

## DRAFT MINUTES OF THE CUFA COUNCIL

Held on Monday, March 11, 2019

9:30 AM – 11:07 AM in RF 120

**PRESENT:** Ian Rakita (Chair), Aaron Brauer, Greg Butler, June Chaikelson, George Denès, Charles Draimin, Pierre Gauthier, Vincent Graziano, Jorgen Hansen, Cody Hyndman, Wilson Jacob, Océane Jasor, Ida Karimfazil, Alexandru Lefter, Warren Linds, Mahesh Sharma, Ted Stathopoulos, Natalia Teplova; Geneviève Robichaud, Léa Roboam

**ABSENT:** Ciprian Alecsandru, Maria Amer, Michael Bourne, Walcir Cardoso, Mary Di Michele, Pierre Yann Dolbec, Angelica Galante, Hua Ge, Meaghan Joy, Lea Katsanis, James McLean, Nicola Nixon, Joey Paquet, Leander Schneider, Matthaeus Tekathen, Pouya Valizadeh

### 1. Approval of the Agenda

*Upon motion duly moved and seconded (Sharma, Hansen) it was unanimously resolved that the Agenda be approved with the addition of **Standing Committee on Elections under Reports**.*

### 2. Approval of the Minutes of the COUNCIL Meeting of January 28, 2019

*Upon motion duly moved and seconded (Lefter, Karimfazli) it was unanimously resolved that the minutes of the January 28, 2019 meeting be approved with corrections as discussed.*

### 3. President's Remarks

Ian met recently with President Shepard who indicated that he is spending much of his remaining time on fund raising endeavours. Ian noted that Western University (President Shepard's new home) has a budget that is 60% larger than Concordia's budget, but Western has 10,000 fewer students. Ian also reported that the signing of the Collective has been delayed due to the remaining articles which need to be translated; the remaining translation is expected to be completed shortly. The signing of the Collective Agreement will take place shortly after the translation has been completed. Finally Ian remarked that the rate of inflation is below the increases that were negotiated in the new Collective Agreement and these increases are higher than what is being proposed in a number of other universities that are currently in negotiations.

### 4. Business Arising Not on the Agenda

a) There was none.

### 5. New Business

a) **Adoption of Article 27 by Council:** The changes pertaining to Article 27 were circulated and Greg Butler reviewed the salient points. These changes will now need to be ratified by the membership. The Executive recommends that the Council approve these changes.

*Upon motion duly moved and seconded (Butler, Sharma) it was unanimously resolved that the CUFA Council recommend that the CUFA membership accept changes to Article 27, and Appendices 9, 10A, 10B of the Collective Agreement.*

b) **Course Evaluation Side Table:** Vice Provost Nadia Hardy has proposed that the side table to review the course evaluation dossier be suspended, while a working group consisting of the various stakeholders is formed to investigate and study the entire course evaluation process. This working group will then make recommendations to the side table. The side table will then incorporate any changes to the Collective Agreement that it deems necessary. Discussion ensued. The Executive supports this proposal with appropriate conditions and the Council agreed.

- c) **Homa Hoodfar follow up:** Charles Drainin provided an update and suggested, following the Executive's support, that the surplus funds raised (\$17,541) be donated to the CAUT Academic Freedom Fund.

*Upon motion duly moved and seconded (Drainin, Gauthier) it was unanimously resolved that the Council approve a donation to the CAUT Academic Freedom Fund of an amount of \$17,541 to close our Free Homa Account.*

## 6. Reports

- a. **Standing Committee on Elections:** A call for nominations for Vice President, Secretary and one Member at Large will be sent to the membership shortly.

*Upon motion duly moved and seconded (Brauer, Butler), it was unanimously resolved that the voting period for the CUFA Executive Elections be set at three working days.*

- b. **Pension and Benefits:** Ian presented the following report from Michel Magnan.

Since early December, the Investment Subcommittee has met three times and the Pension Committee once. The Investment Subcommittee has been continuing its meetings with asset managers (we strive to meet each manager at least once a year, and with close to 30 managers, this is a major task). In addition, we have been monitoring the implementation of the Asian markets' investment strategy. Decisions have been made to drop some underperforming managers in some asset classes, with alternatives being considered or searches being conducted. Currently, we are considering investment alternatives in infrastructure and private debt.

With respect to the 2018 performance, it is still too early to confirm (many asset managers report numbers with a 3 month lag). With the information available at this time, we expect our overall portfolio to do better than many of our peers for 2018 and to over perform the market as a whole for the year. The fund's expected performance in 2018 is viewed as a confirmation that the decision to shift to a 3-pronged investment policy approach with three categories of investments (capital preservation, growth, diversification) is paying off in reducing return volatility.

- c. **Negotiations:** The text for Article 27 will be sent to the membership for ratification.

- d. **Treasurer's Report:** Nothing to report.

7. **Appeals and Grievances:** There are two new grievances, one regarding academic integrity and one regarding harassment

## 8. Other Business

The equity survey from University of Toronto is now being considered as a template for CUFA to gather information about equity, diversity and inclusion at Concordia.

## 9. Adjournment

The meeting was adjourned at 11:07 AM.