



2016

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

2017

Key objectives in 2016-17



Improve the **terms and conditions of employment** of academic staff



Promote and defend **academic freedom, collegial governance,** and the **integrity of academic work**



Advocate for **equity** and **social justice**



Lobby for **affordable** and **high quality** public post-secondary education and research



A proud tradition

Since it was founded in 1951, the Canadian Association of University Teachers (CAUT) has actively advanced the social and economic interests of its members. CAUT offers courses, workshops and conferences, and provides collective bargaining and legal support to its member associations. Throughout our history, we've campaigned to ensure that academic staff play a key role in their institutions' academic decision-making and have been an outspoken champion of academic freedom. CAUT has worked to shape federal policy on research and post-secondary education, and has been uniquely influential in securing international agreement on the protection of academic freedom and other professional and employment rights.

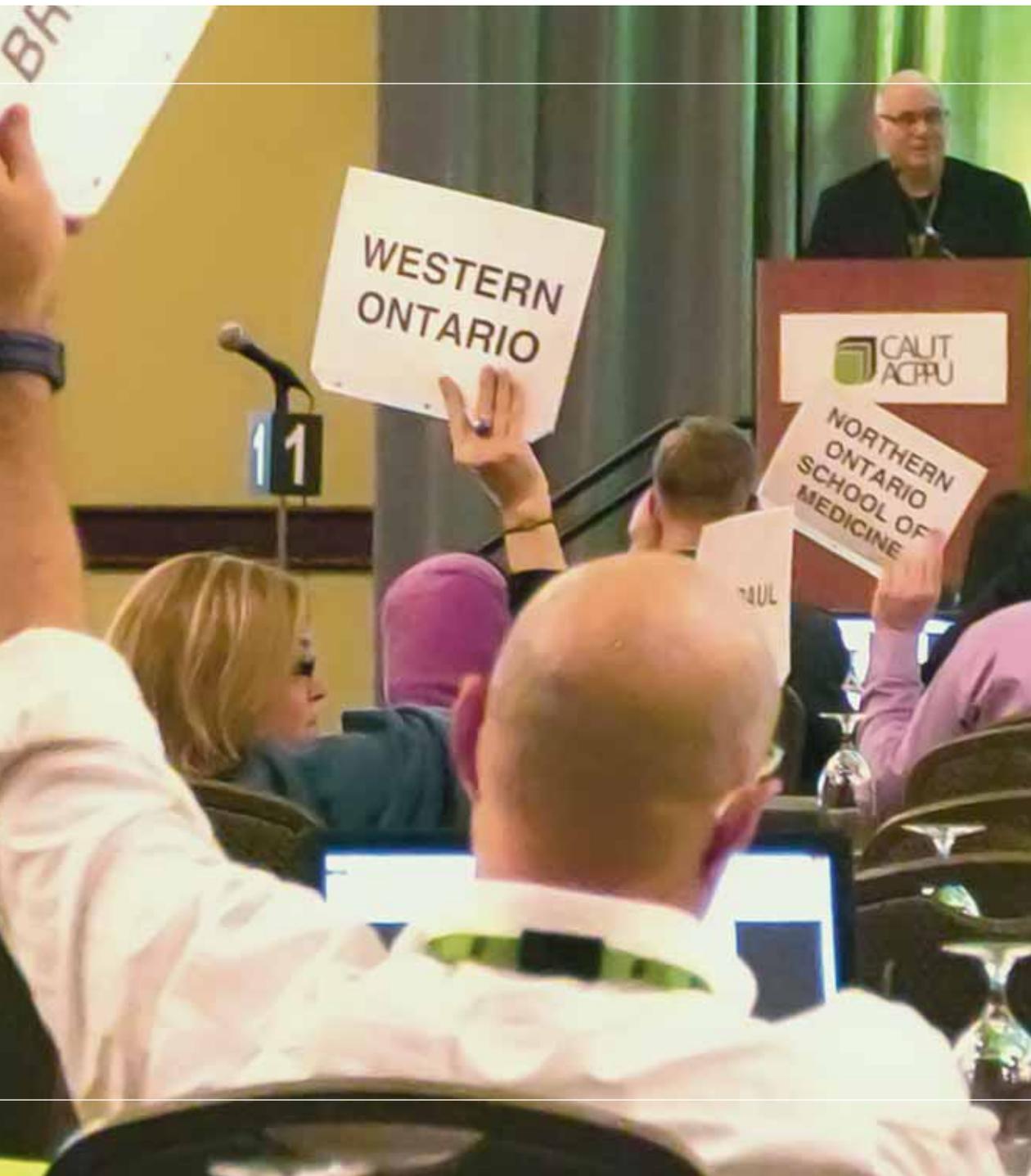
What has arguably changed in recent years is the intensity of the threats to the profession and to the sector. This required us in 2016-17 to think more strategically and creatively about how we can most effectively mobilize our most important resource – our members. Ultimately, it is the work of the dedicated leaders and activists of our associations who fight for better working conditions and rights for our members, better learning conditions for students, and a more just and equitable society that is our strength.



James Compton
President



David Robinson
Executive Director



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Defending academic freedom

For CAUT, academic freedom is a foundational value of the profession that involves four key aspects:

- Freedom of **teaching**
- Freedom of **research** and **publication**
- Freedom to **express one's view** of the educational institution and system in which one works
- Freedom to **exercise one's rights** as a citizen without institutional sanction

While CAUT continued to handle a range of individual academic freedom cases, we also recognized that many of the current threats are systemic in nature.

The growing number of contract academic staff is one such threat. While all academic staff have the right to academic freedom, it is difficult for colleagues employed without tenure and on precarious contracts to exercise that right without fear of recrimination. Additionally, academic staff from equity-seeking groups continue to face unacceptable constraints on their academic freedom as a result of ongoing systemic discrimination.



In the years ahead CAUT will need to find ways we can better confront those practices & biases that continue to deny so many within our universities & colleges their academic freedom & human rights.

Academic freedom cases in 2016-17



Dalhousie University and Nova Scotia Health Authority

In January 2016, the CAUT Independent Committee of Inquiry published its report on the cases of Drs. Horne, Goodyear, and Nassar at Dalhousie University and the Nova Scotia Health Authority. The report highlighted violations of academic freedom and made several recommendations to provide clinical faculty with better procedural protections.



McMaster University

CAUT provided legal support for a group of faculty at McMaster University seeking justice at the Ontario Divisional Court over an unfair internal hearing process that imposed serious – and for three professors career-ending – penalties for which the University provides no avenue of appeal. In September 2016, the Court reduced the penalties imposed and ordered the faculty be compensated.



**Department of Economics at
University of Manitoba**

CAUT helped achieve a tentative resolution to concerns raised about violation of academic freedom at the Department of Economics, University of Manitoba.



**Enbridge Centre for
Corporate Sustainability at
University of Calgary**

In November 2016, an investigation was launched into allegations that academic freedom was violated at the University of Calgary's Enbridge Centre for Corporate Sustainability.



Laurentian University

In March 2016, a CAUT Ad-Hoc Investigatory Committee reported on a series of incidents at Laurentian University that involved administrative interference with the appointment of chairs, hiring decisions, teaching assignments, and improper changes to grades.



Research & political action

CAUT lobbies governments for policies and funding that ensure quality, accessibility, and the freedom of our members to teach and conduct research unrestricted by commercial or other special interests.

In 2016-17, together with members and allies, we helped secure important federal commitments to:

- Restore a **Statistics Canada national survey** of academic staff
- Set hard targets to ensure **equity within Canada's Research Chairs**
- Establish a review of basic research funding and appoint a **Chief Science Advisor**
- Enhance access to PSE, particularly for Aboriginal students, with \$100 million promised over two years for **Indigenous education**

The CAUT national office also undertakes extensive research, and publishes timely reports and analyses. We:

- Maintain an up-to-date online searchable database of the most current CAUT member **collective agreements** across Canada
- Track **salary structures** across the country to support member associations
- Prepare **customized datasets** for member associations upon request
- Share a triannual round-up of recent trends and settlements in collective bargaining in our **Facts & Figures** publication
- Provide members with a **Guide to Analyzing University Finances**
- Conduct a regular survey of **librarian** salaries, salary structures and academic status at all our members' post-secondary institutions

Taking action in 2016-17



Parliament Hill Day

Our annual lobby event held in conjunction with the fall CAUT Council Meeting was the largest in CAUT history and saw 63 MPs, including 5 Ministers, who heard from our members about the importance of investing in post-secondary education and research.



Fair Employment Week

CAUT organized a week of activities in October to highlight the contributions made by contract academic staff colleagues, under difficult employment conditions. In 2016, 17 member associations held events, raising awareness about the rise of precarious employment on campus and the unfair working conditions of one-third of academic staff in Canada.



Powerful partnerships

CAUT became a co-investigator on a SSHRC funded research project on adapting Canadian workplaces to climate change.



Crunching numbers

Our report on the state of the librarian profession in Canada shows a persistent wage gap and demographic renewal.



CAUT Almanac of Post-Secondary Education

The Almanac is a comprehensive dataset covering all aspects of the post-secondary education system in Canada. It is now available online and is of interest to our members, journalists, academics and researchers.



Gains at the table

CAUT member associations faced numerous collective bargaining challenges throughout 2016-17, including demands for concessions on pensions and expansion of teaching-intensive positions.

However, effective preparation and membership mobilization translated into some significant gains, particularly wins on equity:

- **Université Sainte-Anne.** After a lengthy round of bargaining and the assistance of a conciliator, the association achieved a ground-breaking settlement that brings salaries, teaching loads, working conditions, and labour-management relations at Nova Scotia's only francophone university closer to provincial norms.
- **Université de Moncton.** The regular academic staff unit at Moncton achieved a settlement to 2019, moving actual career earnings into the parity zone of $\pm 2\%$ within the average of the four anglophone universities of New Brunswick.
- **Brock University.** The 2017-2020 settlement includes the addition of LGBTQ persons as a designated employment equity group. In addition, instructional limited term appointments are now eligible for conversion to tenure-track.
- **First Nations University.** The contract academic staff unit of the University of Regina Faculty Association at First Nations University certified and then negotiated a first collective agreement that gave members parity with those at the University of Regina.

Hard fought battles in 2016-17



University of Manitoba

After a 3-week strike, a one-year deal was negotiated to March 31, 2017 at the University of Manitoba. The University of Manitoba Faculty Association won language limiting the use of performance metrics, and new workload provisions providing for a collegial process to determine teaching guidelines in each faculty, program, and school.



University of Prince Edward Island

The University of Prince Edward Island Faculty Association achieved a 4-year collective agreement with 2% increases in each year.



Cape Breton University

The Cape Breton University Faculty Association fought off demands for layoffs and made significant improvements to their financial exigency language in a round that saw the board of governors reject a tentative agreement and dismiss the university's president.



CAUT's collective bargaining workshop is undergoing significant revision with new resources & simulations, and will be supplemented with a train-the-trainers guide for delivery by designated CAUT volunteers.

Building strength

CAUT delivered nearly 40 on-site workshops for members in 2016-17. With training offered in collective bargaining, health and safety, equity, communications and media relations, and grievance handling, CAUT works with members to build their local capacity and ensure they are on top of the latest knowledge across regions and sectors.

In addition to on-site training in 2016-17, CAUT organized:

- Monthly teleconference town halls focused on developments in **collective bargaining**
- Workshops for **association presidents** and **new presidents**
- A national forum for **chief negotiators**
- A forum for **senior grievance officers**
- A **librarians'** and **archivists'** conference
- A workshop for **new activists**
- A conference on **academic freedom** with the Harry Crowe Foundation



Looking ahead, CAUT is developing a train-the-trainers program to leverage the expertise & experience of our members in aid of our education program.



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La voix des universitaires

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Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

www

Civility & its discontents
La tyrannie de la politesse



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Canada's voice for academics
La voix des universitaires canadiens

bulletin

Canadian Association of University Teachers
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L'équité, une

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Canada's voice for academics
La voix des universitaires canadiens

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Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

Time to get science right
Remettre la science sur les rails



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Canada's voice for academics
La voix des universitaires canadiens



Reaching out

CAUT's communications unit keeps members informed by publishing news, updates, and analyses on our website, through social media, in our monthly newsletter, and in the *CAUT Bulletin*, our flagship publication.

In 2016-17, we launched a new modernized website, and, based upon feedback received from members, unveiled a redesigned *CAUT Bulletin*.

With an increasing focus on social media including Facebook and Twitter, CAUT's evolving digital strategy has increased our ability to get attention, not only from our members, but from politicians, journalists and others who wield the power to shape and make policy.



↑ 4%

*Since January 2017
CAUT's number of page
likes has increased
& continues to grow.*



↑ 5%

*In the last year
CAUT's base of followers
has grown & so has
our volume of tweeting.*

Modernizing communications in 2016-17



CAUT website

This past year, the CAUT website received a complete overhaul aimed at modernizing the site and updating user navigation. The new design highlights research and education news, concentrating on CAUT's current activities. The update also incorporates a new membership engagement component which will facilitate all future advocacy work.



CAUT Bulletin

The *Bulletin* is CAUT's flagship publication and our members' favourite way to catch up on current issues in post-secondary education. The redesign of the publication refocuses the format so that both news of interest to our members and timely analyses can be included in each issue. A regular feature is an interview of key players in education in Canada. Additionally, photos and artwork are more prominent to increase interest and readability. The *Bulletin* is free as a benefit of CAUT membership.



CAUT has developed new digital campaign tools that will be live in 2017 with the goal of engaging more members through targeted proactive campaigns & advocacy efforts.



International solidarity

Through international partnerships with academic staff unions and associations, CAUT worked in 2016-17 to enhance the professional rights and working conditions of colleagues around the world.

- **Ghana.** With the National Association of Graduate Teachers, CAUT provided support and advice on leadership training and collective bargaining.
- **Zimbabwe.** CAUT assisted the College Lecturers' Association in holding their first delegates' conference in three years, and in hosting their first gender equity workshop.
- **Palestine.** CAUT supported a capacity-building workshop for the Palestinian Federation of Unions of University Professors and Employees to analyze and respond to legislative changes affecting universities in the West Bank and Gaza.
- **Senegal.** CAUT is providing assistance to the Syndicat Unitaire et Démocratique des Enseignants du Sénégal to conduct research into university finances.

CAUT remains an active affiliate of Education International, the global union federation representing more than 30 million teachers and education workers in 170 countries and territories, and is a member of the Trade Union Advisory Committee on Education and Employment Policy to the Organization for Economic Cooperation and Development.

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**THE CANADIAN ASSOCIATION OF
UNIVERSITY TEACHERS IS THE NATIONAL VOICE
FOR ACADEMIC STAFF REPRESENTING 70,000
TEACHERS, LIBRARIANS, RESEARCHERS, GENERAL STAFF
AND OTHER ACADEMIC PROFESSIONALS AT
SOME 122 UNIVERSITIES AND COLLEGES
ACROSS CANADA.**



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