

# Minutes

(Updated April 16, 2024)

## 281<sup>st</sup> Executive Committee Meeting February 23-24, 2024 Hilton Garden Inn, Ottawa

### Present

#### Executive Committee

Peter McInnis, President (ST.FXAUT), Chair  
Yalla Sangaré, Treasurer (APPBUSA)  
Robin Whitaker, Vice-President (MUNFA)  
Brenda Austin-Smith, Past President (UMFA)  
David Newhouse, Representative-at-large (Aboriginal) (TUFA)  
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)  
Marvin Claybourn, Co-Chair, Equity Committee (FAUST)  
Susan Spronk, Co-Chair, Equity Committee (APUO)  
Kate Cushon, Chair, Librarians' and Archivists' Committee (URFA)  
Michael Arfken, Chair, Academic Freedom and Tenure Committee (UPEIFA)  
Nick Papatheodorakos, Chair, Contract Academic Staff Committee (CUPFA)  
David Robinson, Executive Director

#### Staff

Sarah Godwin, Director of Labour Relations Services & General Counsel  
Justine De Jaegher, Director of Political Action and Communications  
Isaac Cockburn, Political Advisor to the Executive Director  
Margaret McGovern-Poté, Head of Executive Services

### Regrets

Larry Savage, Chair, Collective Bargaining and Organizing Committee (BUFA)  
Tony Cantin, Director of Finance, HR and Operations

## Opening Remarks and Territorial Acknowledgement

The President welcomed members to the 281<sup>st</sup> CAUT Executive Committee meeting. He acknowledged the meeting is being held on the traditional and unceded territory of the Algonquin Anishinaabeg People.

### 01. Approval of Agenda

**NOËL/WHITAKER: THAT** the agenda be approved as circulated.

**CARRIED**

### 02. Approval of Minutes

A. Meeting of November 21-22, 2023

An error was noted in the minutes under *Executive Item 12-A-4 - Equity Report*: M. Claybourn, Co-Chair of the Equity Committee, provided the Equity Committee report.

**CHAU/CUSHON: THAT** the minutes of the Executive Committee meeting of November 21-22, 2023 be approved, as amended.

**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 November Executive Committee meeting. He noted the ongoing Israel/Palestine conflict. CAUT continues to monitor the situation closely with respect to concerns around academic freedom and freedom of expression. He reported on his attendance (with the Executive Director) at the American Federation of Teachers Professional Issues Conference, held February 16-18, in Los Angeles, California. He also attended the Ontario Confederation of University Faculty Associations (OCUFA) Board of Directors Meeting, held February 10-11, in Toronto. He reported CAUT is following closely the implementation of the federal government's new *Sensitive Technology Research and Affiliations of Concern (STRAC)* policy, released in January. He reminded Executive Committee members that the deadline for submitting nominations for positions on the Executive Committee is March 1.

### 05. Executive Director's Report

A. Academic Freedom Issues and Cases

1) Research Security

The Executive Director reported on new research security guidelines being implemented by the federal government, *Policy on Sensitive Technology Research and Affiliation of Concern*. CAUT is concerned these new guidelines

could pose a risk to academic freedom if applied too broadly and could unfairly target Chinese Canadian academics.

2) Israel/Palestine

The Executive Director highlighted several cases that have arisen on Canadian campuses in relation to the Israel/Palestine conflict. CAUT has issued a statement to provide guidance to member associations while navigating these extremely difficult issues.

3) Queen's University

The Executive Director provided an update on the investigation at Queen's University regarding a case involving student complaints regarding the mention of racial slurs in reading materials and classroom discussion in a linguistics course. The investigation concluded the mention of the slurs had a legitimate pedagogical purpose and did not violate the university's policies on harassment and discrimination.

4) Lethbridge

The Executive Director reported on a case at the University of Lethbridge involving a professor being terminated following an investigation into a "satirical" blog post and conduct towards students in the classroom.

5) Langara

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

6) Toronto Metropolitan

The Executive Director reported on a case at Toronto Metropolitan University (TMU) involving an investigation into students who signed a letter of support for Palestinian rights stating, "unequivocal support" for Palestinians and "all forms of Palestinian resistance." Several donors claimed the letter was antisemitic. Ontario's Ministry of the Attorney General required TMU law students who have "current or upcoming employment opportunities" with the ministry to attest that they did not sign or support the letter.

7) Toronto

The Executive Director reported on a case at the University of Toronto involving a professor who was disciplined for organizing a webinar that required attendees to sign an open letter – "Academics Against the Assault on Gaza" – to gain access to the Zoom link.

8) York

The Executive Director reported on a case at York University involving Professor Wood who was arrested for vandalism of an Indigo bookstore and released on bail. The university suspended her with pay citing unspecified safety concerns.

The Executive Director reported on a second case at York University in February where a guest lecture by Professor Muhannad Ayyash – "Unsettling

Anthropology” – was interrupted by Toronto police. The university administration denied calling the police.

9) Ottawa

The Executive Director reported on the case of a medical intern suspended from the University of Ottawa after making pro-Palestinian social media posts.

10) Carleton

The Executive Director reported on the case of a professor placed on administrative leave pending an investigation into three allegations that include his ties to Chinese institutions.

11) Institut national de la recherche scientifique (INRS)

The Executive Director reported that the Government of Quebec refused to ratify the appointment of Professor Denise Helly to the Board of the *Institut national de la recherche scientifique* (INRS).

The Executive Director reported on a case at Wilfrid Laurier University involving a contract academic staff instructor under investigation following a formal student complaint about comments in the classroom related to the Israel/Gaza conflict.

B. Legal Report

1) Court and Arbitration Service

a. Toronto Metropolitan University and TMFA

The Executive Director reported on a decision in the case of Dr. Snow who was given a two-week suspension for violation of the Workplace Civility and Respect Policy by repeatedly engaging in disruptive, inappropriate, and unwelcome conduct at faculty and school council meetings. The Arbitrator reduced the suspension.

b. Li v. Canada (Citizenship and Immigration)

The Executive Director reported on a court decision, *Li v. Canada (Minister of Citizenship and Immigration)*, 2023 FC 1753. The court concluded that a visa officer's conclusion that Yuekang Li (a graduate student at the University of Waterloo) was inadmissible for espionage was reasonable.

c. Rooney v. Galloway, 2024 (BCCA) 8

The Executive Director reported on a court decision, *Rooney v. Galloway*, 2024 (BCCA) 8. The case involves libel allegations arising from Steven Galloway's dismissal from the University of British Columbia for alleged sexual misconduct.

2) Arbitration Service

a. Mount Royal (Widdowson)

The Executive Director provided an update on the case of Professor Frances Widdowson at Mount Royal University.

b. Bishop's (Stonebanks)

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

C. International Matters

1) Education International

The Executive Director reported that the next Education International (EI) World Congress will be held in Buenos Aires, Argentina, in July 2024.

2) UN Special Rapporteur on Education

The Executive Director reported that the United Nations (UN) Special Rapporteur on Education is preparing a report on academic freedom and freedom of expression in educational institutions.

**06. Membership Matters**

A. Association of McGill Professors of Education

The Executive Director reported that the Association of McGill Professors of Education (AMPE) has applied for certification with the Quebec Labour Tribunal.

B. Western/Brescia

The Executive Director provided an update on the merger of Brescia College and Western University.

C. New Associate Members

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

D. Membership on Standing Committees

**Academic Freedom and Tenure Committee**

**SPRONK/JEANRIE: 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**

**CUSHON/PAPATHEODORAKOS: 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

**CLAYBOURN/PAPATHEODORAKOS: 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

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

**CARRIED**

### E. CAUT Awards

#### 1. Bernice Schrank Award

*M. Arfken, Chair of the Academic Freedom and Tenure Committee, recused himself from the discussion.*

The Executive Committee discussed the matter of whether currently serving Executive Committee members should be eligible for CAUT awards. It was recommended that the terms of reference of CAUT awards be amended to indicate that serving Executive Committee members and, where applicable, serving members of an adjudicating committee would not be eligible for the award.

#### 2. Lee Lorch Award

**JEANRIE/CHAU: THAT** for the revised Terms of Reference of the Lee Lorch Award be approved and sent to Council for consideration.

### F. Queen's

The Executive Director provided an update on the financial situation at Queen's University.

### G. CUPE 3911

The Executive Director reported that the Contract Academic Staff at Athabasca University (CUPE 3911) reached out about possible affiliation with CAUT.

### H. Windsor

The Executive Director reported on a case at the University of Windsor.

## 07. Political Action and Communications Report

### A. Policy and Government Relations

J. De Jaegher, Director of Communications and Political Action, provided an update on Parliament Hill Day activities, including the number of participants and meetings held with Members of Parliament and Senators from various parties and affiliations.

#### 1) Companies' Creditors Arrangements Act

J. De Jaegher reported on ongoing federal advocacy to have public colleges and universities excluded from the *Companies' Creditors Arrangement Act* (CCAA). This was included in the Fall Economic Statement.

She also reported on the federal budget expected at the end of March or early April and CAUT's continued advocacy for investments in federal research funding and graduate student and postdoctoral scholarships. Member op-eds on the importance of fundamental research have been solicited and published. She noted that CAUT is also monitoring provincial budgets.

#### 2) Research security

J. De Jaegher reported on the release of long-awaited research security guidelines, specifically a list of "named institutions" and sensitive research areas on January 17. Researchers conducting work in these areas are now required to make formal attestations that they have no connection to the named institutions (85 from China, 12 from Iran, 6 from Russia) to pursue funded research.

CAUT issued a memo and statement on the issue, and it was the subject of the Executive Director's column in the most recent *Bulletin*. P. Foster, Senior Policy and Government Relations Officer, also participated in a town hall on the policy with Innovation, Science, and Economic Development Canada (ISED).

#### 3) International students

J. De Jaegher reported on the announcement on January 22 of a federal international student cap. CAUT met with representatives from Minister Marc Miller's office (Immigration, Refugees and Citizenship Canada) to seek clarity on the policy and to highlight the need for a whole government approach to post-secondary education, including increased federal funding. CAUT has drafted two memos on the issue in response to the announcement, including provincial and institutional responses.

B. Austin-Smith, Past President, raised the question of whether CAUT has investigated how this announcement might impact the proliferation of Navitas on campuses.

#### 4) Federal election preparedness

J. De Jaegher reported that the previously presented public funding campaign proposal is being adapted to a non-partisan, issues-based federal election campaign. She noted that CAUT's Federal Election Toolkit is being adapted for provincial elections and could be used by provincial and federated associations

in British Columbia, New Brunswick, and Saskatchewan in advance of their provincial elections this year.

## B. Organizing and Education

### 1) National Schools

J. De Jaegher reported on recent Organizing (January 15 - February 2) and Grievance Handling (February 12-16) schools involving member facilitators Larry Savage (BUFA) and Michael Arfken (UPEIFA). She noted the upcoming national Equity course in March, facilitated by Susan Spronk (APUO).

### 2) Conferences and Forums

J. De Jaegher reported on the Forum for Presidents (January 19-20) and the Conférence des francophones (February 2-3).

### 3) Regional Trainings

J. De Jaegher reported on a recent bargaining and organizing in-person training for Alberta associations (most of the associations in the province participated).

The Political Action and Communications team is planning to implement two regional trainings in the next fiscal year.

She reviewed objectives and timelines for the Train the Trainer program.

### 4) Organizing Support

J. De Jaegher reported on recent support provided to the Manitoba Organization of Faculty Associations (MOFA), including lobbying efforts with the new NDP provincial government, and the development of a lobby document. Organizing staff also supported Mount Saint Vincent University Faculty Association (MSVUFA), Association of McGill Professors of Law (AMPL), Brandon University Faculty Association (BUFA), and Lecturers Union of Memorial University of Newfoundland (LUMUN) in their bargaining and strike preparation.

## C. Communications Report

### 1) Report of the Publications Committee

J. De Jaegher reported 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 a current special issue, *The labour activism of post-secondary education information workers*, edited by Jennifer Dekker of the University of Ottawa. The submissions are almost through the peer review process and will be finalized for publication.

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



### 3) Website

J. De Jaegher reported on the development of the new CAUT website. She indicated plans to have a limited testable public site by the April Council meeting and that CAUT's relationship with website consultant, Industrial, will wrap up at the end of the fiscal year, leaving final website development and maintenance with Communications and IM/IT staff.

### 4) Bulletin

This was discussed under *Executive Item 07 (C)(1) Report of the Publications Committee*.

### 5) Digital Communications

J. De Jaegher reported on social media (Facebook, X, LinkedIn) activity, and regular digital publications, *CAUT Notes* and the *Advocate*. She noted the publication of the "Laurentian Stories" video project on the third anniversary of the insolvency on February 1. A series of targeted emails promoting advocacy actions with Parliament Hill Day delegates have proven successful. She noted working with the Canadian Federation of Students (CFS) on Fair Dealing Week shareables.

### 6) Media

J. De Jaegher reported on a media release and coverage associated with the Francophones Conference, notably a Radio-Canada interview with P. Noël. She highlighted D. Robinson's interview on academic freedom with University Affairs and media coverage generated by CAUT calls for the resignation of the British Columbia Minister of Higher Education Selina Robinson over interference at Langara College. P. McInnis conducted an interview on post-secondary funding with the Canadaland podcast.

## 08. Labour Relations and Legal Services

### A. Collective Bargaining Report

S. Godwin, Director of Legal and Labour Relations and General Counsel, reported on the status of collective bargaining across the country, noting there are currently nineteen (19) CAUT member associations in bargaining.

### B. Legal Services Report

S. Godwin provided an update on the arbitration case of Professor Frances Widdowson (Mount Royal University), a tenured professor dismissed on December 20, 2021, for satirical Twitter commentary and for filing allegedly frivolous harassment complaints. Submissions and replies were completed by January 24, 2024.

She provided an update on the arbitration case of Professor Stonebanks (Bishops University), a tenured professor dismissed on November 16, 2021, for allegedly being too vociferous in his claims of racism within the university. Several hearing dates have been set from now until December 2025, with next date in June.

The Ontario Court of Appeal (ONCA) has upheld the decision that Bill 124's wage restraint legislation is unconstitutional. The Ontario government subsequently announced on February 12 that it will not appeal to the Supreme Court of Canada.

### C. Research

S. Godwin reported that the new CAUT Collective Bargaining Dashboard is being updated with data from the Collective Bargaining Survey sent to members who recently negotiated a new collective agreement. A preliminary data release of the Librarian and Archivist Salary Survey (LASS) is planned for the Spring Council. They are also developing a Contract Academic Staff (CAS) stipends dashboard and assisting the Aboriginal Post-Secondary Education Working Group (APSEWG) with a national survey for Aboriginal academic staff.

## 09. Committee and Working Group Report

### A. Standing Committee Reports

#### 1) Academic Freedom and Tenure

M. Arfken, Chair of the Academic Freedom and Tenure Committee, reported on the work of the committee. He provided an update on the development of the Academic freedom portal to be added to the CAUT website. The committee is in the early planning stages of the Harry Crowe Conference that will be held in Calgary, February 2025.

#### 2) Contract Academic Staff

N. Papatheodorakos, Chair of the Contract Academic Staff Committee, reported the committee is in the process of finalizing preparations for its meeting scheduled March 8-9.

#### 3) Collective Bargaining and Organizing

The President reported the Collective Bargaining and Organizing Committee is in the final stages of organizing the CAUT Collective Bargaining and Organizing Forum that will be held March 22-23. The committee will hold its regular committee meeting prior for the Forum on March 21.

#### 4) Equity

M. Claybourn, Chair of the Equity Committee, reported the committee is in the process of finalizing preparations for its meeting scheduled March 8-9. They are planning joint meetings with the Academic Freedom and Tenure and Librarians' and Archivists' Committees. The committee is working on adding new resources to the Equity toolkit. The committee is discussing the issue of equity as a workload issue (service requirements) and extramural speech.

#### 5) Librarians' and Archivists'

K. Cushon, Chair of the Librarians' and Archivists' Committee, reported the committee is in the process of finalizing preparations for its meeting scheduled March 8-9. She noted the committee will be holding a joint meeting with the Equity Committee to discuss equity issues related to hiring requirements and how elements of the Equity toolkit might be applied to the librarian and archivist sector. The committee is planning to host a webinar for librarian and archivist members in May.

## B. Committee of the Executive Reports

### 1) Francophones'

P. Noël, Representative-at-Large (Francophone), reported on the CAUT Francophones' Conference held February 2-3. The conference was attended by about 50 participants. Other members of the Executive Committee who attended included Y. Sangaré (Treasurer) and C. Jeanrie (Representative-at-large – Quebec). He highlighted several sessions from the conference agenda including: the role of the federal government in post-secondary education in a minority setting; the modernization of the *Official Languages Act*; and a campaign exercise presented by CAUT staff.

### 2) Governance

R. Whitaker, Co-Chair of the Governance Committee, reported on the group's development of content for the online governance library.

## C. Working Group Reports

### 1) 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). The working group is planning for the October 2024 CAUT Aboriginal Academic Staff Conference. The working group is looking at the issue of Indigenous identity verification in post-secondary institutions and is finalizing the questions for a national survey of Aboriginal academic staff.

#### a) October 2024 Aboriginal Academic Staff Conference.

D. Newhouse provided an overview of the draft agenda of the October 2024 CAUT Aboriginal Academic Staff Conference.

**CHAU/JEANRIE: THAT** the Executive Committee approve the draft agenda of the October 2024 CAUT Aboriginal Academic Staff Conference.

**CARRIED**

D. Newhouse presented the draft budget for the October 2024 Aboriginal Academic Staff Conference.

**CHAU/PAPATHEODORAKOS: THAT** the Executive Committee approve the draft budget for the October 2024 CAUT Aboriginal Academic Staff Conference.

**CARRIED**

## 10. Financial and Administrative Matters

### A. Quarterly Report: ending December 31, 2023

Y. Sangaré, Treasurer, presented the quarterly financial report for the year ended December 31, 2023.

### B. Draft Budget 2024-25

Y. Sangaré, Treasurer, presented the draft 2024-2025 Budget.

**SANGARÉ/STEINKE: THAT** the Executive Committee recommend to Council adoption of the draft 2024-2025 budget.

**CARRIED**

### C. Financial Requests

#### 1) Education International World Congress Basket Fund

The Executive Committee considered a financial request from Education International (EI) requesting that CAUT contribute to EI's basket fund for extra financial assistance for delegates to the 10<sup>th</sup> EI World Congress.

**WHITAKER/NOËL: THAT** the Executive Committee approve a contribution of 4,000 € (euros) towards the EI basket fund for the 10<sup>th</sup> EI World Congress.

**CARRIED**

#### 2) Sponsorship for Western Regional Conference

The Executive Committee considered a financial request from the University of Victoria Faculty Association (UVicFA) regarding a request for sponsorship in the amount of \$10,000 to support the organization of the 2024 Western Regional Conference. The Executive Director will follow-up with the University of Victoria Faculty Association (UVicFA) regarding this request and will report back to the Executive Committee with more information.

## 11. Review of Policy Statements and Model Clauses

### A. Five Year Review

#### 1) Administrative Procedures and Guidelines

##### a) Guidelines on Awarding of Honoraria and Contracts

The Executive Committee approved editorial revisions to the Guidelines on Awarding of Honoraria and Contracts and scheduled the next review of the policy in five years.

##### b) Arbitration Service Terms of Reference

The Executive Committee recommended that the Arbitration Service Terms of Reference be retained as is and be scheduled for review in five years.

##### c) Procedures for CAUT Awards

The Executive Committee recommended that the Procedures for CAUT Awards be retained as is and be scheduled for review in five years.

##### d) Reimbursement of Certification Costs

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

e) Reimbursement of Expenses for Members of CAUT Committees

The Executive Committee approved editorial revisions to the Policy on Reimbursement of Expenses for Members of CAUT Committees and scheduled the next review of the policy in five years.

f) Reimbursement of Delegates' Expenses for Council

The Executive Committee approved editorial revisions to the Policy on Reimbursement of Delegates' Expenses for Council and scheduled the next review of the policy in five years.

g) Reimbursement of Participants' Expenses for CAUT Workshops

The Executive Committee approved editorial revisions to the Policy on Reimbursement of Participants' Expenses for CAUT Workshops and scheduled the next review of the policy in five years.

h) Procedures in Academic Freedom Cases Involving Allegations of Requirement of an Ideological or Faith Test as a Condition of Employment

The Executive Committee recommended that the Procedures in Academic Freedom Cases Involving Allegations of Requirement of an Ideological or Faith Test as a Condition of Employment be retained as is and be scheduled for review in five years.

2) Policy Statements

a) Appointment Procedures

The Executive Committee reviewed the Policy Statement on Appointment Procedures as part of a 5-year review of CAUT policies.

**CHAU/PAPATHEODORAKOS: THAT** the Policy Statement on Appointment Procedures be approved, as amended, and referred to Council for consideration.

**CARRIED**

b) Investigations, Tribunals and Policies Initiated by the Employer or Institutional Governing Bodies or Councils

The Executive Committee reviewed the Policy Statement on Investigations, Tribunals and Policies Initiated by the Employer or Institutional Governing Bodies or Councils as part of a 5-year review of CAUT policies.

**ARFKEN/SANGARÉ: THAT** the Policy Statement on Investigations, Tribunals and Policies Initiated by the Employer or Institutional Governing Bodies or Councils be referred to the Academic Freedom and Tenure Committee to review the policy as part of a 5-year review of CAUT policies.

**CARRIED**

## c) Appointments to More Than One Unit

The Executive Committee reviewed the Policy Statement on Appointments to More Than One Unit as part of a 5-year review of CAUT policies.

**SANGARÉ/AUSTIN-SMITH: THAT** the Policy Statement on Appointments to More Than One Unit be referred to the Contract Academic Staff Committee to review the policy as part of a 5-year review of CAUT policies.

**CARRIED**

## d) Article Processing Fees

The Executive Committee reviewed the Policy Statement on Article Processing Fees as part of a 5-year review of CAUT policies.

**CUSHON/CHAU: THAT** the revised Policy Statement on Article Processing Fees be approved, as amended, and referred to Council for consideration.

**CARRIED**

## e) Confidentiality in the Grievance Process

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

## f) Financial Exigency and Lay-offs

The Executive Committee reviewed the Policy Statement on Financial Exigency and Lay-offs as part of a 5-year review of CAUT policies.

**WHITAKER/CUSHON: THAT** the revised Policy Statement on Financial Exigency and Lay-offs be approved, as amended, and referred to Council for consideration.

**CARRIED**

## g) Governance

The Executive Committee reviewed the Policy Statement on Governance as part of a 5-year review of CAUT policies.

**CHAU/CUSHON: THAT** the revised Policy Statement on Governance be approved, as amended, and referred to Council for consideration.

**CARRIED**

## h) Performance Metrics

The Executive Committee reviewed the Policy Statement on Performance Metrics as part of a 5-year review of CAUT policies.

**CHAU/NOËL: THAT** the revised Policy Statement on Performance Metrics be approved, as amended, and referred to Council for consideration.

**CARRIED**

i) Professional Rights and Responsibilities

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

j) Social Justice

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

k) Academic Freedom for Academic Administrators

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

l) Canadian Post-Secondary Educational Initiatives Abroad

The Executive Committee approved editorial revisions to the Policy Statement on Canadian Post-Secondary Educational Initiatives Abroad and scheduled the next review of the policy in five years.

## **12. Meetings, Conference and Related Organization**

### **A. Meetings Attended**

1) FAUW General Meeting (December 7):

The Vice-President reported on her attendance at the Faculty Association of the University of Waterloo (FAUW) general meeting held December 7.

2) Grievance Handling Forum, December 9-10

The President and Executive director reported on the Grievance Handling Forum held December 9-10, in Ottawa.

3) ANSUT Governance Committee meeting, December 14

The Vice-President reported on her attendance (online) at the Association of Nova Scotia University Teachers (ANSUT) Governance Committee Meeting.

4) CUFA-BC Governance Conference, January 18-19 (Vancouver)

The Vice-President reported on her attendance at the CUFA-BC Governance Conference, held January 18-19, in Vancouver.

5) Forum for Presidents, January 19-20

The President reported on the Forum for Presidents held January 19-20, in Ottawa.

- 6) Educational International North American and Caribbean Regional Conference, January 22-24

The Executive Director reported on his attendance at the Educational International North American and Caribbean Regional Conference, held January 22-24, in Mexico.

- 7) Francophones' Conference, February 2-3

P. Noël, Representative at Large (Francophone), reported on the Francophones' Conference, held February 2-3, 2024.

- 8) OCUFA Board of Directors Meeting, February 10-11 (Toronto)

This was reported under *Executive Item 04. President's Report*.

- 9) American Federation of Teachers Professional Issues Conference, February 16-18 (Los Angeles)

The Executive Director and the President reported on their attendance at the American Federation of Teachers Professional Issues Conference, held February 16-18, in Los Angeles, California.

B. Upcoming Meetings and Conferences (*for information*)

- 1) Committee Meetings, March 8-9
- 2) Collective Bargaining and Organizing Committee, March 21
- 3) Collective Bargaining and Organizing Forum, March 22-23
- 4) Executive Committee, April 23-24
- 5) Council, April 25-27

C. Related Organizations

- 1) Harry Crowe Foundation

The President reported on the Harry Crowe Foundation.

- 2) National Union of CAUT (NUCAUT)

R. Whitaker, President of the National Union of CAUT (NUCAUT), reported on the activities of NUCAUT. NUCAUT welcomed its newest member, the *Association des professeurs, professeures et bibliothécaires de l'Université Sainte-Anne (APPBUSA)*. NUCAUT representatives continue to attend Canadian Labour Congress (CLC) committee meetings.

- 3) CAUT Defence Fund

The Executive Director reported that CAUT has sent flying pickets to support the Mount Saint Vincent University Faculty Association (MSVUFA) currently in their 3<sup>rd</sup> week on strike; that the Lecturers' Union of Memorial University of Newfoundland (LUMUN) has applied for Defence Fund benefits; and that the Brandon University Faculty Association (BUFA) has obtained a strike mandate.



4) J.H. Stewart Reid Memorial Trust

B. Austin-Smith, Past President, reported that the application process for the 2024-2025 scholarship for the J.H. Stewart Reid Memorial Trust is now open.

5) CAUT Refugee Foundation

There was nothing new to report.

6) CAUT Civil Liberties Defence Fund

There was nothing new to report.

**13. Other Business**

There was no other business to consider.

**14. Items for Information**

There were no items for information.

**15. Staff Matters**

A. Report of the Personnel Committee

B. Austin-Smith, Chair of the Personnel Committee, provided a report on the meeting of the Personnel Committee held February 23.

B. Management Relations (*in camera*)

**WHITAKER/PAPATHEODORAKOS: THAT** the meeting move in camera.

**CARRIED**

**CHAU/CUSHON: THAT** the meeting move out of camera.

**CARRIED**

**16. Adjournment**

There being no further business, the meeting was adjourned.

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