

Carleton University Academic Staff Association NEWS

The Wheels Grind Exceeding Slow!

Jill Vickers

It is now more than a month since the Labour Relations Board heard the arguments concerning the inclusion or exclusion of Departmental Chairmen from the bargaining unit and we have still not been favoured with their decision on this matter. (We hope to have news before this issue goes to press.) The fact that this issue remains in doubt has meant that CUASA has not yet received its certificate and cannot commence the formal bargaining process.

While this delay has tried our patience, it has undoubtedly been a blessing in disguise since it has given our Council and the Drafting Committees it established (See Council Report, April 28th) considerably more time to develop their ideas concerning various aspects of the first collective agreement. Council has also authorized the drafting of a questionnaire (to be received shortly by all members) to ensure input from the membership on the various matters to be included in the draft collective agreement. I hope that as many of you as possible will respond to this request for assistance. I would also note that the Drafting Committees urgently need your assistance. The Chairman of each Committee and a number at which he can be contacted during the next month appears elsewhere in this issue. Please make whatever contribution you can to this phase of our venture.

It is now clear to all of us who have been closely involved in the certification drive that by adopting this course we must now collectively accept the responsibility for our fate. The new context within which CUASA must work demands a new level of sophistication in our organization. Ample evidence of this fact is already before us: our office staff has been increased and our Council members are now expecting to work throughout the summer.

Clearly, there is a danger of increasing bureaucratization unless CUASA can retain its character as a grass-roots movement - the character it has displayed during this past year. It is for this reason that the current election of a new Council is so critical. This election comes at a bad time of the year; but given the circumstances this was unavoidable. It is essential, however, that the Representative Council of CUASA, which retains full legislative authority in all areas of the Association's business except for the ratification of collective agreements, is peopled by members who are prepared to devote considerable time and effort to the job.

The Council I have had the pleasure of chairing this year has demonstrated clearly that the domination of Associations such as CUASA by a small clique need not be the rule. During the past eight months close to a hundred members have been actively involved in the Association's affairs. Most of the Council members have been devoted to their duties and only once (out of almost two dozen Council meetings) was it necessary to scurry about to achieve a quorum. The members of the Steering Committee have endured, on average, a meeting a week and have provided superb

leadership to the Council. Many other people worked to sign up members and as scrutineers during the vote. In fact, CUASA has managed to deny the "iron law of oligarchy"... the question remains, however, can we continue to involve the membership in future years.

It has been an interesting and rewarding year from my vantage point. I have been privileged to serve the Association as its president during this exciting period. It has been a privilege and a pleasure to work with so many of my colleagues who have proved to my satisfaction at least that CUASA is alive and well. I look forward to continuing to serve the Association under its new President and Council.

Salary Increase Letters Will Be Delayed

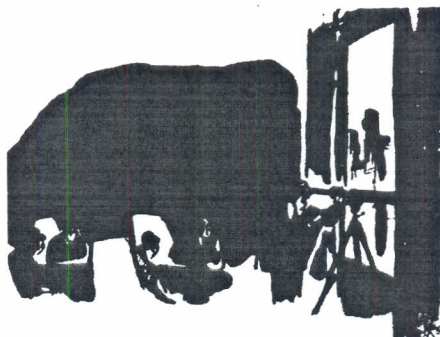
J.M. Vickers, President, CUASA
G.R. Love, Vice-President Academic

The usual practice at Carleton of announcing new salary levels to faculty members some time prior to July 1st will not be followed this year. Announcement of the new salary levels for the 1975-76 academic year will await the formal ratification of the collective agreement to be negotiated between CUASA and the Board of Governors. This does not, however, preclude the negotiation of an interim salary adjustment at an earlier point in time to ease cash-flow problems. The CUASA interim negotiating team made a proposal for such an interim adjustment in May and, while the administration's spokesmen declined to discuss the proposal prior to the opening of formal negotiations, Dr. Ross Love, Vice-President Academic, indicated that the University would be willing to discuss the matter at an early point in the context of formal negotiations.

New Face In The Office

The CUASA Office, Room 424, Herzberg Laboratories for Physics, is now staffed by two half-time people. Barbara Smith started work on May 22nd.

The office hours this summer are: 10 to 12 noon, and 1 to 3 p.m. - Monday through Friday.



"They are considering our offer. Now they are all laughing and jumping and slapping each other on the back."

U of O Seeks Certification

On May 14th, the executive committee of the Board of governors of the University of Ottawa notified the Association of Professors of the University of Ottawa (APUO) of their refusal to accord voluntary recognition to the Association, which had earlier voted to seek recognition as bargaining agent for the faculty. The necessary constitutional changes were approved at a general meeting on April 24th. A membership drive is now in progress; 360, or about 37% of the faculty, had signed up by last week, in preparation for an application for certification to the Ontario Labour Relations Board. Some members of the clinical teaching staff of the Faculty of Medicine are seeking a separate union. The outgoing president of APUO is Ralph Tross of the Department of Mathematics; incoming president is Georges Sarrazin of Psychology.

Contract-Drafting Chairmen

The chairmen of the committees to draft contract proposals are as follows:

Committee on CUASA-Board Relationships:
A. Brook, Philosophy, 3868

Committee on Rights and Responsibilities (including existing documents):
J.F. Campbell, Psychology, SPC, 2666

Committee on Terms and Conditions of Employment:
G. Neuspiel, Law, 3618

Committee on Salaries and Benefits:
D.W. Sida, Mathematics, 6752.

Membership Open

Faculty who are not yet members of CUASA are invited to join at any time. Phone or write the CUASA Office, 424 Physics (10-12 noon; 1-3 p.m.) and the necessary forms will be sent to you. It should be noted that former members of CUASA who have not signed application forms and authorization forms since February 14th, are no longer members.

Council Nominees Needed!

There are still vacancies to be filled in the nominations for the 1975-76 CUASA Council, particularly in Divisions I and II, which are allowed 11 and 8 representatives respectively. Deadline for nominations is Friday, June 13th, at 4 p.m. They should be sent or brought to the CUASA Office, 424 Physics. The office will be open every day from 10 to noon and 1 to 3 p.m.

Pending the decision of the Ontario Labour Relations Board on the status of departmental chairmen, they are encouraged to run for Council. In case of their exclusion, they would then have to be disqualified.

Elections For 1975-76

Two of the three stages prescribed by the Constitution for the election of the 1975-76 CUASA Council and Steering Committee have been completed.

Brook President-Elect

Andrew Brook of the Department of Philosophy became the 1975-76 President-elect of CUASA as the result of a mail ballot held in the week preceding April 29th. He defeated James F. Campbell of the psychology department at St. Patrick's College by a vote of 119-74. Professor Brook, a graduate of Alberta and Oxford, has been at Carleton for five and a half years, and served on the 1974-75 Council and Steering Committee.

Officers Elected

CUASA's non-presidential officers are elected by the Council, which voted to approve the following slate at its meeting on May 22nd: Professor Campbell was re-elected for a one year term as Secretary; Valerie McDougall of the Library was elected Treasurer; Professors Sida and Laughton were confirmed for the second year of two year terms as Salary and Staff Welfare Chairmen respectively.

Council Elections in Progress

Nomination forms for representatives to the 1975-76 Council have been circulated and nominations are open until 4 p.m. on Friday, June 13th. Ballots will be circulated to each unit (Arts I, Arts II, St. Patrick's College, Science, Engineering, Architecture and the Library) immediately thereafter, and must be returned by Tuesday, June 24th.

The newly-elected Council and Steering Committee will take office on July 1st, 1975.

The Steering Committee for 1975-76 is now complete except for two members-at-large to be elected from the new Council.

President

B. Wand, Department of Philosophy, 3868

President-elect

A. Brook, Department of Philosophy, 3868

Past President

Jill Vickers, Department of Political Science, 2712

Secretary

J.F. Campbell, Department of Psychology, 2666

Treasurer

V. McDougall, Library, 4354

Salary Chairman

D.W. Sida, Department of Mathematics, 6752

Staff Welfare Chairman

P.M. Laughton, Department of Chemistry, 6675.

Carleton Represented On CAUT And OCUFA

At the CAUT Council Meeting of May 13-15 held at the Holiday Inn in Ottawa, Jill Vickers (Political Science) was elected Vice-President of CAUT for the coming year. Muni Frumhartz of Sociology is a member of the CAUT Executive.

On May 8-9, the OCUFA Council met at Guelph and elected its new executive. Chairman for 1975-76 is Cooper H. Langford of the Department of Chemistry.

Annual General Meeting

The Annual General Meeting was held Wednesday, April 30, in Physics 356. After adoption of the minutes, Professor Vickers reported on the year's activities, including the hearing on the inclusion of chairmen in the bargaining unit, interim negotiations with the administration, the establishment of contract drafting committees, and other activities such as watching briefs and observation on university committees. It was noted that certification is under active consideration at Ottawa, Windsor and York Universities. Professor Wand for the Nominations and Elections Committee reported on plans for Council elections and results of the balloting for Presi-

dent-Elect (A. Brook 117; J.F. Campbell 74; 2 spoiled ballots).

Professor Langford presented the Treasurer's Report and Budget for 1975-76. In the face of the increased demands presented by certification, the general meeting approved an increase in the fee structure from 3.25 to 5.00 mils based on 1974-75 average salary levels. The resulting monthly fees are:

Professor	\$11.26
Associate Professor	8.49
Assistant Professor	6.84
Lecturers, Librarians	5.68
Other Instructors	4.00

A balance sheet at March 31st. is presented. Reading of this sheet must be tempered by recognition of the fact that legal fees for certification have not yet been billed and will be very substantial.

CARLETON UNIVERSITY ACADEMIC STAFF ASSOCIATION

BALANCE SHEET

March 31, 1975

Current Assets

Cash: B.N.S. #1009 \$1412.88
B.N.S. #25030 496.00

Membership dues receivable 1812.46

Ottawa-Carleton Education
Credit Union
Deposit
Shares 2,000.00
1,619.57

Total Current Assets \$7,340.19

Fixed Assets

Office equipment 35.18

Total Fixed Assets 35.18

Total Assets \$7,376.09

Current Liabilities

CAUT fees payable \$1,028.00
OCUFA fees payable 743.61

Accounts payable
(Carleton Business
Office) 609.61

CAUT special levy 1,282.50

Total Current Liabilities* \$3,663.72

* plus partial responsibility
for legal fees to Sack and
Dunn not yet allocated among
CAUT, OCUFA, and CUASA

Reserves 3,712.37

\$7,376.09

Council Report

The CUASA Council has met six times since the General Meeting of the 31st January, which authorized the Steering Committee to conduct a referendum on the constitutional revisions deemed advisable by our lawyer, Jeffrey Sack, for our certification application to the Ontario Labour Relations Board. The actions taken at these meetings are summarized below.

February 6

The revised Constitution was approved for submission to the membership. Vice-Dean Walther's resignation as Past President was accepted with thanks for his service and Professor Neuspiel (Arts II) was elected Acting Past-President. Professors Campbell (Steering Committee) and Fuerst (Div. II) were named as scrutineers for the Constitutional vote.

February 24

The professional librarians were officially invited to join CUASA and it was also voted to invite those sessional lecturers who would, in accordance with the provisions of the *Labour Relations Act*, probably be considered full-time academic staff to join CUASA. Professors Brook (Arts I) and Cormack (Engineering) were elected to the Steering Committee. Thanks and deep regret were expressed at Professor Hay's resignation. The Steering Committee was instructed to prepare draft

by-laws covering representation, ratification machinery, and statements of intent regarding safeguards on faculty salary positions. The Collective Bargaining Committee was dissolved and notice of motion regarding committees to work on contract proposals was given.

Professor Urrello (St. Pat's) was named as CUASA representative to the Common Front, and Professor Farmer (St. Pat's) placed on record the occurrence of hiring at a time of threatened firings.

March 5

Reports on the Engineering Faculty's meetings with regard to CUASA and certification, on conversations with full-time sessional lecturers, and the certification application were presented. Eleven by-laws submitted by the Steering Committee and one submitted by the Engineering Faculty were discussed, amended, and passed as follows:

1. Representation on Council: Membership on Council will be calculated to ensure the fair representation of all units of the full-time academic community. The smallest unit will be guaranteed one seat on the Council. Other units will be represented on a basis which is roughly proportional to the number of members within each unit. At the present time, the units are: Arts I, Arts II, St. Patrick's College, Engineering, Architecture and Industrial design, Science, and the Library. The number of Council shall be specified as 32.

missed faculty members and for this reason Council delegates were asked for continuation of the first two stages of censure. The motion also served notice to the Simon Fraser administration that unless a satisfactory resolution of all outstanding grievances, deemed satisfactory by the AF&T Committee, has not been arranged by the university by July 1, 1975, the third stage of censure (the boycott) will be immediately and automatically reimposed.

In other AF&T matters of note, the Council voted to lift the CAUT Censure of University of Victoria.

3. Professional Librarians

The Council approved, in principle, a draft document dealing with academic status of librarians, urging that terms and conditions of employment for librarians be made analogous to those of faculty. The document will be discussed by the Canadian Association of University and College Libraries in June, and the two organizations are expected to work out details of a joint agreement early in the coming academic year.

The Council delegates were addressed by Calvin Evans, CACUL representative, who said that currently professional librarians do not have proper procedures governing terms and conditions of employment, are often without promotion or dismissal regulations and have no system of sabbatical leave for professional development. He said that professional librarians do not want second class faculty status, but want CAUT support, particularly at the local level, for fair conditions and reasonable governance structures. The Council also approved a constitutional amendment incorporating words "professional librarians" into Section 2.1 of the Constitution which deals with the stated objectives of the CAUT.

4. Status of Women

Council members heard a report on the activities of the CAUT Committee on the Status of Women Academics and were told that in the coming academic year the Committee will concentrate its efforts on improving hiring and promotion practices, salary increases as they affect women staff members and fringe benefits for women in Canadian universities. In particular the Council was asked to provide general support for those clauses in Bill C-16 (a bill proposing amendments giving equality of status to men and women or the 'omnibus bill on the status of women') which are germane to CAUT activities. These are sections dealing with immigration, or what happens to spouses and children of those people who are deported; sections governing regulations dealing with human rights and forbidding discrimination on the grounds of marital status and age; and sections touching on maternity leaves.

The Council also passed a motion urging individual associations to play an active role in local implementation of the major policy regulations found in the status of women document, in particular, to support matched pair studies of male and female faculty members at each university.

5. Collective Bargaining

Professor Charles Bigelow, Chairman of the CAUT Collective Bargaining Committee described association activities in the area of collective bargaining, pointing out that in only three years, more than 20 per cent of Canadian university teachers, most of them in Quebec, have become members of certified unions. There are, currently, four local unions affiliated with the CAUT — Notre Dame of Nelson, St. Mary's, Manitoba and Carleton universities, and in view of last year's performance and activities, the CAUT is now in a good

position to cope with the problems locals face as they study and move towards certification.

Since the CAUT is fully committed to collective bargaining, the Council was asked and voted to ratify newly drafted additions to CAUT Guidelines on Collective Bargaining, urging local associations engaged in collective bargaining to amend their by-laws or constitutions to ensure proper ratification procedures and to deal with questions arising from the use of the Rand formula.

6. CAUT Budget

The Council delegates were presented with the Association budget for 1975-76 which features a clause allocating \$10,000 for release time of the Chairman of the Academic Freedom and Tenure Committee. The CAUT budget for 1975-76 retains the mill rate of 1.6 per cent of the mean salary, as well as the \$2.50 per capita levy. The delegates were advised that under this budget fee discounts will cease, except for those associations with 250 eligible members or less. The budget represents an increase of approximately 9.5 per cent over last year.

Faculty representatives were also informed of the Board's approval of resolutions pertaining to the status of sessional lecturers and part-time faculty within a local association, allowing both categories full membership status within the association wherever possible, and establishing a new fee category for part-time members, equivalent to the minimum annual CAUT membership fee (53¢ per month, or \$6.33 per year).

The delegates overwhelmingly supported a motion dealing with locked-in membership, making it mandatory for all members of a local faculty association to belong to CAUT.

7. CAUT President; Vice-President

Council elected Professor David Braybrooke (Philosophy, Dalhousie) as president of the CAUT for the 1975-76 academic year. Professor Jill Vickers (Political Science, Carleton) was elected as vice-president and Professor Robert Hanrahan (Commerce, Dalhousie) was elected treasurer. Other members of the CAUT Executive are Professor Muni Frumhartz (Sociology, Carleton), Nora Losey (Mathematics, Manitoba), George Wybouw (Business Administration, Moncton), and Richard Spencer (Engineering, UBC), past-president.

8. CAUT Board

The following people are members of the CAUT Board, 1975-76: G.P. Jones (English, Memorial) Newfoundland, F. Driscoll (History, UPEI) Prince Edward Island, Hugh King (Engineering, Dalhousie) Nova Scotia, Israel Unger (Chemistry, University of New Brunswick)

New Brunswick. Jean-Paul Audet (Philosophy, University of Montreal) Quebec, George Just (Chemistry, McGill) Quebec, Michael MacDonald (Philosophy, Waterloo) Ontario, K. Pryke (History, Windsor) Ontario, W. Nelson (History, University of Toronto) Ontario, M. Frumhartz (Sociology, Carleton) Ontario, L. Eldredge (English, Ottawa) Ontario, N. Losey (Mathematics, Manitoba) Manitoba, K. Kerr (Psychology, Winnipeg) Manitoba, K. Johnstone (English, Saskatchewan) Saskatchewan, C. Knapper (Psychology, Regina) Saskatchewan, N. Hersom (Education, Alberta) Alberta, W. Zwerman (Sociology, Calgary) Alberta, P.J. Micallef (Philosophy, Nelson) B.C., I.D. Pal (Economics, U.B.C.) B.C. Members at large: G. Wybouw (Business Administration, Moncton). Ex officio members: D. Braybrooke, J. Vickers, D. Savage, R. Spencer, R. Hanrahan.

9. Taxation

The Executive Secretary reported that the Committee on Taxation has established that CAUT membership dues are tax deductible. The definitive ruling resulted from a University of Toronto professor's claim, which the Department of Revenue rejected. The professor, financially supported by the CAUT, sought a ruling where his claim was upheld. The government subsequently appealed the decision to the courts, but then decided to let the challenge drop. The CAUT counsel also managed to convince the government to pay part of the CAUT's legal costs incurred by this case.

Should You Take That "Golden Hand Shake"?

Although the immediate threat of lay-offs among the faculty at Carleton seems to have receded, it is no secret that the administration would not be unhappy if a number of members of faculty could be convinced to voluntarily depart the scene. Clearly, this may offer a more humane solution to what may be a long-term problem at Carleton but it is equally clear that such decisions to depart must be genuinely voluntary in nature and that those people who do decide to take this course are fairly treated — especially if the course offered is early retirement. Individuals in this situation, should consult a member of the Steering Committee if they are offered a golden-hand-shake deal. A *Financial Times* article is available from the office (424 Physics) which warns against early retirement "without another job or a pension plan that provides for cost-of-living adjustments."

"Chronicles Of Old Carleton"



"When I veto something, I want it to stay vetoed! I didn't *veni, vidi, vici* just to have a bunch of senators mess up my program."

2. Responsibility for Collective Agreement Proposals:

The Council has the right to give final approval to any collective agreement proposals. The Steering Committee and all other committees and sub-committees of the Association shall be merely advisory to the Council.

3. Composition of Negotiating Teams: Council shall designate the membership of any negotiating team on the advice of the Steering Committee.

4. Ratification of Collective Agreements: Any collective agreements negotiated shall take force only upon ratification in accordance with the provisions of *The Ontario Labour Relations Act*, Section 63(4) and (5): "4)... a vote to ratify a proposed collective agreement taken by a trade union shall be by ballots cast in such a way that a person expressing his choice cannot be identified with the choice expressed;" "5) Any vote mentioned in subsection 4 shall be conducted in such a manner that those entitled to vote have ample opportunity to cast their ballots."

5. Ratification Amendment: A constitutional amendment entrenching the ratification procedure shall be presented to the membership before the completion of negotiation of the initial collective agreement.

6. No Closed Shop: No collective agreement negotiated by the Association shall contain any closed shop clause.

7. Rand Formula: Any collective agreement proposed by the Association shall contain a "Rand Formula" fee clause.

8. CAUT Guidelines: Any collective agreement proposed by the Association shall be consistent with the guidelines published from time to time by CAUT. Provided that the Council shall have the power to approve proposals which are not in accord with CAUT Guidelines with the approval of two-thirds of the members of Council.

9. Single-Unit Clauses: In any collective agreement to be negotiated by the Association, clauses applying only to one or several named unit(s) shall be incorporated for a given unit in the proposals for a collective agreement only with the consent of a majority of the Council members representing the unit(s) concerned.

10. Single-Unit Veto: In the ratification of collective agreements members of a unit within the Association shall vote separately on any clause(s) which affects only the named unit(s). In such a case, the members of the unit(s) shall have the power to veto only the clause(s) affecting only the named unit(s) and shall vote together with all other members of the Association on all matters of common concern.

11. Market Differential Clause: The Council shall ensure that any proposals for a collective agreement include a clause(s) recognizing the existence of specific market differentials, provided always that such proposals also contain a clause(s) establishing a joint union management parity committee to examine the empirical evidence to be submitted in each case in which a market differential is sought or offered.

12. By-law Entrenchment Amendment: A constitutional amendment entrenching by-laws 9, 10, and 11 shall be presented to the membership as soon as possible but in any case before the completion of negotiation of the initial collective agreement. This entrenchment amendment shall state that the removal or amendment of those by-laws protecting single units (9 and 10) can occur only with the approval of the majority of members of the affected units.

Professor Brook gave notice of motion on a by-law to ensure proper representation of new units, and the Steering Committee was instructed to set a time for the Annual General Meeting. Professor Taylor (Arts I) raised the question of the status of CAUT life insurance policies in the changing membership situation.

April 9

The meeting was largely concerned with preparations for the vote ordered by the Labour Relations Board. The Nominations and Elections Committee, under the chairmanship of the secretary, Professor Campbell, was activated. Professor Wand (Steering Committee) and Val McDougall (Library) were named to the Committee.

April 28

Neil Brearley and Val McDougall were confirmed as representatives from the Library until July 1; Professor Farmer and V. McDougall were confirmed as members of the Budget Committee under the chairmanship of Professor Langford (Science).

The treasurer's report and budget for 1975-76 were discussed and approved for presentation to the general meeting.

Committees to draft collective agreement proposals were established as follows: (1) Committee on CUASA-Board Relationships; (2) Committee on Rights and Responsibilities (including existing documents); (3) Committee on Terms and Conditions of Employment; and (4) Committee on Salary and Benefits.

It was voted to concur in the CAUT's policy of permitting associate membership in CAUT to members who become ineligible for membership in certified local associations because they hold managerial positions. Contributions of \$350 to the Common Front and \$50 toward the funeral expenses of a former member were approved. The hiring of additional staff was authorised.

May 22

The membership of the Drafting committees was approved, with power to add new members. Status and membership of the committees will be reviewed by the new Council.

The proposed slate of officers was elected, after an opportunity for nominations from the floor, and the procedure for the conduct of Council elections was approved. Brief reports from the Chairmen of the drafting committees were given; the committees will report to Council on Wednesday, June 25.

Professor Langford reported on the OCUFA Council of May 8-9, which endorsed the joint OCUFA/COU two-tier proposal for province wide negotiations. Jeffrey Sack also presented his report on collective bargaining for Ontario universities. (Copies are available in the CUASA Office.) Professor Vickers reported on the CAUT Council (reported elsewhere). Notice of motion rejecting the Canadianization guidelines was given.

A committee to explore the degree of community of interest between CUASA and CUSLA (C.U. Sessional Lecturers' Association) was established. The Steering Committee was instructed to prepare a questionnaire to aid in ascertaining the priorities of the membership. Professor Farmer was named to represent CUASA to the Common Front during the absence of Professor Brook who had been temporarily replacing Professor Urrello. It was moved to remind the President of existing procedures for the appointment of Deans.

An all day meeting of Council will be held Wednesday, June 25.

Wanted To Rent

—in Ottawa for September 1st until August 16, 1976: a furnished house with two bedrooms, two adults and one child aged 12, preferably near University of Ottawa and a public school. Please contact: Gerald N. Lesard, B.A., M.Ed., 46 Wellington Street, Markdale, Ontario. Phone 519-986-3312.

Report On CAUT Council

The governing council of the Canadian Association of University Teachers, meeting in Ottawa May 13-15, discussed Association matters and passed a number of resolutions which will guide the Association's activities in the coming academic year.

Among the more significant items of business to emerge from the two-day session, which saw more than 150 delegates, guests and observers consider issues of current interests to the Canadian academic community, were matters dealing with:

1. Canadianization and the University

The Council, by a two-to-one margin approved a document prepared by the CAUT Executive from recommendations by the Academic Freedom and Tenure Committee and from the Committee on Canadianization and the university, amending, in part, the current guidelines and calling for preference to be given to Canadians applying for posts in Canadian universities, unless in a particular case there is a substantially better qualified candidate from abroad.

The document calls for establishment of university-wide appointments review committees, where they do not already exist, charged with ensuring that all openings and required qualifications for those openings be made known to potential Canadian applicants through wide advertising in available media and letters to universities.

These committees, before recommending any new appointments should be certain that in selecting a candidate, fair procedures were used and an "active" effort was made to recruit Canadians. If a non-Canadian is slated for appointment, the department wishing to hire a non-Canadian should be charged with making the case for the appointment to the satisfaction of these university-wide bodies.

The guidelines urge that appointments be offered to the best qualified Canadian who meets the stated requirements, unless the university-wide review committee is persuaded that the appointment in the case of a non-Canadian is justified.

Finally, the guidelines state that once appointed, the nationality of the faculty member should have no bearing on the terms and conditions of that appointment, including academic freedom, salary, promotion and tenure.

3. Simon Fraser University

The CAUT Council approved a resolution to continue the suspension of the third stage of censure (the boycott) of Simon Fraser University until July 1, 1975. The motion, approved 46 to 1, takes into consideration the fact that acceptable dismissal procedures have been instituted by the university administration, and that a possibility of reaching resolution of all outstanding grievances involving the dismissed faculty members, although remote, is still possible.

The Council was made aware, however, that to date insufficient progress has been made in trying to rectify a major injustice to dis-