

Minutes

285th CAUT Executive Committee Meeting

November 27-28, 2024

Delta Hotel Ottawa City Centre
101 Lyon St. N, Ottawa, Ontario

(Updated February 10, 2025)

Present

Executive Committee

Peter McInnis, President (ST.FXAUT), Chair
Robin Whitaker, Vice-President (MUNFA)
Brenda Austin-Smith, Past-President (UMFA)
Michael Arfken, Chair, Academic Freedom and Tenure Committee (UPEIFA)
Michael Shaw, Chair, Collective Bargaining and Organizing Committee (UMFA)
Susan Spronk, Co-Chair, Equity Committee (APUO)
Jennifer Dekker, Chair, Librarians' and Archivists' Committee (APUO)
Nick Papatheodorakos, Chair, Contract Academic Staff Committee (CUPFA)
David Newhouse, Representative-at-large (Aboriginal) (TUFA)
Patrick Noël, Representative-at-large (Francophone) (APPUSB)
Chantale Jeanrie, Representative-at-large (Quebec) (SPUL)
Marc Schroeder, Representative-at-large (General) (MRFA)
Claudia Steinke, Representative-at-large (General) (ULFA)
David Robinson, Executive Director

Regrets

Yalla Sangaré, Treasurer (APPBUSA)
Fabienne Cyrius, Co-Chair, Equity Committee (CUPFA)

Staff

Tony Cantin, Director of Finance, HR and Operations

Isaac Cockburn, Political Advisor to the Executive Director

Justine De Jaegher, Director of Political Action and Communications

Sarah Godwin, Director of Labour Relations Services & General Counsel

Margaret McGovern-Poté, Head of Executive Services

Opening Remarks and Territorial Acknowledgement

The President welcomed members to the 285th 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

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

CARRIED

02. Approval of Executive Committee Minutes

A. Meeting of September 27-28, 2024

SCHROEDER/SPRONK: THAT the minutes of the Executive Committee meeting of September 27-28, 2024, be approved.

AMENDMENT

At item *08-A-2 Federal Election*: M. Arfken requested the following be noted in the minutes: 'M. Arfken, Chair of Academic Freedom and Tenure Committee, expressed he was not in favour of the proposed election campaign'.

The question was called on the main motion 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 September Executive Committee meeting. He noted that the Association of McGill Professors of Law (AMPL) reached an agreement after a 15-week strike. He added that several academic units at McGill University are in the process of certification. He reported that the Syndicat des professeurs et professeurs de l'Université de Sherbrooke (SPPUS) will be admitted formally into CAUT at this Council meeting broadening our membership.

On Federal lobbying, he highlighted CAUT's submission in October to the Standing Committee on Science and Research's study on the new Capstone Research Funding Organization which would effectively replace the three granting agencies. CAUT has expressed doubts about the need to amalgamate the granting councils and is recommending the new agency uphold the principles of investigator-led research and ensure more funding for basic research.

He and other members of the Executive Committee attended several annual general meetings of CAUT member associations including the University of Northern British Columbia Faculty Association (UNBCFA) on October 28, in Prince George; the Memorial University of Newfoundland Faculty Association (MUNFA) on October 28, in St. John's; the Association of Academic Staff at the University of Alberta (AASUA) on November 20, in Edmonton; and the Faculty Union of the Nova Scotia College of Art and Design (FUNSCAD) on November 20, in Halifax.

He and the Executive Director will attend the Saint Mary's University Faculty Union's (SMUFU) 50th anniversary next week.

He reported on the CAUT Aboriginal Academic Staff conference: *Translating Indigenization of the Academy into Practice*, which was held in Regina, Saskatchewan, October 4-5, 2024, noting it was a very successful conference with a great keynote address and well received plenary sessions.

05. Executive Director's Report

The Executive Director reported on the state of university and college finances.

A. Academic Freedom Issues and Cases

1) Israel/Palestine

DEKKER/WHITAKER: THAT the meeting move in camera.

CARRIED

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

CARRIED

PAPATHEODORAKOS/SHAW: THAT the CAUT Executive Director prepare a final draft report on Academic Freedom in the context of the Israel-Palestine conflict and submit it to the next CAUT Executive Committee meeting for review and approval for publication. The report should provide guidance to Associations in defending Academic Freedom in the context of the Israel Palestine conflict.

AMENDMENT

WHITAKER/NOËL: THAT the final sentence be amended to replace '~~in the context of the Israel Palestine conflict~~' with '**in times of conflict**'

CARRIED

The question was called on the main motion as amended.

CARRIED

2) Research Security

The Executive Director reported on the implementation of the new policy on Sensitive Technology Research and Affiliations of Concern (STRAC). CAUT is collaborating in the Chinese Canadian Faculty Project – an initiative through the Simon Fraser Labour Studies Program and the Simon Fraser University Morgan Centre for Labour Research – to collect views and experiences regarding academic freedom, racial profiling and open international research.

3) Langara College (Knight)

The Executive Director provided an update on the dismissal of Dr. Natalie Knight from Langara College.

4) Dalhousie

The Executive Director reported on a case at Dalhousie University involving an access to information request for records with information related to "Gaza" "Israel" "Palestine" and "IDF". The Administration's privacy officer is asserting the records are in the custody and control of the University and should be produced.

The Executive Director reported on the decision in *University of Calgary v. AIPC 2024 ABKB 522*, an appeal of a freedom of information request for academic staff records.

5) University of British Columbia

The Executive Director reported on two academic freedom cases at the University of British Columbia (UBC).

B. Arbitration Service

1) Bishop's (Stonebanks)

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

2) University of Ottawa

The Executive Director provided an update on a case involving alleged systemic discrimination at the University of Ottawa's Institute of Indigenous Research and Studies (IIRS).

06. Membership Matters

A. McGill University

1) Association of McGill Professors of Law

The Executive Director reported that the Association of McGill Professors of Law (AMPL) has reached an agreement following a 15-week strike and is now recognized as a certified trade union.

2) Association of McGill Professors of Education

The Executive Director reported that the Association of McGill Professors of Education (AMPE) has been recognized as a certified union.

3) Association of McGill Professors in the Faculty of Arts

The Executive Director reported that the Association of McGill Professors in the Faculty of Arts (AMPFA) has been recognized as a certified union.

4) Association of McGill Professors in Continuing Education

The Executive Director reported that the Association of McGill Academic Staff in the School of Continuing Education (AMASCS) is in process of certification.

B. Association of Part-Time Professors of the University of Ottawa

The Executive Director reported that the Association of Part-Time Professors of the University of Ottawa (APTPUO) will be taking a vote on affiliation with CAUT at its upcoming membership meeting.

C. PEI

The Executive Committee considered a request from the University of Prince Edward Island Faculty Association (UPEIFA) that CAUT establish an Ad Hoc Investigatory Committee (AHIC) to examine allegations of a troubled workplace at UPEI.

The Executive Director reported that several academic staff associations will attend the upcoming Council as guests, including: Saskatchewan Polytechnic Faculty Association (SPFA); Bow Valley College Faculty Association (BVCFA); Syndicat des professeurs et des professeures de l'Université du Québec à Trois Rivières (SPPUQTR); Association of Part-Time Professors of the University of Ottawa (APTPUO), Association of McGill Professors in the Faculty of Arts (AMPFA), Association of McGill Professors of Education (AMPE), and McGill Academic Staff of the School of Continuing Studies (AMASCS).

07. Political Action and Communications Report

A. *Unlock Education*: CAUT's Federal Election Campaign

I. Cockburn provided an update on planning of CAUT's Federal Election campaign, under the theme *Unlock education (Déverrouillons l'accès à l'éducation)*. He reviewed the campaign strategy and goals, key messages, and digital tools being developed - including a campaign website, sign-up pages, shareables and an email program.

Members of the Executive Committee provided feedback on the campaign plan.

B. Communications

1) Report of the Publications Committee

a) CAUT Bulletin

I. Cockburn, Political Advisor to the Executive Director, provided an update on the *CAUT Bulletin*.

ARFKEN/NOËL: THAT CAUT leave Twitter (X).

DEFEATED

J. De Jaegher reported that the 2023-2024 CAUT Annual Report has been published and will be available at the Spring Council meeting.

b) CAUT Journal

The Vice-President provided an update on the activities of the *CAUT Journal*. The next issue of the journal, *The labour activism of post-secondary education information workers*, edited by Jennifer Dekker (University of Ottawa) is being finalized for publication and should be published by mid-December. The special edition, *Shaping Equity as Labour Justice: successes, stumbles and setbacks*, edited by Dr. Alison Hearn (Western University) and Dr. Momin Rahman (Trent University), is in the review stage and is expected to be completed this Winter.

C. Policy & Government Relations

The Executive Committee met with Richard Cannings, Member of Parliament for South Okanagan - West Kootenay and the NDP Critic for Innovation, Science, and Research.

1) Priorities

a) Submission on the Proposed Capstone Agency

J. De Jaegher, Director of Communications and Political Action, reported that CAUT prepared a submission in October to the

Standing Committee on Science and Research's study regarding the New Capstone Research Funding Organization.

b) International Student Visa Cap

J. De Jaegher reported that CAUT recently issued a memo to member associations about the new federal cap on international student visas.

c) Fall Economic Statement

J. De Jaegher reported that the Fall Economic Statement is not expected to be delivered until mid-December.

d) Provincial Advocacy Support

J. De Jaegher highlighted provincial advocacy support for elections in British Columbia, New Brunswick, Saskatchewan, and Nova Scotia.

D. Organizing

1) Local Campaigning

J. De Jaegher reported that there has been an increase in interest among member associations in using *Mobilis* to assist in their organizing.

2) Fair Employment Week

J. De Jaegher reported on Fair Employment Week (FEW) held October 21-25. Sixteen (16) associations held events on campus. N. Papatheodorakos reported that the Contract Academic Staff Committee will be discussing a 3-year plan to reinvigorate the campaign.

E. Education Report

J. De Jaegher reported on the schedule of course offerings for the Winter semester.

08. Labour Relations and Legal Services Report**A. Collective Bargaining**

S. Godwin, Director of Labour Relations Services & General Counsel, provided an overview of collective agreements reached since the last Executive Committee meeting.

B. Legal Services Report

S. Godwin reported that the Mount Royal Faculty Association (MRFA) has filed for a review of the Widdowson decision with the Alberta Labour Relations Board. The decision on monetary remedy was issued November 12, 2024.

C. Research

S. Godwin reported that staff supported the Aboriginal Post-Secondary Education Working Group (APSEWG) with the design and delivery of a survey on Indigenous Academic Staff Members' Experiences at Post-Secondary Institutions, launched October 8.

The Librarian and Archivist Salary Survey (LASS) results will be distributed very soon, with the survey results still at translation.

09. Financial and Administrative Matters**A. Quarterly Financial report 3 months ended September 30 30, 2024**

T. Cantin, Director of Finance, Human Resources & Operations, presented the financial report for the 3 months ended September 30, 2024.

B. Audited Financial Statements: year ended June 30, 2024

T. Cantin, Director of Finance, Human Resources & Operations, presented the audited financial statements for the year ended June 30, 2024.

STEINKE/JEANRIE: THAT THE audited financial statements for the year ended June 30, 2024 be received.

CARRIED

C. Report of the Audit Committee

T. Cantin, Director of Finance, Human Resources & Operations, presented the report to the Audit Committee.

D. Financial Requests

1) College and Lecturers Association of Zimbabwe (COLAZ)

The Executive Committee considered a financial request from the College and Lecturers Association of Zimbabwe (COLAZ).

PAPATHEODORAKOS/NEWHOUSE: THAT the Executive Committee approve a contribution of \$20,000 to the College and Lecturers Association of Zimbabwe (COLAZ) towards their Annual Conference.

CARRIED

2) Canadian Centre for Policy Alternatives (CCPA)

The Executive Committee considered a financial request from the Canadian Centre for Policy Alternatives (CCPA).

NOËL/WHITAKER: THAT the Executive Committee approve a \$30,000 membership renewal fee for the Canadian Centre for Policy Alternatives (CCPA).

CARRIED

3) Association des bibliothécaires, professeures et professeurs de l'Université de Moncton (ABPPUM)

The Executive Committee considered a financial request from the Association des bibliothécaires, professeures et professeurs de l'Université de Moncton (ABPPUM). The Executive Committee determined that CAUT could not support this request at this time.

10. Policy Statements and Model Clauses

A. Documents under review

1) Collegial Governance and Contract Academic Staff

M. Schroeder, Co-Chair of the Governance Committee, reported that the Governance Committee reviewed the new draft Policy Statement on

Collegial Governance and Contract Academic Staff, that had been drafted by the Contract Academic Staff (CAS) Committee. He provided a summary of the Governance Committee's recommendations. The Chair of the CAS Committee agreed to bring these comments to the next CAS Committee meeting for consideration.

2) Teaching Intensive Appointments

M. Schroeder, Co-Chair of the Governance Committee, provided an update on the development of a policy statement on teaching intensive appointments.

11. Review of Council Agenda

The Executive Committee reviewed the Council Agenda.

12. Committee and Working Group Reports

A. Standing Committee Reports

1) Academic Freedom & Tenure

M. Arfken, Chair of the Academic Freedom and Tenure Committee, reported on the work of the committee. The committee has not met since its meeting in August. Subcommittees have been established to draft policy statements on academic boycotts and on institutional neutrality.

2) Collective Bargaining and Organizing

M. Shaw, Chair of the Collective Bargaining and Organizing Committee, reported that the committee has established a sub-group to revise the CAUT Collective Bargaining Manual. The committee is also in the early planning stages of the Collective Bargaining and Organizing Forum which will be held in March 2025. They are also working on developing a policy statement on artificial intelligence.

3) Contract Academic Staff

N. Papatheodorakos, Chair of the Contract Academic Staff Committee, reported that the committee is developing a policy statement on collegial governance and artificial intelligence. He reported on *Fair Employment Week* held October 21-25.

4) Equity

S. Spronk, Co-Chair of the Equity Committee, reported that the committee is hosting new monthly 'National Equity' zoom sessions to highlight key equity issues.

5) Librarians' and Archivists'

J. Dekker, Chair of the Librarians' and Archivists' Committee, reported that the committee is in the process of defining the theme and panels of the CAUT Librarians' and Archivists' Conference, scheduled for October 3-4, 2025. The committee is also holding a cross-country virtual listening tour this Fall and Winter which will involve conducting interviews with librarians and archivists to identify key issues facing the profession.

B. Committees of the Executive Reports

1) Francophones'

P. Noël, Representative-at-Large (Francophone), reported that the committee has been focusing on the modernization of the *Official Languages Act*. He noted the Commissioner of Official Languages released a report in October 2024, *A shared future: A closer look at our official language minority communities* that acknowledges the funding challenges faced by Francophone post-secondary institutions in minority language communities.

2) Governance

M. Schroeder, Co-Chair of the Governance Committee, provided an update on the status of the online Governance Library. The committee's workplan includes reviewing the CAUT Collective Agreement Database for articles related to governance issues; exploring options for developing training on governance; collecting suggestions for materials to include in the governance library; and developing a protocol for approval of materials to add to the library.

C. Working Group Reports

1) Aboriginal Post-Secondary Education Working Group

D. Newhouse, Chair of the Aboriginal Post-Secondary Education Working Group (APSEWG), reported on the CAUT Aboriginal Academic Staff Conference, *Beyond Words: Translating Indigenization of the Academy into Practice*, held October 4-5, in Regina.

The working group launched a survey on experiences of Indigenous academic staff in conjunction with the conference. The survey aims to understand Indigenous academic staff members' academic pathways and experiences on campuses across Canada. The committee also reviewed the revised *Bargaining Advisory on Indigenization of the Academy*, which should be released soon.

D. Ad-hoc Working Groups

1) Climate Justice

R. Whitaker, Vice-President, provided an update on the activities of the ad-hoc working group on climate justice.

13. International Matters

A. Education International

1) EI World Congress Report

The Executive Director reported on the outcomes of the Education International World Congress held July 29 to August 2, 2024, in Buenos Aires, Argentina.

14. Meetings, Conferences and Coalitions

A. Meetings Attended

1) Aboriginal Academic Staff Conference (October 4-5, 2024, Regina)

This was reported under the Aboriginal Post-Secondary Education Working Group report at Item 12-C-1

2) CAUT Defence Fund (October 19, Montreal)

M. Shaw, President of the CAUT Defence Fund, reported on the Defence Fund Annual General Meeting held October 19, in Montreal.

3) Western Regional Conference (October 17-19, Victoria)

The Executive Director and Representative-at-Large (General) Schroeder attended the Western Regional Conference, held October 17-19, in Victoria.

4) AAUP Committee A Meeting (October 25-26, Washington)

The Executive Director reported on the American Association of University Professors (AAUP) Committee A meeting, held October 25-26, in Washington.

5) UNBCFA AGM (October 28, Prince George)

This was reported under Item 04. Presidents Report.

6) MUNFA AGM (October 28, St. John's)

This was reported under Item 04. Presidents Report.

7) AASUA AGM (November 20, Edmonton)

This was reported under Item 04. Presidents Report.

8) FUNSCAD AGM (November 20, Halifax)

The Vice-President attended the Faculty Union of the Nova Scotia College of Art and Design (FUNSCAD) Annual General Meeting, held November 20, in Halifax.

B. Upcoming Meetings and Conferences

The President reported on the following upcoming events:

1) CAUT Council (November 29-30, Ottawa)

2) ULFA Fall General Meeting (December 10, Lethbridge)

3) Grievance Handling Forum (December 13-14, Ottawa)

4) Forum for Presidents (January 17-18, Ottawa)

- 5) Academic Freedom and Tenure Committee Meeting (February 6, Calgary)
- 6) CAUT and Education International Academic Freedom Conference 2025 (February 7-8, Calgary)
- 7) Executive Committee Meeting (February 21-22, Ottawa)

15. Affiliated and Related Organizations

A. CAUT Foundation

The President reported that the directors of the CAUT Foundation met on November 28.

B. National Union of CAUT (NUCAUT)

R. Whitaker, President of the National Union of CAUT (NUCAUT), reported NUCAUT has welcomed its newest member, the Concordia University Part-Time Faculty Association (CUPFA), and has received a request for affiliation from the Mount Royal Faculty Association (MRFA). She reported on a meeting of the Canadian Council of the Canadian Labour Congress (CLC) held October 2-3, which was focused primarily on a federal election strategy.

There was a question about whether the NUCAUT President could be an ex-officio member of the Executive Committee. The Executive Director noted this would require a by-law amendment to the CAUT By-law.

C. CAUT Defence Fund

This was reported under Item 14-A-2.

16. Coalitions and Partnerships

A. International Civil Liberties Monitoring Group

J. De Jaegher reported that the International Civil Liberties Monitoring Group (ICLMG) met at the CAUT office on November 7.

B. Canadian Consortium for Research

J. De Jaegher reported on the activities of the Canadian Consortium for Research (CCR).

C. Public Education Network

J. De Jaegher reported that the Public Education Network (PEN) will be meeting in Montreal in December.

17. Items for Information

The Executive Director highlighted several news articles included in the meeting materials for information.

- A. *German academic workers are breaking ground in the fight for permanent positions*, Global Labour Column, October 22, 2024.
- B. *Stop Defending Amy Wax*, The Chronicle for Higher Education, October 22, 2024.
- C. *The AAUP's New President Is Not Staying Neutral*, Inside Higher Ed, October 30, 2024.
- D. *Professors Are Uniquely Powerful. That May Be Changing*, The New York Times, November 2, 2024.

18. Other Business

There was no further business.

19. 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 November 27.

B. Management Relations (**in camera**)

SCHROEDER/SHAW: THAT the meeting move in camera.

CARRIED

PAPATHEODORAKOS/SPRONK: THAT the meeting move out of camera.

CARRIED

19. Adjournment

There being no further business, the meeting adjourned at 3:20 pm.