

Governance and Process

Academic Freedom

Academic freedom is the cornerstone of our members' work, and erosion of this right cannot be tolerated. A strong commitment from the employer to respect academic freedom rights is needed to protect the integrity of the system.

Governance

CUASA is proposing amendments that would maintain and enhance collegial self-governance. CUASA is also proposing reforms to the operation of the Senate and Board of Governors.

Written Constitutions

CUASA is proposing a process for the re-institution of written unit constitutions to create a clear and open reference point for all unit business. The employer should not be able to interfere with the academic will of a department, which has been happening in units without written constitutions.

Defamation and Discrimination

Baseless complaints can stay on members' records and be relied on by the employer at any time. Victims of the current process have no way to defend themselves against this. CUASA proposes a fair process to deal with such remarks.

Grievance Process

CUASA members must always have real recourse mechanisms to resolve issues and disputes. CUASA is working to remove the list of exclusions from the grievance procedure and give jurisdiction to arbitrators to fashion appropriate remedies whenever the employer violates our members' rights.

**Openness, fairness
and transparency
are essential for a
public University.**