



Minutes

234th Executive Committee Meeting

September 16–17, 2016

September 22, 2016

Committee Meeting

September 16	CAUT Boardroom	9:00 AM	–	5:00 PM
September 17	Westin Hotel (Ontario Room, 3 rd Floor)	9:00 AM	–	5:00 PM

Present

James Compton, President (UWOFA), Chairperson
 Brenda Austin-Smith, Vice-President (UMFA)
 Yalla Sangaré, Treasurer (APPBUSA)
 Robin Vose, Past President (FAUST)
 Marie Battiste, Representative-at-large (Aboriginal) (USFA)
 John G. Kingma, Representative-at-large (Quebec) (SPUL)
 Kevin Kane, Representative-at-large (General) (AASUA)
 Kelly Meckling, Representative-at-large (General) (UGFA)
 Linda Lequin, Representative-at-large (Francophone) (ABPPUM)
 Peter McInnis, Chair, Academic Freedom & Tenure Committee (ST.FXAUT)
 James Gerlach, Chair, Contract Academic Staff Committee (WLUFA)
 Carla Graebner, Chair, Librarians' and Archivists' Committee (SFUFA)
 Wesley Crichlow, Co-Chair, Equity Committee (UOITFA)

Absent

Jacqueline Holler, Co-Chair, Equity Committee (UNBCFA)
 Terri Van Steinburg, Chair, Collective Bargaining & Economic Benefits Committee (KWANTLEN-FPSE)

Staff

David Robinson, Executive Director
 Chantal Vallerand, Director of Operations
 Valérie Dufour, Director of Communications
 Margaret McGovern-Potié, Executive Assistant to the Executive Director



James Compton / PRESIDENT / PRÉSIDENT // Western Ontario

Brenda Austin-Smith // Manitoba

Carla Graebner // Simon Fraser

Kevin Kane // Alberta

Kelly Meckling // Guelph

Terri Van Steinburg // Kwantlen

Marie Battiste // Saskatchewan

Jim Gerlach // Wilfrid Laurier

John G. Kingma // Laval

Peter McInnis // St. Francis Xavier

Robin Vose // St. Thomas

Wesley Crichlow // UOIT

Jacqueline Holler // UNBC

Linda Lequin // Moncton

Yalla Sangaré // Sainte-Anne

Opening Remarks and Territorial Acknowledgement

The President welcomed members and acknowledged that the meeting is taking place on unceded Algonquin territory.

01. Approval of Agenda

MECKLING/MCINNIS: THAT the agenda be approved.

CARRIED

02. Approval of Minutes

a. Executive Committee Meeting of June 9-11, 2016

VOSE/SANGARÉ: THAT the minutes of the Executive Committee Meeting of June 9-11, 2016 be approved.

CARRIED

03. Business Arising

a. Review of Action List

The action list was reviewed.

04. Report of the President

The President reported that since the last meeting CAUT has welcomed three new staff members: Andrea Harrington as the new Collective Bargaining Officer; Shelley Melanson for the position of Membership Engagement Officer; and Peter Barnacle for the position of General Counsel. He also reported that CAUT has conducted interviews for the positions of Director of Research and Political Action, Communications Officer, and Legal Officer. He attended the National Co-Creation Gathering: Enhancing Indigenous Education through Co-Creation held in Ohsweken, Ontario on June 22–24. He highlighted the new format and look of the CAUT *Bulletin* with a special acknowledgement of the work of Kevin Albert, Valérie Dufour and Liza Duhaime.

SANGARÉ/LEQUIN: THAT the Executive Committee acknowledges the contribution and work of the CAUT *Bulletin* staff and the Director of Communications for the re-design of the CAUT *Bulletin*.

05. Report of the Executive Director

The Executive Director highlighted various special events that were scheduled on the agenda. He noted that the issues he wants to address would be covered on the agenda.

06. Political Action and Campaigns

a. Lobbying Report

The Executive Director reported that he had met with the Minister of Science, Kirsty Duncan, on June 16, to discuss a number of issues: the reinstatement of the UCASS survey; the need for more data on Contract Academic Staff; and the status of the Science Advisor position.

He also highlighted the issue of the large number of Aboriginal students on wait-lists for funding for post-secondary education. CAUT will be meeting with representatives of the Post-Secondary Student Support Program (PSSSP) on September 19. A news article entitled “Fewer First Nations students receiving funds for post-secondary education” was included in the meeting materials.

He also advised that he would be reporting on the Canada Research Chairs (CRC) program further on the agenda.

b. Campaigns

i. Fair Employment Week

The Executive Director reported that Fair Employment week will take place from October 24–28, 2016. He noted that the initial memo has been sent out to member associations. The Fair Employment Week website has been updated and materials will be available online to assist local associations in coordinating activities on their campuses. Several associations have already begun organizing events on a local level. Copies of the various CAUT Fair Employment Week posters were included in the meeting materials.

ii. Copyright

The Executive Director reported that there will be a mandated five year Parliamentary review of the *Copyright Act* in 2017. He advised that CAUT is in the process of developing a campaign strategy and will participate in this review.

He noted that Canada is also involved in negotiations of trade agreements such as CETA and the TTP that could have an impact on the *Copyright Act* and fair dealing provisions.

c. Civil Liberties

i. Bill C-51

The Executive Director reported that CAUT is still waiting on details of the Federal Government’s consultation regarding Bill C-51.

d. Canada Research Chairs Program

The Executive Director reported that CAUT was made aware that the Canada Research Chairs Program is not meeting its equity targets with respect to hiring of women, racialized minorities, people with disabilities and Indigenous Peoples. He noted that the program may be in breach of the human rights settlement following a complaint that CAUT supported. CAUT has asked the Human Rights Commission to seek an order in federal court to ensure the CRC program complies with the settlement. CAUT will also continue to pressure the government to enforce compliance with the targets.

e. Fundamental Science Review

The Executive Director reported that the Federal Government has announced a review of fundamental science. A copy of the mandate of the advisory panel for the review was included in the meeting materials. He noted that CAUT will be participating in the review and will focus on increased funding for the research granting councils.

f. Trade

The Executive Director reported that the Liberal government is holding consultations regarding the Trans-Pacific Partnership (TPP) Agreement. CAUT prepared a submission as part of the consultations raising concerns with cross-border trade in services and copyright term extensions. The CAUT submission to the Standing Committee on International Trade was included in the meeting materials.

A news article by The Guardian entitled “The transatlantic trade deal TTIP may be dead, but something even worse is coming”, and a copy of Michael Geist’s report entitled “The Trouble with TPP’s Copyright Rules”, were also available in the meeting package.

g. International

i. Solidarity Partnerships

The Executive Director reported that CAUT contributed \$15,000 towards project proposals received from the Palestinian Federation of Unions of University Professors and Employees (PFUUPE) and the College and Lecturers Association of Zimbabwe (COLAZ); CAUT is contributing towards the organizing of a gender equity workshop in Zimbabwe to be held in the next few weeks, and CAUT is assisting in a leadership and organizing workshop with PFUUPE.

ii. Organization for Economic Co-operation and Development

The Executive Director reported that the Organization for Economic Co-operation and Development (OECD) has held a meeting regarding a new benchmarking project for higher education systems. He noted that he would update members when more information is available.

iii. Education International

The Executive Director reported that he and the President would be attending the next Education International higher education conference which will be held in Accra, Ghana from 14–16 November.

iv. Appeals and Campaigns

A. Turkey

The Executive Director reported that the situation in Turkey where approximately 15,000 teachers and academics were fired after a failed coup attempt in mid-July. He advised that CAUT had written a letter to the Turkish Ambassador denouncing the situation. He said that CAUT would continue to monitor the situation. Various correspondence regarding the matter was included in the meeting materials.

B. Mexico

The Executive Director referred to a letter in the meeting materials signed by the Education International affiliates in North America/Caribbean region to the Mexican President condemning the extreme violence against educators in Oaxaca, Mexico.

C. Prof. Homa Hoodfar

The Executive Director provided an update on the situation of Dr. Homa Hoodfar, a professor of anthropology at Concordia University, who was arrested and detained in Iran. CAUT has been urging the Federal Government to intervene in the case to secure her release. The Concordia University Faculty Association has been active in campaigning for her release.

A copy of CAUT's letter to the President of the Islamic Republic of Iran concerning Prof. Homa Hoodfar, as well as various news articles were included in the meeting materials.

h. Federal Budget 2017

The Executive Director highlighted CAUT's statement regarding the 2017 federal budget, which asks the Federal Government to increase funding for basic research, increase the cash transfer from the Federal Government to the provinces, and improve accessibility for student funding for Aboriginal students. A copy of the CAUT statement was provided in the meeting materials.

i. University and College Academic Staff System (UCASS)

The Executive Director reported that the University and College Academic Staff System (UCASS) survey has been reinstated.

A copy of the Government of Canada's press release regarding the reinstatement of UCASS was included in the meeting materials.

j. Age Discrimination (request from the University of Calgary Faculty Association)

The Executive Director reported that the University of Calgary Faculty Association has sent a letter to CAUT raising the issue of age discrimination that manifests itself in a number of ways at their institution. The Executive Committee agreed that CAUT should draft a brief or memorandum to provide advice to member associations on the issue.

A copy of the University of Calgary Faculty Association's letter was included in the meeting materials.

07. Committee Reports

a. Standing Committee Reports

i. Academic Freedom and Tenure

Peter McInnis, Chair of the Academic Freedom and Tenure Committee, reported on the August committee meeting. The Committee reviewed a number of policies and have prepared a draft member advisory on respectful workplace policies. He noted that the Committee has two new members.

ii. Collective Bargaining and Economic Benefits

In the absence of the Chair of the Collective Bargaining and Economic Benefits Committee, the Executive Director reported that the Committee had reviewed a number of policies and model clauses at the August meeting. He noted that the

Committee discussed the issue of performance metrics to evaluate faculty productivity and will be producing a policy statement addressing the issue.

iii. Contract Academic Staff

Jim Gerlach, Chair of the Contract Academic Staff Committee, reported on the August Committee meeting. He noted that there has been a large turnover in the membership of the Committee and provided an overview of the new membership. He noted that the Committee discussed Fair Employment Week which will take place October 24-28. He noted that the Committee also discussed the Conference for Contract Academic Staff scheduled for October 2017 and that a revised budget has been submitted for consideration. The main amendment to the budget is the addition of a working lunch on the second day of the meeting. A copy of the draft budget for the Conference was included in the meeting materials.

GERLACH/GRAEBNER: THAT the Executive Committee approve the amended draft budget for the Contract Academic Staff Conference (October 20-21, 2017).

CARRIED

iv. Equity

Wesley Crichlow, Co-Chair of the Equity Committee, reported on the August Committee meeting. He noted that the Committee participated in the production of an equity video. He acknowledged the work of Rosa Barker in the organizing of the Equity Conference scheduled for February 2017. The Committee discussed a number of policy statements and has submitted some comments for the Executive Committee to review. They have also reviewed the nominations for the Sarah Shorten Award and will be bringing forward a recommendation to the Fall Council. The Committee also discussed the expiry dates for terms of members of the Committee and will be submitting a proposal to the Executive Director.

v. Librarians' and Archivists'

Carla Graebner, Chair of the Librarians' and Archivists' Committee, reported the Committee has held one teleconference since their last meeting. The Committee will be meeting in October in advance of the Librarians' and Archivists' Conference scheduled for October 16-17. She noted that the conference theme is on collective bargaining issues, but will also have a copyright segment. The Committee will be reviewing the nominations for the Distinguished Librarians and Archivists Award.

b. Committees of the Executive Reports

i. Francophones'

Linda Lequin, Chair of the Francophones' Committee, reported on the August Committee meeting. She noted that one of their members, Nathalie Gagnon (OPSEU), has resigned and they will need to find a new member. The Committee reviewed a number of policy statements and discussed their conference scheduled for 2018. She recommended that there be a 'caucus' meeting for Francophones at the upcoming Council meeting.

ii. Clinical Faculty

The Executive Director reported that the Clinical Faculty Committee met on August 26. The main point of discussion was a review of the report of the Independent Committee

of Inquiry regarding Drs. Gabrielle Horne, Michael Goodyear & Bassam A. Nassar and the Capital District Health Authority & Dalhousie University. The Committee discussed next steps for CAUT in pressuring both Dalhousie University and the Nova Scotia Health Authority to bring forth the changes that were recommended in the report.

c. Working Group Reports

i. Aboriginal Post-Secondary Education Working Group

M. Battiste, Representative-at-large (Aboriginal), reported that she and the Past President have drafted a Policy Statement on Indigenization of the Academy which will be reviewed at this meeting.

08. Organizational Matters

a. **ORDER OF THE DAY (Friday, 11:30 am)**

Financial/Administrative Matters

i. Financial Report: Year Ending June 30, 2016

Y. Sangaré, Treasurer, presented the quarterly report, ending June 30, 2016.

The Executive Director noted that as a result of a number of cost-saving measures, a surplus was recorded and retained earnings will be used to replenish cash reserves. Given the budget surplus, the Executive Director recommended that the Executive put forward a motion to make a donation of \$200,000 to the Academic Freedom Fund.

VOSE/MECKLING: THAT CAUT donate \$200,000 to the Academic Freedom Fund.

CARRIED UNANIMOUSLY

VOSE/SANGARÉ: THAT the Executive Committee acknowledges the extraordinary efforts and good management practices exhibited by the Executive Director and Director of Operations in managing CAUT's financial challenges over the last year.

CARRIED UNANIMOUSLY

ii. Release Time Requests

Chantal Vallerand, Director of Operations, reported that most release time requests have been addressed. She asked that members who have not submitted their release requests follow-up with her as soon as possible.

iii. Financial Requests

The Executive Director reported that a request for funding was received for a 'Corporate Mapping Project – Universities in a Carbon-Extractive Political Economy' submitted by the Canadian Centre for Policy Alternatives, the Parkland Institute and the University of Victoria. A copy of the funding proposal was included in the meeting materials.

iv. CAUT Mil Rate

A memo from the Executive Director regarding CAUT dues was included in the meeting materials.

MECKLING/CRICHLLOW: THAT the Executive Committee recommends to Council that annual increases in CAUT dues be calculated based on average increases in salaries by rank as recorded by the National Faculty Data Pool until UCASS data becomes available.

CARRIED

b. Membership

i. Grant MacEwan

The Executive Director reported that the Grant MacEwan University Faculty Association has applied for membership in CAUT. An Ad Hoc Committee has been set up to follow-up on their membership application. A copy of their application was included in the meeting materials.

ii. BCITFSA

The Executive Director reported that the British Columbia Institute of Technology has applied for membership in CAUT. An Ad Hoc Committee has been set up to follow-up on their membership application. A copy of their application was included in the meeting materials.

iii. Algoma

The Executive Director reported that he and the President will be visiting with the Algoma University Faculty Association to discuss challenges they are facing in bargaining and with grievances.

c. Executive Director's Report on Academic Freedom

The Executive Director provided an update on the independent committee of inquiry regarding the case of Denis Rancourt (University of Ottawa). He reported on current ad hoc investigatory committees and on academic freedom cases that CAUT is following.

i. Dalhousie

The Executive Director reported that there has been no movement by the Dalhousie administration to meet with CAUT and follow-up on the recommendations in the report. The case was discussed at the AF&T Committee and the Clinical Faculty Committee meetings. The Clinical Faculty Committee adopted a motion calling on CAUT to use all means at its disposal to pressure the University and the Nova Scotia Health Authority to implement the recommendations of the report.

Various correspondence and news articles were included in the meeting materials to inform the discussion including correspondence between CAUT and the University Administration; correspondence between CAUT and the Nova Scotia Health Authority; and correspondence between CAUT and the Dalhousie Faculty Association.

ii. McGill

The Executive Director provided an update on the investigation regarding the termination of Professor Avi Chaudhuri by McGill University. The ad hoc investigatory committee's report was reviewed by AF&T and it was concluded that the report could not be published in its current form.

iii. Carleton

The Executive Director provided an update on the case of Professor Root Gorelick at Carleton University who had recently been declared ineligible to run for a second term on the Board of Governors for refusing to sign a revised code of conduct. Various news articles were included in the meeting materials.

iv. Algonquin and Niagara — Saudi Arabia Campuses

The Executive Director reported that Algonquin and Niagara colleges had been operating male-only campuses and male-only training programs in satellite campuses in Saudi Arabia.

The Executive Director reported that Algonquin College recently announced that it would be closing its campus.

Copies of CAUT letters regarding Algonquin and Niagara Saudi Arabia Campuses were included in the meeting materials.

d. Litigation Report

The Executive Director provided an update on current litigation in which CAUT is involved.

e. Collective Bargaining Report

A written report was provided in the meeting materials.

f. Education Report

A written report was provided in the meeting materials.

g. Health & Safety Report

A written report was provided in the meeting materials.

h. Organizing Report

The Executive Director provided an oral report on current organizing initiatives.

i. Membership Engagement

V. Dufour, Director of Communications, reported that the new membership database is currently being tested. A webinar will be offered in November at the Council meeting for local associations interested in learning about its use.

j. Publications

i. Report of the Bulletin Editorial Board

The Executive Director reported that some printing quality issues have been noted with the new format of the *Bulletin* and are being looked into.

ii. Book Series

The Executive Director reported that several of the presentations from the Harry Crowe Foundation conference held February 2016 have been received. The compilation of these will likely be published this Spring.

k. Distinguished Academic Award

R. Vose, Past President and Chair of the award jury for the Distinguished Academic Award, advised that the deadline for nominations for the award was August 1. He advised that the jury met by teleconference on September 6 to review the nominations and will be bringing a recommendation to the Fall Council that the 2016-17 Distinguished Academic Award be awarded to Craig Heron, Professor of History at York University.

The Executive Director recommended to the Executive that the Distinguished Academic Award be renamed as the Lee Lorch Award. A covering memo and several articles on Lorch were included in the meeting materials.

VOSE/SANGARE: THAT the Executive Committee recommend to Council that the Distinguished Academic Award be renamed as the Lee Lorch Award.

CARRIED

l. Terms of Reference of Bernice C. Shrank Award

The Executive Director presented proposed changes to the terms of reference of the Bernice C. Shrank Award that would provide regular timelines for the solicitation and receipt of nominations. A memo and the proposed changes to the terms of reference were included in the meeting materials.

KINGMA/GRAEBNER: THAT the terms of reference of the Bernice C. Shrank Award be revised as presented and sent to Council for consideration.

CARRIED

m. **ORDER OF THE DAY (Friday, 11:00 am)**

New Activists Workshop

P. Jones, Education Officer, reported on the New Activists Workshop taking place November 24, 2016 in Ottawa. Copies of the agenda were distributed at the meeting. He noted that the workshop is limited to approximately 20 participants and that member associations are asked to identify individuals who are prospective future leaders for their association.

Shelley Melanson, Membership Engagement Officer, gave an overview of plans for Parliament Hill Day.

n. Council

The Executive Committee discussed the implications of reducing the length of the Spring Council meeting by cancelling the Sunday morning segment of the meeting.

MECKLING/GERLACH: THAT the Executive Director explore the possibility of concluding the Spring Council at 5:00 pm on Saturday.

CARRIED (ONE ABSTENTION)

09. ORDER OF THE DAY (Saturday, 12:00 pm) Staff Matters

a. Report of the Personnel Committee

R. Vose, Chair of the Personnel Committee, reported that three staff positions have been filled: Shelley Melanson as Membership Engagement Officer; Andrea Harrington as Collective Bargaining Officer; and Peter Barnacle for the position of Senior Legal Counsel. Interviews are in process for three positions: Communications Officer; Legal Counsel and Director of Research and Political Action. He noted that there is currently one outstanding grievance.

B. Austin-Smith, Chair of the employer bargaining team, provided an update on bargaining with the staff union.

SANGARÉ/WESLEY: THAT the meeting move in-camera.

CARRIED

KINGMA/KANE: THAT the meeting move ex-camera.

CARRIED

LEQUIN/KINGMA: THAT the Executive Committee expresses full support in the CAUT bargaining team and in the bargaining mandate given to the bargaining team.

CARRIED UNANIMOUSLY

b. Staff and Related Administrative Issues

The Executive Director advised that CAUT is currently in interviewing for three positions: Legal Counsel, Communications Officer, and Director of Research and Political Action.

Executive committee members noted the contribution of several staff members.

IN CAMERA

c. Management Relations

VOSE/MECKLING: THAT the meeting move in-camera.

CARRIED

CRICHLow/KINGMA: THAT the meeting move ex-camera.

CARRIED

10. Policy and Model Clauses

a. Policy Statements

i. Conflict of Interest (*renamed Conflict of Interest for Academic Staff*)

CRICHLow/AUSTIN-SMITH: THAT the new Policy Statement on Conflict of Interest for Academic Staff replace the 1988 version (PS on Conflict of Interest) with the following changes, and be sent to Council for consideration:

- Delete paragraphs 5 and 6 and replace with a new paragraph 5: '**Academic staff participation in collegial governance, including service on governing**

boards, is a regular part of academic work and in no way constitutes a conflict of interest.'

CARRIED

- ii. Assessment of Academic Courses and Programs (*renamed Assessment of Academic Programs*)

VOSE/MCINNIS: THAT the revised Policy Statement on Assessment of Academic Courses and Programs (*renamed Assessment of Academic Programs*) be approved with the following changes and sent to Council for consideration:

- Revise the third sentence of the second paragraph as follows: 'Reviews of programs undertaken for financial reasons, or as part of priority exercises, should be ~~resisted~~**rejected**.'

CARRIED

- iii. Sexual Violence on Campus (*new*)

The Executive Director reported that the Academic Freedom and Tenure Committee had struck a sub-committee to review the new draft policy statement on Sexual Violence on Campus and advised that this review would be submitted to the Executive Committee once complete. He noted several committees have reviewed the draft and submitted comments.

- iv. Role of Public and Private Police Forces and Security Services on Canadian University and College Campuses

GRAEBNER/MCINNIS: THAT the revised Policy Statement on Role of Public and Private Police Forces and Security Services on Canadian University and College Campuses be approved with the following changes and sent to Council for consideration:

- Revise the second sentence of the second paragraph of the preamble as follows: 'Experience shows that ~~this belief is warranted. S~~such activities can interfere with the rights...';
- Revise the new paragraph 1.1.1 as follows: '~~Where resources permit, rather than relying on private security services or public police services, a~~**A** post-secondary institution should establish a security service, staffed by institution employees, **rather than relying on private security services or public police services**. Private policing agencies or security services should be given no status on campus ~~unless they are employed by, retained by, or under contract to the post-secondary institution.~~';
- Revise the new paragraph 1.1.3 as follows: '...or reduce risks to individuals or property on campus, ~~and, generally, to enforce the Post-Secondary Institution rules and federal, provincial, and municipal laws on campus.~~ Because members of marginalized groups may be more likely ~~than members of the majority group~~ to experience violence and discrimination, it is important that safety programs explicitly address discrimination, **racism**, hate crimes, equity and inclusivity.';
- Revise the new paragraph 1.1.4 as follows: '...to carry out **its assigned** ~~a full-spectrum of services, including security and safety education and prevention programs, night and day patrols, interventions and rapid response and providing safety and security for special events.~~';
- Revise the new paragraph 1.1.5 as follows: '...must be respectful of **academic freedom and equity**, and not constrain freedom of expression...';

- Revise the new paragraph 1.1.7 as follows: '**Campus security should provide immediate descriptions to the community of incidents that threaten the safety or security of community members.**';
- Revise the new paragraph 1.1.9 as follows: '~~...to the community of incidents, or reported incidents,~~ that threaten the safety...';
- Revise h) of the new paragraph 1.1.11 as follows: '~~...the reporting of sexual offences~~**violence**, personal safety, and...';
- Revise j) of the new paragraph 1.1.11 as follows: '**privacy and** access to academic staff association offices.';
- Delete the new paragraph 1.1.12;
- Revise the title of the new section 1.2 as follows: '**Public Police and Security Agencies and Security Services**';
- Revise the new paragraph 1.2.1 as follows: 'Where a campus security service operates, public police **and security** agencies ~~and security services~~ should restrict their activities on post-secondary institution campuses to investigating specific alleged violations of the law, ~~and performing such aspects of their official mandate as are agreed to by the institution,~~ acting in accordance with the principles in this CAUT Policy Statement.';
- Revise the new paragraph 1.2.3 as follows: '**Public Ppolice and security** agencies ~~and security services~~ should not...' and deleted the last sentence;
- Revise the new paragraph 1.2.4 as follows: 'Academic staff should seek advice from their association **on their rights** in the event that they are approached for information. ~~They should be aware that cooperation with investigators is voluntary, but that the refusal to participate may have consequences.~~'; and
- Delete the new paragraph 1.2.6 and replace with the following: '**Information related to activities of academic staff members should only be released in response to court orders, subpoenas or warrants when all legal avenues to prevent release are exhausted.**'

CARRIED

v. Team Teaching

MECKLING/AUSTIN-SMITH: THAT the revised Policy Statement on Team Teaching be approved with the following changes and sent to Council for consideration:

- Revise the first sentence of paragraph 1 as follows: 'All **regular and contract** members of academic staff...';
- Revise the new paragraph 2 as follows: '**Academic staff should not**~~No one should~~ be required to team-teach.';
- Revise the new paragraph 3 as follows: '**Regular aAcademic Sstaff** participating in team-taught ... in their assignment of duties, **Contract Academic Staff should receive compensation for additional responsibilities and workload.**';
- Move '**Academic staff involved in team teaching have academic freedom over all aspects of the course and methods.**' from the old paragraph 7 to paragraph 1 and delete the old paragraph 7;
- Move '**Intellectual property rights derived from team-teaching shall remain the property of the content creators.**' from the new paragraph 5 to paragraph 1;
- Delete the old paragraph 10;
- Revise the title of the section above the new paragraph 7 as follows: '~~Dealing with Problem~~ **Resolutions**'; and
- Revise the last sentence at the second paragraph of the new paragraph 7 as follows: 'All dispute resolution decisions **may** be subject to grievance.'

CARRIED

vi. Challenges Faced by Academic Staff Working in Departments with International Students (*new*)

The Executive Committee reviewed comments from CAUT Committees regarding the draft Policy Statement on Challenges Faced by Academic Staff Working in Departments with International Students. The AF&T Committee in its review suggested that the draft was largely redundant with the existing Policy Statement on International Students. It was recommended that a sub-committee of the Executive review the current PS on International students to include issues in relation to workload and academic freedom. R. Vose and Y. Sangaré agreed to form this sub-committee.

vii. Indigenization of the Academy (*new*)

MCINNIS/BATTISTE: THAT the draft Policy Statement on Indigenization of the Academy be approved and sent to Council for consideration pending comments by the Aboriginal Post-secondary Education Working Group.

CARRIED

viii. Renewal of Tenure-track Appointments

CRICHLAW/KINGMA: THAT the revised Policy Statement on Renewal of Tenure-track Appointments be approved with the following changes and sent to Council for consideration:

- Revise paragraph 1 as follows: ‘...will demonstrate appropriate levels of scholarship, teaching ~~competence~~, professional activities and service...’

CARRIED

ix. Fairness for Contract Academic Staff

GERLACH/KANE: THAT the revised Policy Statement on Fairness for Contract Academic Staff be approved and sent to Council for consideration.

CARRIED

x. Academic Appointments

The Executive Director reported that at the April 2016 Executive Committee meeting, a motion was adopted to recommend to Council the deletion of the Policy Statement on Academic Appointments. At that time it was also recommended that CBEBEC consider the need for a new policy statement on defining academic appointments. CBEBEC reviewed the policy at its August meeting and has requested additional guidance/information from the Executive in order to be able to complete its work. As the Chair of CBEBEC was not present at the meeting, it was recommended that the matter be referred to the November Executive Committee for further discussion.

b. Model Clauses

i. Workload

MECKLING/LEQUIN: THAT the revised Model Clause on Workload be approved and sent to Council for consideration.

CARRIED

c. Administrative Policies

There were no administrative policies to discuss.

11. Meetings, Conferences and Coalitions

a. Meetings attended

i. National Co-Creation Gathering: Enhancing Indigenous Education through Co-Creation

The President reported on his attendance at the National Co-Creation Gathering: Enhancing Indigenous Education through Co-Creation held in Ohsweken, Ontario on June 22–24. He noted that the meeting was organized by the Rideau Hall Foundation and facilitated by Three Things Consulting.

b. Upcoming Meetings and Conferences

i. CAUT Defence Fund, October 15, Montreal

The Executive Director reported that the Defence Fund meeting will be held in Montreal on October 15.

ii. FQPPU Conseil fédéral, October 20–21, Montreal

Linda Lequin will be attending the FQPPU Conseil federal meeting in Montreal, October 20–21.

iii. Librarians' and Archivists' Conference, October 21–22, Ottawa

The Librarians' and Archivists' Conference agenda was included in the meeting materials.

iv. Western Regional, November 3–5, Winnipeg

The Executive Director reported that the Western Regional meeting will take place November 3 – 5 in Winnipeg and is being hosted by the University of Winnipeg.

v. EI Further and Higher Education Conference

The Executive Director reported he and the President will be attending the EI Further and Higher Education Conference, November 14–16, Accra.

c. Coalitions

i. International Civil Liberties Monitoring Group

C. Vallerand, Director of Operations, informed members that the International Civil Liberties Monitoring Group's current coordinator Monia Mazigh is stepping down and they will be doing a search for a new coordinator. In the Interim Roch Tassé will be acting as coordinator.

ii. Canadian Consortium for Research

The Executive Director reported that the Canadian Consortium for Research is preparing for the Federal Government's fundamental review of science.

iii. Public Education Network

The Executive Director reported that the Public Education Network met last August. He noted that this organization brings together all organizations and unions in the education sector as well as student organizations.

d. Related Organizations

i. Harry Crowe Foundation

This item was previously reported under 08. (j)(ii).

ii. NUCAUT

The Executive Director reported that the NUCAUT triannual convention will be held in conjunction with the Canadian Labour Congress (CLC) in Toronto in 2017.

iii. J.H. Stewart Reid Trust

The recipient of the 2016-17 J.H. Stewart Reid Memorial Fellowship is David Christopher, PhD candidate from the Department of Art History and Visual Studies at University of Victoria. Christopher holds an MA in Film Studies and Cultural Theory and an MA in Theatre History from the University of Victoria, and an honours degree in English and a degree in Economics from Carleton University.

12. Other Business

There was no other business.

13. Review of Meeting

There was a review of the meeting.

14. ITEMS FOR INFORMATION

There were no items to review.