a provincial entity – including research funding for universities and colleges.

Member associations in Alberta have expressed serious concerns with the new legislation. CAUT has asked for a legal opinion on the potential impact of the legislation for the post-secondary education sector in the province.

EMERGENCY RESOLUTION
Confederation of Alberta Faculty Associations
(CAFA)/Association of Academic Staff of the University of
Alberta (AASUA):

WHEREAS the Government of Alberta Bill 18 proposes requiring provincial government approval before public institutions can accept federal funding in order to ensure the funding request aligns with "provincial priorities";

AND WHEREAS the Government of Alberta has specifically identified postsecondary institutions as a class of entities to whom Bill 18 applies;

AND WHEREAS this interference can fall particularly heavy on researchers from historically excluded communities;

AND WHEREAS government-imposed ideological tests are antithetical to the ethical practice of research;

BE IT RESOLVED THAT CAUT condemns Alberta's proposed Bill 18 "the *Provincial Priorities Act*," as a dangerous attack on university

autonomy, academic freedom, and the ethical practice of research.

CARRIED UNANIMOUSLY

2) Cases

a) Langara College

The Executive Director reported on the case of Dr. Natalie Knight at Langara College.

b) Institut national de la recherche scientifique

The Executive Director reported on the Government of Quebec's refusal to ratify the appointment of Professor Denise Helly to the Board of the *Institut national de la recherche scientifique* (INRS). Dr. Helly specializes in minority rights, Islamophobia and hate speech. The case raises the issue of institutional autonomy and political interference.

c) Université Laval

The Executive Director reported on the case of Professor Patrick Provost (Université Laval). Professor Provost was disciplined for comments he made questioning the safety and efficacy of COVID-19 vaccines for children. His suspension was extended for participating in a media interview which the University claims violated his obligation to refrain from "professorial duties" during his suspension. Further discipline was imposed in April.

C. Legal

1) CAUT Arbitrations Service

a) Mount Royal University (Widdowson)

The Executive Director provided an update on the dismissal case of Professor Frances Widdowson from Mount Royal University. CAUT is acting as counsel through the CAUT Arbitration Service.

b) Bishop's University (Stonebanks)

The Executive Director provided an update on the dismissal case of Dr. Christopher Darius Stonebanks from Bishop's University.

The Executive Director reported that CAUT will also be providing legal support for a case involving discrimination, academic freedom, and collegial governance at the University of Ottawa's Institute of Indigenous Research and Studies.

2) Arbitration and Court Decisions

a) *Li v. Canada* (Citizenship and Immigration)

The Executive Director reported on a Federal Court decision in the case of *Li v. Canada (Citizenship and Immigration)*, involving the denial of a visa to a Chinese graduate student. The Court upheld the denial based on a broadened definition of espionage. The Court accepted that while there was no evidence the student was trained as or is a spy, he could be potentially recruited to become one. The Court concluded that: "As hostile state actors increasingly make use of non-traditional methods to obtain sensitive information in Canada or abroad, contrary to Canada's interests, the Court's appreciation of what constitutes 'espionage' must evolve."

12. Report on administration and finance: Part I

A. Budget 2024-2025 review (For information and discussion purposes only)

The Treasurer, Y. Sangaré, presented the 2024-25 CAUT budget for information and discussion.

13. CAUT Policies

A. CAUT Policies

1) Release Time Policy

TREASURER/WINNIPEG: THAT the revised *Release Time Policy* be approved.

CARRIED

2) Article Processing Fees

CHAIR-LIBRARIANS' AND ARCHIVISTS'/VICTORIA: THAT the revised *Policy Statement on Article Processing Fees* be approved.

CARRIED

3) Appointment Procedures

CHAIR-COLLECTIVE BARGAINING AND ORGANIZING/OTTAWA: THAT the revised *Policy Statement on Appointment Procedures* be approved.

CARRIED

4) Financial Exigency and Lay-offs

CHAIR-COLLECTIVE BARGAINING AND ORGANIZING /LAURENTIAN: THAT the revised *Policy Statement on Financial Exigency and Lay-offs* be approved.

CARRIED

5) Governance

VICE-PRESIDENT/ACIFA: THAT the revised *Policy Statement on Governance* be approved.

CARRIED

6) Performance Metrics

VICE-PRESIDENT/REPRESENTATIVE-AT-LARGE (FRANCOPHONE): THAT the revised *Policy Statement on Performance Metrics* be approved.

CARRIED

B. CAUT Awards Terms of Reference

1) Lee Lorch

PRESIDENT/CUPE-3902: THAT the revised *Lee Lorch Award Terms of Reference* be approved.

CARRIED

2) CAUT National Awards

PRESIDENT/CUPE 3902: THAT the proposed changes to the criteria and procedures of the Sarah Shorten Award, the Donald C. Savage Award, the Academic Librarians' and Archivists' Distinguished Service Award, the Bernice Schrank Award, and the Equity Award be approved.

CARRIED

14. Resolutions from Member Associations

A. Resolution from the Syndicat des professeurs de l'Université Laval (SPUL)

MOVED: SYNDICAT DES PROFESSEURS ET PROFESSEURES DE L'UNIVERSITÉ LAVAL

SECONDED: SYNDICAT GÉNÉRAL DES PROFESSEURES ET PROFESSEURS DE L'UNIVERSITÉ DE MONTRÉAL

WHEREAS the 2023-2027 collective agreement between Université Laval and the Syndicat des professeurs et professeures de l'Université Laval (SPUL) came into effect on May 24, 2023;

WHEREAS clause 1.3.04 stipulates that "The Employer recognizes that the By-Laws cannot be in contradiction with the collective agreement" and that "Should this be the case, [the Employer] is responsible for making the necessary amendments to the By-Laws.";

WHEREAS clause 1.3.02 stipulates that "collegiality is a fundamental principle of university life," that "teaching faculty members are at the heart of the university's governance and participate democratically in decisions that affect

what the University should be, both in the present and in the future," and that "transparency is an essential component of collegiality";

WHEREAS Université Laval has begun a process of revising its By-Laws;

CAUT supports SPUL in its demands that the Université Laval By-Law revisions be conducted such that the By-Laws are compatible with the collective agreement, including by integrating the principles of collegiality and transparency, and reforming the electoral college so that teaching faculty can democratically participate in electing the rector.

CARRIED UNANIMOUSLY

B. Resolution from the York University Faculty Association (YUFA)

MOVED: YORK UNIVERSITY FACULTY ASSOCIATION

SECONDED: UNIVERSITY OF TORONTO FACULTY ASSOCIATION

WHEREAS CAUT supports and defends Academic Freedom;

AND WHEREAS CAUT has a policy with respect to Academic Staff and Criminal Conviction stating an "academic staff member charged with a criminal offence but not incarcerated shall continue to carry out the duties associated with their position in the normal manner, receiving full pay and benefits. Suspension of the member is only justified where their presence on campus poses a clear, serious and imminent danger to any member of the academic institution."

AND WHEREAS York University placed Professor Wood on an indefinite "leave" in response to charges brought forward by the Toronto Police Services against Professor Wood for her alleged participation in a protest action supporting a long-standing campaign against the HESEG Foundation for Lone Soldiers and, more urgently and broadly, opposing the Israel Defence Forces' ongoing military campaign in Gaza;

AND WHEREAS political protest and other means of free expression are protected by the Canadian Charter of Rights and Freedoms, and due process includes the core judicial principle of the presumption of innocence;

THEREFORE BE IT RESOLVED THAT CAUT issue a statement, similar to YUFA's statement, calling for the immediate reinstatement of Professor Wood.

BE IT FURTHER RESOLVED THAT CAUT's Executive Director convey CAUT's call for the reinstatement of Prof. Wood to Rhonda Lenton (President, York University), Lisa Philipps (Provost), Paul Tsaparis (Chair, Board of Governors, c/o Pascal Robichaud, University Secretary) JJ McMurtry (Dean, Faculty of Liberal Arts and Professional Studies), with copy to Mark Thomas (Chair, Department of Sociology, York University).

CARRIED

C. Resolution from the Saint Mary's University Faculty Union (SMUFU)

MOVED: SAINT MARY'S UNIVERSITY FACULTY UNION

SECONDED: MOUNT SAINT VINCENT UNIVERSITY FACULTY ASSOCIATION

GIVEN THAT the senior administration of Saint Mary's University has indicated the existence of urgent financial circumstances that if unaltered may threaten the future viability of Saint Mary's University, and

GIVEN THAT the senior administration has undertaken and proposed austerity measures outside the bounds of the Collective Agreement Between Saint Mary's University and the Saint Mary's University Faculty Union, without engaging academic staff in meaningful consultation, rejecting all calls for financial accountability, collegial governance and transparency of process, and

GIVEN THAT on April 9, 2024, 91.1% of responding members of SMUFU (85%) voted in favour of a motion of non-confidence in the leadership of Saint Mary's University President and the Chair of the Board of Governors, and

GIVEN THAT the Board of Governors of Saint Mary's University has not responded in any way to this expression of nonconfidence and continues to ignore the Union's calls for accountability, transparency, and meaningful consultation,

BE IT RESOLVED THAT the Canadian Association of University Teachers formally endorse the vote of non-confidence in the leadership of Saint Mary's University President, Robert Summerby-Murray and the Chair of the Board of Governors, Alan Abraham, passed by Saint Mary's University Faculty Union, on April 9, 2024.

CARRIED UNANIMOUSLY

D. Resolution from the Mount Allison Faculty Association (MAFA)

MOVED: Mount Allison Faculty Association

SECONDED: University of Winnipeg Faculty Association

WHEREAS the imminent threat of an incursion into Rafah and the significant barriers that continue to exist for people trying to leave Gaza meet the criteria for a CAUT Council emergency resolution.

WHEREAS CAUT By-Law Number 1 identifies several core CAUT functions including the defence of academic freedom and the establishment and maintenance of international relations with Academic staff in other countries (s. 2.2).

WHEREAS CAUT identifies one of its core values as *promoting civil liberties*, recognizes that academic freedom rests upon a broader foundation of freedom of expressions and respect for civil liberties, and is committed to protecting and expanding human rights and civil liberties in Canada and beyond.

WHEREAS on November 2019, the *CAUT Social Justice Policy Statement* was approved by CAUT Council and reads:

CAUT is committed to social justice as a dynamic goal of all societies. Social justice includes, but is not limited to, respect for the human rights, democratic rights, Indigenous and treaty rights, civil liberties, and sexual and reproductive rights of all individuals, without discrimination. It includes

climate justice, and equitable treatment under the law and equitable access to adequate essentials of daily living, health care, education, and other public services, as well as to meaningful work. All individuals, groups and institutions have an obligation to promote social justice. The absence of social justice both in Canada and around the world undermines the ability of university and college academic staff to fulfil effectively their public obligation to teach, research and disseminate knowledge.

WHEREAS on November 22, 2023, CAUT issued a public statement on academic freedom in times of conflict which recognizes that “it is during times when political threats to academic freedom intensify, that the need for academic staff to contribute to public discourse becomes even more important” and that “if institutions fail to defend academics from illegal harassment or true threats, they violate their obligation to uphold academic freedom.”

WHEREAS the systematic destruction of the post-secondary education system in Gaza is not only a clear threat to academic freedom, it also undermines the ability of Palestinian academic staff to fulfill effectively their public obligation to teach, research, and disseminate knowledge.

WHEREAS on October 20, 2023, the General Council of the International Trade Union Confederation (ITUC) – the largest trade union federation in the world – called for a ceasefire by all parties and the return of all hostages and people held in Gaza and Israel without legitimate legal basis to their homes.

WHEREAS in November 2023, Education International (EI) – representing 32 million teachers in 178 countries who are part of 383 member organizations including the General Union of Palestinian Teachers (GUPT) and the Palestinian Federation of Unions of University Professors and Employees (PFUPPE) – called on the international community to push for the implementation of a humanitarian ceasefire to stop the killing of students, teachers, and all civilians in Gaza.

WHEREAS in January 2024, the Canadian Labour Congress (CLC) Executive Committee voted unanimously to support the International Trade Union Confederation (ITUC)’s call for an immediate ceasefire.

WHEREAS on February 14, 2024 the American Association of University Teachers (AAUP) joined the labour movement’s call for an immediate ceasefire and end to the siege of Gaza.

BE IT RESOLVED THAT CAUT calls for an immediate and permanent ceasefire between Israel and Hamas.

BE IT RESOLVED THAT CAUT calls for the immediate and unconditional release of all hostages and detainees unlawfully held in Gaza and Israel and for both parties to adhere to standards of international law and Geneva Convention rules of warfare concerning the welfare and security of civilians.

BE IT RESOLVED THAT CAUT calls for access to adequate essentials of daily living, health care, education, and other public services to be immediately restored in Gaza and that foreign nationals and Palestinians requiring medical care be allowed to leave Gaza.

BE IT RESOLVED THAT the CAUT Executive Committee will take all reasonable steps to support academics and their families displaced by this conflict.

MOTION RULED OUT OF ORDER

MOUNT ALLISON/MONCTON: THAT the Chair's ruling be overturned.

CARRIED

AMENDMENT

MONTREAL/YORK: THAT a new 'RESOLVED' clause be added to the resolution that reads as follows: 'BE IT RESOLVED that CAUT calls for an arms embargo on Israel aligning with the federal parliamentary motion passed on March 18, 2024.'

DEFEATED

AMENDMENT

MONTREAL/TORONTO METROPOLITAN: THAT a new 'RESOLVED' clause be added to the resolution that reads as follows: 'BE IT RESOLVED THAT CAUT calls on Canadian universities to support the Scholars at Risk and Palestinian Students and Scholars at Risk Programs.'

CARRIED

AMENDMENT

MONTREAL/SAINT-BONIFACE: THAT a new 'RESOLVED' clause be added to the resolution that reads as follows: 'BE IT RESOLVED THAT CAUT calls on the Canadian government to restructure and operationalize the temporary visa program for Palestinians.'

CARRIED

The question was called on the main motion as amended.

CARRIED

The following associations requested their abstentions be noted in the minutes: Canadian Military Colleges, Western Ontario, Mount Royal, NOSM, ACIFA, Carleton, PEI, Huron, Cape Breton, Grant MacEwan, Concordia Part-time.

15. Reports from Guests

- A. Report from the Fédération Québécoise des professeures et professeurs d'université (FQPPU)

Madeleine Pastinelli, President of the Fédération québécoise des professeures et professeurs d'université (FQPPU), reported on the activities of the Federation.

- B. Report from FNEEQ-CSN

Christine Gauthier, Vice-President of the Fédération nationale des enseignantes et enseignants du Québec (FNEEQ) reported on the activities of the Federation.

16. Reports from Affiliated Organizations

A. Report of the CAUT Defence Fund

M. Shaw, President of the CAUT Defence Fund, reported on the activities of the Defence Fund. A written report was included in the Council meeting materials.

B. Report from the National Union of the Canadian Association of University Teachers (NUCAUT)

The President of the National Union of the Canadian Association of University Teachers (NUCAUT), R. Whitaker, reported on NUCAUT activities. She reported NUCAUT has welcomed its newest member, the *Association des professeurs, professeures et bibliothécaires de l'Université Sainte-Anne* (APPBUSA). She thanked members of the National Executive Board (NEB) and all NUCAUT representatives participating in Canadian Labour Congress (CLC) committees.

E. Fox Decent, President of the Association of McGill Professors of Law (AMPL), updated Council on AMPL's current strike action. He thanked CAUT and the CAUT Defence Fund for ongoing support. He advised Council that AMPL members are grateful for the solidarity and financial support from across the country.

C. Report from the Harry Crowe Foundation

The President reported on the activities of the Foundation.

D. Report from the CAUT Refugee Foundation

The President reported that the CAUT Refugee Foundation has supported the resettlement of an Afghan teacher trade unionist and her family.

E. Report from the CAUT Civil Liberties Defence Fund

The President reported on the Fund.

F. Report of the J.H. Stewart Reid Memorial Trust

B. Austin-Smith, Past President and Trustee of the J.H. Stewart Reid Memorial Fellowship Trust, reported that the deadline for applications is April 30.

17. Elections

The Speaker reported on results of elections.

A. President

Peter McInnis (St. Francis Xavier) was re-elected President for a 1-year term.

B. Vice-President

Robin Whitaker (Memorial) was re-elected Vice-President for a 1-year term.

C. Treasurer

Yalla Sangaré (Sainte-Anne) was re-elected Treasurer for a 2-year term.

D. Chair, Librarians' and Archivists' Committee

Jennifer Dekker (Ottawa) was elected Chair of the Librarians' and Archivists' Committee for a 2-year term.

E. Chair, Collective Bargaining and Organizing Committee

Michael Shaw (Manitoba) was elected Chair of the Collective Bargaining and Organizing Committee for a 2-year term.

F. Co-Chair, Equity Committee

Fabienne Cyrius (Concordia P-T) was elected Co-Chair of the Equity Committee for a 2-year term.

G. Representative-at-large, Aboriginal

David Newhouse (Trent) was re-elected Representative-at-large (Aboriginal) for a 1-year term.

H. Representative-at-large, Francophone

Patrick Noël (Saint-Boniface) was re-elected Representative-at-large (Francophone) for a 1-year term.

I. Representative-at-large, Quebec

Chantale Jeanrie (Laval) was re-elected Representative-at-large (Quebec) for a 1-year term.

J. Representative-at-large (General) [two to be elected]

Claudia Steinke (Lethbridge) was re-elected to a 1-year term as Representative-at-large (General) and Marc Schoeder (Mount Royal) was elected Representative-at-large (General) for a 1-year term.

WINDSOR/MOUNT ROYAL: THAT the ballots be destroyed.

CARRIED

18. Report on Administration and Finance: Part II

A. 2022-2023 Audited financial statements

The audited financial statements were included in the materials for information.

- B. Financial report – Nine months ending March 31, 2024

The Treasurer, Y. Sangaré, presented the financial results for the third quarter, ending March 31, 2024.

- C. Budget 2024-2025

TREASURER/OTTAWA: THAT the 2024-2025 budget be approved.

CARRIED

- D. Appointment of the Auditor

TREASURER/MANITOBA: THAT the firm of Welsh LLP be appointed as auditor for 2024-2025.

CARRIED

- E. Delegation of authority

BE IT RESOLVED THAT:

1. The CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS ("Organization") is authorized to open and operate accounts with and obtain financial services from any Financial Institution as deemed appropriate and necessary from time to time (the "Financial Institution") and to enter into agreements with the Financial Institution with respect to any banking and financial services offered by the Financial Institution from time to time.
2. The Organization authorizes the individual(s) listed on this form ("Authorized Individuals") to bind the Organization and to conduct all aspects of the banking and financial services relationship of the Organization with the Financial Institution, including without limitation, the following:
 - a) to enter into agreements with the Financial Institution including without limitation in accordance with any of the Financial Institution's forms, agreements and terms and conditions from time to time;
 - b) to give the Financial Institution instructions and perform transactions on behalf of the Organization with respect to the account(s) of the Organization with the Financial Institution and using any of the services offered by the Financial Institution from time to time;
 - c) to receive statements, instruments, agreements, terms and conditions, amendments to agreements and terms and conditions, and other documents, notices and communications with respect to the account(s) with the Financial Institution; and,
 - d) to settle the account(s) of the organization with the Financial Institution. Authorized Individuals are:
 - CAUT President
 - CAUT Vice-President
 - CAUT Treasurer

- David Robinson, Executive Director
- Tony Cantin, Director of Finance, Human Resources and Operations

3. The Financial Institution is entitled to rely on this resolution as duly and validly authorized and binding on the Organization. The Financial Institution is further entitled to rely on the authority of the Authorized Individuals to bind the Organization. The Financial Institution does not need to make any further inquiry into the authority of the undersigned, the authority of the Authorized Individuals and the validity of this resolution all of which will be enforceable against the Organization and may be acted upon by the Financial Institution.
4. There are no provisions in the constating documents, by-laws or any other resolution, agreement or document to which the Organization is bound which are inconsistent with this resolution. The Financial Institution is entitled to continue to rely on this resolution and the authority of the Authorized Individuals until the Financial Institution receives a valid resolution of the organization amending or rescinding this resolution.

PRESIDENT/NEW BRUNSWICK: THAT Council approve the delegation of authority.

CARRIED

F. Signing Authorities

TREASURER/SAINTE-ANNE: THAT Council approve the list of signing authorities for 2024-2025.

CARRIED

19. Legal Services and Labour Relations Report

A. Collective Bargaining

S. Godwin, Director of Labour Relations Services and General Counsel, reported on the status of collective bargaining across the country.

B. Research

S. Godwin noted that the research department continues to update the CAUT Collective Bargaining Dashboard available on the CAUT website. Updated university financial data (2021/2022), university salary data (2022/2023 UCASS), and enrolment data is now available on the members' only section of the website. The Librarian and Archivist Salary Survey (LASS) is nearing completion, and staff are supporting the Aboriginal Post-Secondary Education Working Group (APSEWG) on a national survey for Aboriginal academic staff.

C. Legal

S. Godwin, Director of Labour Relations Services and General Counsel, provided an update on the case of Frances Widdowson at Mount Royal University. Widdowson is a tenured professor dismissed on December 20, 2021, for satirical twitter commentary and for filing allegedly frivolous harassment complaints. Academic freedom and what constitutes harassment are key issues. Testimony

was completed November 16, 2023, with submissions finished by January 24, 2024. We are awaiting a decision.

She provided an update on the case of Christopher Darius Stonebanks at Bishop's University. Stonebanks is a tenured professor dismissed on November 16, 2021, for allegedly being too vociferous in his claims of racism within the university. Unconscious bias and academic freedom are both at issue. Several hearing dates have been set from now until December 2025.

The legal team has been providing summary advice on a range of issues including the duty to accommodate; employer investigations; bargaining unit integrity; collegial governance; and bad faith bargaining.

20. Political Action and Communications Report

A. Political Advocacy

I. Cockburn, Acting Director of Political Action and Communications, reported that CCAA amendments have passed 2nd reading in the House. He also reported on Budget 2024 highlights that included \$1.8 billion over five years to core research grant funding for CIHR, NSERC and SSHRC. There is also an increased annual value of master's and doctoral student scholarships to \$27,000 and \$40,000 respectively, and post-doctoral fellowships to \$70,000 – totaling \$825 million over five years.

He reported that CAUT is closely following the federal government's announcement in January of a cap for processing international student permits as well as the new Federal government Policy on Sensitive Technology Research and Affiliations of Concern released in early 2024.

B. Campaigns and Organizing

I. Cockburn reported on plans for preparing a Federal Election campaign that will include tools and resources for members, a platform for communications with parties and candidates, and a public advocacy campaign.

C. Communications

1) CAUT Bulletin

I. Cockburn provided an update on the *CAUT Bulletin*.

2) CAUT Journal

R. Whitaker, Chair of the Editorial Board, provided an update on the activities of the CAUT Journal. She reported on an upcoming special issue, *The labour activism of post-secondary education information workers*, edited by Jennifer Dekker (University of Ottawa). Submissions are through the peer review process and are being finalized for publication.

She reported on a new special edition, *Shaping Equity as Labour Justice: successes, stumbles and setbacks*, that will be edited by Dr. Alison Hearn (Western University) and Dr. Momin Rahman (Trent University).

Nominations for Speaker, Deputy Speaker, and Elections and Resolutions Committee members

Past President, B. Austin-Smith, reported on nominations received for the positions of Speaker, Deputy Speaker, and Elections and Resolutions Committee members.

She declared the following candidates elected by acclamation for a one (1) year term:

- Robin Vose - Speaker
- Carla Graebner - Deputy Speaker

She reported that there were three (3) nominations received for the two (2) positions as 'Member' on the Elections and Resolutions Committee:

- David Black (Dalhousie)
- Annie-Hélène Boudreau (Moncton, Shippagan)
- Martin Devitt (OPSEU)

Following elections for the two (2) positions as 'Member' on the Elections and Resolutions Committee, the Past President declared the following candidates elected for a one (1) year term:

- Martin Devitt - Member of the Elections and Resolutions Committee; and
- Annie-Hélène Boudreau - Member of the Elections and Resolutions Committee.

WINDSOR/MOUNT ROYAL: THAT the ballots be destroyed.

CARRIED

21. International Matters

- A. UN Special Rapporteur on Education: Academic Freedom and Freedom of Expression in Educational Institutions

The Executive Director reported that the United Nations (UN) Special Rapporteur on Education is preparing a report to the UN that will focus on "academic freedom and freedom of expression in educational institutions". CAUT has participated in two expert roundtable discussions focusing on threats to academic freedom arising from government interference, corporate influence over research, and precarious employment contracts. The final report is expected to be delivered in June.

- B. UN High Level Panel on the Teaching Profession

The Executive Director reported that the United Nations High Level Panel on the Teaching Profession released its report in January. The report contains 59 recommendations focusing on: improving pay, conditions, and employment security; collective bargaining and the right to strike; equity and diversity; professional autonomy and academic freedom; and better public funding.

- C. OECD Study of Academic Careers

The Executive Director reported on the OECD's comparative analysis of academic

careers. The report highlights the concerns about working conditions of academic staff, including the increased reliance on precarious and casual contracts, high workloads, and negative impacts on work-life balance.

D. International Solidarity

The Executive Director reported on continued international solidarity collaboration with the College and Lecturer's Association of Zimbabwe (COLAZ); the University Academic Staff Union in Kenya (UASU Kenya), and Scholars at Risk (SAR).

E. Education International

The Executive Director reported that the 10th Education International (EI) World Congress will be held July 29 to August 2, 2024, in Buenos Aires, Argentina. CAUT, the American Federation of Teachers (AFT), and the University and College Union (UCU) are proposing a resolution on academic freedom.

22. Annual Reports of CAUT Standing Committees

A. Standing Committees of Council

1) Academic Freedom & Tenure Committee

M. Arfken, Chair of the Academic Freedom & Tenure Committee, reported on the activities of the the Academic Freedom & Tenure Committee since the last Council meeting. A written report was included in the meeting materials.

2) Collective Bargaining & Organizing Committee

L. Savage, Chair of the Collective Bargaining & Organizing Committee, reported on the activities of the the Collective Bargaining & Organizing Committee since the last Council meeting. A written report was included in the meeting materials.

3) Contract Academic Staff Committee

N. Papatheodorakos, Chair of the Contract Academic Staff Committee, reported on the activities of the Contract Academic Staff Committee since the last Council meeting. A written report was included in the meeting materials.

4) Equity Committee

S. Spronk, Co-Chair of the Equity Committee, reported on the activities of the Equity Committee since the last Council meeting. A written report was included in the meeting materials. She thanked Marvin Claybourn, Committee Co-Chair, for his service and commitment to the Equity Committee as Committee Co-Chair, as he was completing his term on the Committee.

5) Librarians' and Archivists' Committee

K. Cushon, Chair of the Librarians' and Archivists' Committee, reported on the activities of the Librarians' and Archivists' Committee since the last Council meeting. A written report was included in the meeting materials. She

highlighted they will be hosting a webinar on May 14 on the role of the MLS Degree in Academic Libraries. She reported this is her final term as Chair of the L&A Committee. She thanked the Committee members for their service to the Committee and welcomed her successor.

23. Annual Reports

A. Report of the President

A written report from CAUT President, P. McInnis, was included in the meeting materials.

B. Report of the Executive Director

A written report from CAUT Executive Director, D. Robinson, was included in the meeting materials.

24. Reports of Working Groups and Committees of the Executive

A. Francophones' Committee

P. Noël, Representative-at-Large (Francophone), provided an update on the Francophones' Conference held February 2024. A written report was included in the meeting materials.

B. Governance Committee

R. Whitaker, Co-Chair of the Governance Committee, reported on the activities of the Governance Committee. A written report was included in the meeting materials.

25. Reports of Working Groups

A. Aboriginal Post-Secondary Education Working Group

D. Newhouse, Representative-at-Large (Aboriginal), reported on the activities of the Aboriginal Post-Secondary Education Working Group (APSEWG). He presented a progress report on Indigenization within post-secondary institutions in Canada.

26. Recommendations for Membership on CAUT Standing Committees of Council

PRESIDENT/CUPE 3902: THAT the list of candidates for membership on CAUT Standing Committees be ratified by Council.

CARRIED

27. Coalitions

A. International Civil Liberties Monitoring Group

I. Cockburn, Acting Director of Communications and Political Action, reported on the activities of the International Civil Liberties Monitoring Group (ICLMG).

B. Public Education Network

I. Cockburn, Acting Director of Communications and Political Action, reported on the activities of the Public Education Network (PEN).

C. Canadian Consortium for Research

I. Cockburn, Acting Director of Communications and Political Action, reported on the activities of the Canadian Consortium for Research (CCR).

28. Recipients of CAUT Dedicated Service Awards

The Speaker drew attention to the recipients of the Dedicated Service Award provided in the Council kit.

29. Review of Minutes of the Executive Committee

A. Meeting of September 15-16, 2023

The minutes of the meeting of September 15-16, 2023 were circulated for information.

B. Meeting of November 21-22, 2023

The minutes of the meeting of November 21-22, 2023 were circulated for information.

30. Other business

M. Shaw, President of the Defence Fund, clarified that the cheque presented to the Fund earlier in the meeting from the University of Manitoba Faculty Association (UMFA) was a result of a Court decision finding that the provincial government had interfered in bargaining. The Court awarded monetary damages to UMFA to compensate for the subsequent strike.

31. President's Closing Remarks

The President thanked Council delegates, members of the CAUT Executive Committee, representatives of affiliated organizations, and observers for their participation in the 96th CAUT Council meeting. He gave special thanks to guests that joined us from the Association of Part-Time Professors of the University of Ottawa; the Syndicat des professeurs et des professeures de l'Université de Sherbrooke; the Association of McGill Professors in the Faculty of Arts; and the Association of McGill Professors of Education. He acknowledged the contributions of staff who assisted in putting the meeting together.