

CANADIAN ASSOCIATION  
OF UNIVERSITY TEACHERS

# ANNUAL REPORT





“

**In a major collective victory for academic staff across the country, legislation amending the Companies' Creditors Arrangements Act (CCAA) and the Bankruptcy and Insolvency Act (BIA) to exclude public post-secondary institutions received royal assent.**



---

# Message from the President and Executive Director

The past year ended on an uncertain financial note for Canada's universities and colleges. After years of relying upon international student revenues to make up for stagnating public funding, institutions were suddenly faced with newly imposed visa caps and other changes that have resulted in a sharp reduction in international student enrolment. The overreliance on international student fees was never a sustainable or ethical funding model, and its unraveling has exposed the key problem – a shortfall in public funding.

Academic freedom was thrust into the spotlight as debates about the Israel-Palestine conflict raised questions about the limits of free expression and peaceful assembly. Academic freedom, like all expressive freedoms, is particularly vulnerable during periods of war, conflict and social unrest. But history has shown us that it is during times when political threats to academic freedom intensify that the need for academic staff to contribute to public discourse becomes even more important. Academic freedom, freedom of inquiry, and debate are essential to the analysis of even the most intractable and controversial matters, and to our capacity to imagine them otherwise.

In a major collective victory for academic staff across the country, legislation amending the *Companies' Creditors Arrangement Act* (CCAA) and the *Bankruptcy and Insolvency Act* (BIA) to exclude public post-secondary institutions received royal assent in June. That capped off a year-long coordinated lobbying effort by local associations, provincial associations and CAUT in the wake of the harsh lessons learned from Laurentian University's use of the CCAA. The lesson to be learned here is clear: when we work together, we win.



A handwritten signature in black ink that reads "P. McInnis".

**Peter McInnis**  
President



A handwritten signature in black ink that reads "David Robinson".

**David Robinson**  
Executive Director



# Campaigns and advocacy

This year, CAUT members and staff continued to raise academic staff perspectives through local, provincial and national campaigning, advancing important causes and making strides on several public policy issues.





---

## Insolvency law reform

Since 2021, academic staff have pushed for changes to the *Companies' Creditors Arrangement Act* (CCAA) that would exclude public post-secondary institutions from corporate bankruptcy laws.



**After years of collective advocacy by CAUT members, legislation to remove public post-secondary education institutions from the CCAA received royal assent in June 2024.**

Universities and colleges facing insolvency can now avoid the same fate as Laurentian University. In February 2021, the Laurentian administration bypassed collective agreements and filed for insolvency protection under the CCAA. Subsequently, 69 programs and nearly 200 academic staff positions were slashed.

## Federal research funding

In August 2023, CAUT [called](#) for an increase in federal granting council budgets for core programming by at least 10%, or \$400 million annually for 5 years.



**Budget 2024 announced an additional \$1.8 billion over 5 years to fund core research through the three federal granting councils.**

CAUT also recommended increasing both the number and value of graduate student scholarships and post-doctoral fellowships.



**Budget 2024 included \$825 million to raise the value and number of graduate student scholarships and fellowships.**

As part of the Canadian Consortium for Research, CAUT members were strong advocates for increases in investigator-led research funding.



---

## Research security

CAUT voiced concerns about the effects of the new federal policy on Sensitive Technology Research and Affiliations of Concern (STRAC) on academic freedom and international scientific collaboration, including potential discrimination against academic staff based on their ethnic descent or country of origin.

CAUT participated in consultations on Bill C-70, the *Countering Foreign Interference Act*, which received royal assent in June 2024. CAUT recommended changes to safeguard the civil liberties of academic staff and the democratic values necessary for a thriving teaching and research community.

## International student cap

CAUT responded to the federal government's new limits on international student visas and offered insights on the Trusted Institutions Framework aimed at expediting study permits. We emphasized the bigger underlying challenge within post-secondary education – insufficient public funding and support for international students.

CAUT advocated for transparency and accountability at all levels of government, institutions and education agents. We also focused on improving the quality of the educational experience and the services available for international students.

CAUT and the Canadian Federation of Students made [joint recommendations](#) calling for a renewal of Canada's International Education Strategy.

## Contract academic staff

CAUT organized the annual Fair Employment Week (FEW) in October 2023 to support local campaigns to improve the working conditions of contract academic staff. Over 20 associations engaged in FEW activities, including postering, tabling, panels and social events. The associated nationwide social media campaign garnered more than 700 posts.

FEW concluded with almost 100 academic staff gathering in Ottawa at the CAUT Contract Academic Staff Conference. They discussed how to elevate the voices of contract academic staff in institutional governance.

Keynote speaker Dr. Rebecca Givan, president of Rutgers University AAUP-AFT, shared the organizing lessons learned during a successful strike that resulted in significant gains for contract academic staff.





Photo credit: Maryn Devine

## CAUT delegates at Parliament Hill Day

### Parliament Hill Day

Over 50 academic staff came together in November 2023 for Parliament Hill Day to meet with MPs and Senators from across the country. CAUT members discussed the importance of federal leadership in funding post-secondary education and research, and advocated for the passage of insolvency legislation changes.

This year's lobby day was the first to take place in-person on Parliament Hill since the COVID-19 pandemic.

### Academic freedom toolkit

CAUT launched an online [toolkit](#) to empower academic staff associations to defend academic freedom.

Resources include:

- summaries of major academic freedom cases in Canada from 1958 to present
- definitions
- policy statements
- legal foundations
- inquiries
- reports

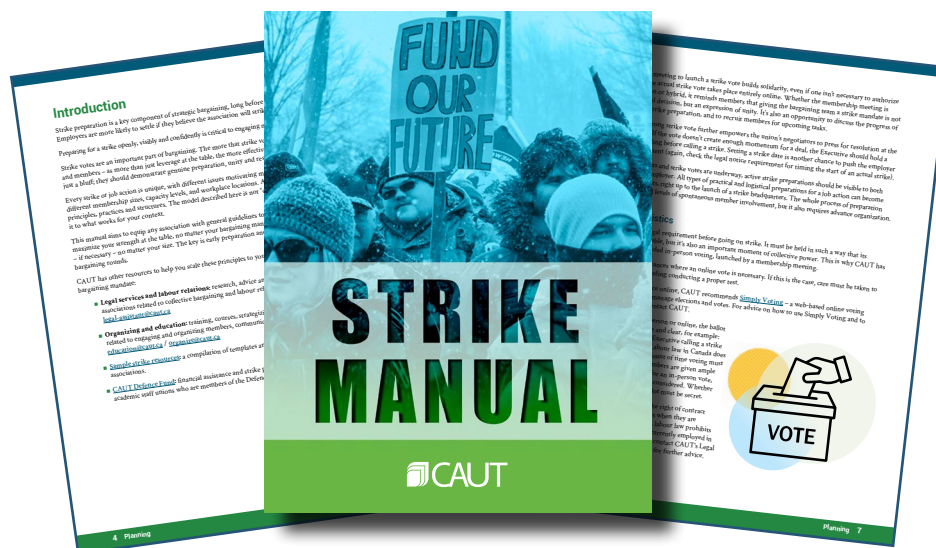




Photo credit: Education International

CAUT President Peter McInnis speaking at the Education International's 10<sup>th</sup> World Congress





## Strike manual

CAUT released a new and improved [strike manual](#) to support academic staff associations preparing for a strike. The revised strike manual draws from lessons learned on the picket lines in recent years.

In addition to the manual, additional resources can be found on the members-only section of the CAUT website, including:

- provincial legal frameworks
- template documents (incident reports, strike pay protocol, letters to financial institutions, etc.)
- information on the impact of strikes on research grants

## International solidarity

CAUT participated in Education International's 9th World Congress, which had the theme "Growing our unions, elevating our professions, defending democracy." Representatives also attended the 12th Further and Higher Education and Research Conference.

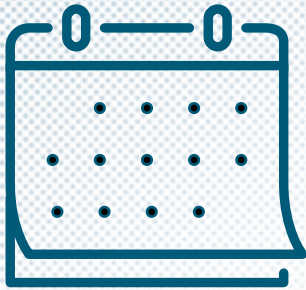
On the International Day for Universal Access to Information, CAUT joined other unions to [discuss](#) new research findings on copyright regimes in Kenya, Fiji and the Philippines. Education International commissioned the study. Participants in the online discussion examined its implications for education and teachers.

CAUT conducted capacity building workshops and helped international partner organizations improve their members' working conditions. This past year, CAUT supported Kenya's Universities' Academic Staff Union and the College Lecturers Association of Zimbabwe.

# Building capacity

## Member education and events

Members engaged in a wide range of CAUT education programs, connecting with colleagues from associations across the country.



### SEPTEMBER

Job Action Training  
Grievance Handling Course

### OCTOBER

Contract Academic Staff Conference  
Fair Employment Week  
Collective Bargaining Training

### NOVEMBER

Parliament Hill Day  
CAUT Council Meeting

### DECEMBER

Organizing for Climate Action Course  
Grievance Handling Forum

### JANUARY

Forum for Presidents  
Organizing School

### FEBRUARY

Francophones' Conference  
Fair Dealing Week  
Grievance Handling Course

### MARCH

Labour Action for Equity Course  
Collective Bargaining and Organizing Forum

### APRIL

Collective Bargaining Training  
CAUT Council Meeting

### JUNE

Forum for New Presidents



---

## Research

CAUT's research team works to provide timely and relevant analysis to support policy development and bargaining strategies.

This year, the team introduced the [CAUT Collective Bargaining Dashboard](#), an interactive tool that offers an overview of recent economic trends across Canada and collective bargaining activity among CAUT member associations. The dashboard is populated in part by the data collected from the CAUT Collective Bargaining Survey.

Another new resource is the Repository of Internal Academic Staff Association Governance Policies.

In addition to these tools, CAUT continues to update key research resources, including:

- Contract Academic Staff stipends database
- Mil rate data
- Collective Agreement Database (CAD), an online searchable database of post-secondary academic staff collective agreements and tracked salaries
- Annual and longitudinal data on institutional revenues and expenditures

These resources can be found in the members' area of the CAUT website.

## Legal services

CAUT's legal team provides advice and help to member associations across the country, especially on issues related to academic freedom, collegial governance and intellectual property.

In January 2024, we wrapped up a lengthy arbitration on the dismissal of a tenured professor at Mount Royal University.

In a decision released in July 2024, the arbitrator found that the professor was wrongly terminated and that some of the university's reasons for terminating her were "not worthy to be considered in a university that values academic freedom."

In June 2024, CAUT joined dozens of intervenors in the University of Toronto's application to evict students from their on-campus encampment protesting the conflict in Gaza. CAUT's intervention focused on the need for courts to set a high bar when considering whether peaceful protests and other Charter-protected rights can be justifiably limited.

---

CAUT legal updates and advisories issued over the past year covered the following topics:

- third-party benefits administration
- privacy implications of proctoring software
- definition of academic freedom in the college sector
- managing student accommodations, the first in a series covering accommodations in the post-secondary workplace

## Collective bargaining

CAUT provides strategic bargaining and labour relations advice to member associations. Sixteen associations had collective agreements expire in the 2023-2024 academic year and two were negotiating a first collective agreement.

Some major labour relations highlights include:

- At York, the administration threatened to override the collective agreement once they were in a legal lock-out position in early August. After a 91% strike vote, an agreement was reached.
- At McGill, the administration filed for judicial review of the Association of McGill Professors of Law's (AMPL) certification. After almost 14 weeks on the picket lines, AMPL reached a deal with the university that included an agreement to withdraw the certification challenge.
- Following a 23-day strike by the Mount St. Vincent University Faculty Association (MSVUFA) and ratification of a new agreement, disagreements over language forced the association to file a bad faith bargaining complaint with the Nova Scotia Labour Board.



**Academic staff associations engaged members in comprehensive bargaining and strike preparations early, which paid off at the bargaining table.**

Other negotiation priorities included:

- research
- appointments
- evaluations to properly assess the scholarship of Indigenous members and other equity-deserving groups
- excessive workload
- teaching-intensive stream faculty appointments and rights

CAUT published new bargaining advisories, including Starting Salaries for Academic Staff and Financial Exigency, as well as the Recent Collective Agreement Settlements publication.





CAUT members participate in a bargaining strategy session with Alberta associations



AMPL members and their allies on the picket line in Montreal



← caut\_acppu

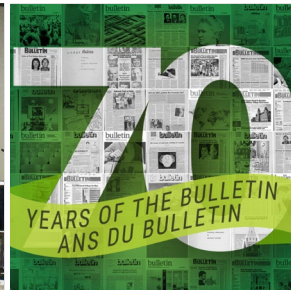
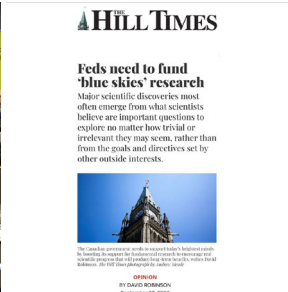
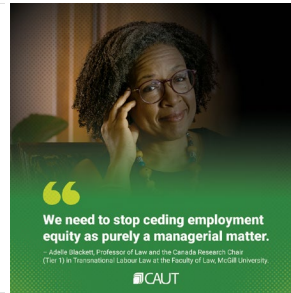


"A failure to disclose that Amazon not only sponsored but also selected seminar speakers would constitute a serious violation of basic standards of academic integrity and academic freedom," CAUT Executive David Robinson

Read more:



From the@torontomail.com





---

## Amplifying our collective voice

CAUT shared news, insights and best practices relevant to the academic profession in both official languages through its communications channels.

Through our monthly newsletter, the Advocate, we curated information about advocacy activities, policy guidance and collective bargaining.

The CAUT Bulletin, now published four times a year, brings diverse academic staff voices to the forefront, providing expert analysis of topics such as academic freedom, collegial governance and research security.

We also expanded our connection to members, partners and allies with up-to-date and trusted content on Facebook, LinkedIn, Instagram and X (formerly Twitter). We recorded 11,048 total followers on all social media platforms and a 223% growth in impressions.

CAUT has made strides in amplifying the voice of academic staff at universities and colleges in Canada. Some media coverage of this work include:

- Feds need to fund 'blue skies' research, [Hill Times](#)
- Canada's new research security rules target institutions in China, Iran, Russia, [The Canadian Press](#)
- Universities: unions urge Ottawa to act on insolvency laws, [Radio-Canada](#) (French)
- CAUT's 4th Francophones' Conference, [Radio-Canada](#) (French)
- University of Toronto law school returning \$450,000 Amazon donation after criticism, [Globe and Mail](#)
- Ontario universities minister called on to apologize for calling profs antisemitic, [Toronto Star](#)
- B.C. minister under fire for comments about Middle East before creation of Israeli state, [CBC News](#)
- Canadian university teachers fear Alberta gatekeeping bill threatens academic freedom, [Toronto Star](#)
- Removing video of U of Manitoba valedictory speech calling for Gaza ceasefire 'not productive': expert, [CBC News](#)
- Defending academic freedom, [University Affairs](#)

# Financials





## Statement of financial position

As of June 30, 2024

Assets	
<b>Current Assets</b>	
Cash in Bank & Investments	6,807,254
Membership Fees Receivable	435,550
Advertising & Subscriptions Receivable	8,963
Recovery for Services	6,416
Other Receivables	48,817
Prepaid Expenses	265,127
<b>Total Current Assets</b>	<b>7,572,126</b>
<b>Fixed Assets</b>	
Land	568,546
Building	3,245,991
Furniture & Equipment	221,852
<b>Total Fixed Assets</b>	<b>4,036,389</b>
<b>Total Assets</b>	<b>11,608,514</b>
Liabilities & Net Assets	
Liabilities	
<b>Current Liabilities</b>	
Accounts Payable & Accrued Liabilities	658,660
Employee Leaves and Allowances	259,992
Employee Future Benefits	1,373,700
Funds Held in Trust	132,128
<b>Total Liabilities</b>	<b>2,424,480</b>
Net Assets	
Unrestricted Funds	574,938
<b>Internally Restricted Funds</b>	
Operating Reserve	1,911,353
Legal Reserve	1,911,353
Capital Reserve	750,000
<b>Total Internally Restricted Funds</b>	<b>4,572,706</b>
Invested in Property & Equipment	4,036,389
<b>Total Net Assets</b>	<b>9,184,034</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>11,608,514</b>

## Statement of operations

For the fiscal year ending June 30, 2024

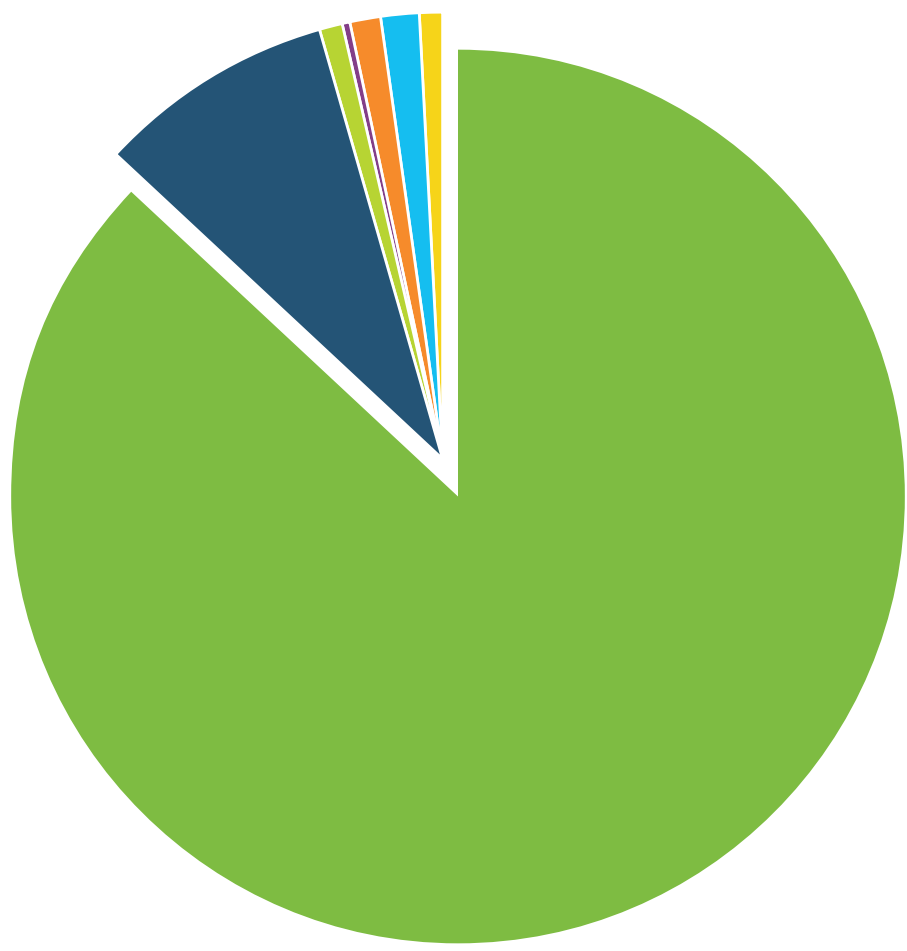
Revenues		2024 in \$
Membership Fees		10,346,078
AcademicWork.ca		991,960
Expense Recovery		123,939
Conference Revenue		41,355
Rental Income		108,038
Investment Income		193,312
Affinity Programs		70,077
<b>Total Revenues</b>		<b>11,874,759</b>

Expenditures		
<b>Governance</b>	General Governance	468,035
	Committees	405,711
	Executive Committees	701,019
	Council	800,112
	International Outreach	275,707
	National Outreach	220,353
<b>Legal &amp; Labour Relations</b>	Legal Services	1,201,270
	Labour Relations	685,706
	Research	393,867
<b>Political Action &amp; Communications</b>	Policy	767,573
	Communications	1,468,227
	Organizing	515,028
	Education	990,304
<b>Finance, HR &amp; Operations</b>	HR	455,135
	Finance	318,980
	IM/IT	676,433
	Services to Members and Other Entities	501,940
	Building Operation	221,086
	Advertising	50,866
	Office General	71,308
<b>Total Expenditures</b>		<b>11,188,660</b>
<b>Operating Balance</b>		<b>686,099</b>
Capital Asset Amortization		248,246
<b>Net Surplus / Deficit</b>		<b>437,853</b>



---

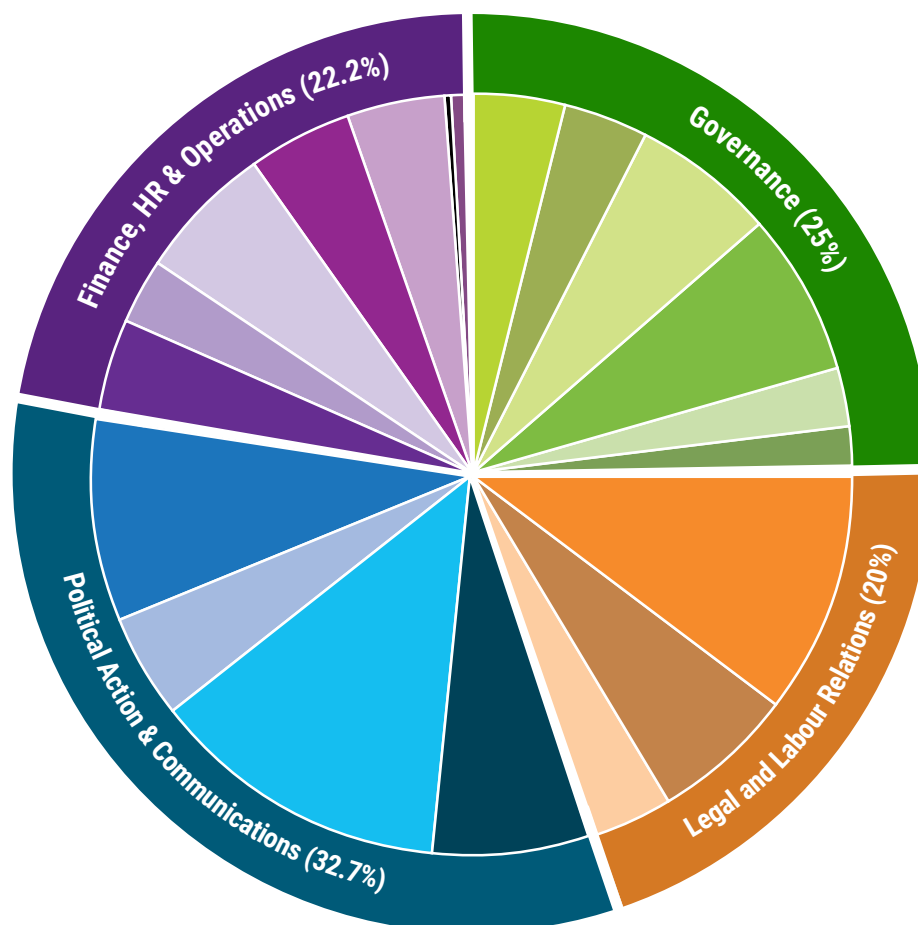
# Revenues



- |                            |                             |
|----------------------------|-----------------------------|
| ■ Membership Fees (87.1%)  | ■ AcademicWork.ca (8.4%)    |
| ■ Expense Recoveries (1%)  | ■ Conference Revenue (0.3%) |
| ■ Rental Income (0.9%)     | ■ Investment Income (1.6%)  |
| ■ Affinity Programs (0.6%) |                             |

<b>Total</b>	<b>\$11,874,759</b>
--------------	---------------------

## Expenses



Governance	Legal and Labour Relations	Political Action & Communications	Finance, HR & Operations
<ul style="list-style-type: none"> <li>General Governance (4.1%)</li> <li>Committees (3.5%)</li> <li>Executive Committees (6.1%)</li> <li>Council (7%)</li> <li>International Outreach (2.4%)</li> <li>National Outreach (1.9%)</li> </ul>	<ul style="list-style-type: none"> <li>Legal Services (10.5%)</li> <li>Labour Relations (6%)</li> <li>Research (3.4%)</li> </ul>	<ul style="list-style-type: none"> <li>Policy (6.7%)</li> <li>Communications (12.8%)</li> <li>Organizing (4.5%)</li> <li>Education (8.7%)</li> </ul>	<ul style="list-style-type: none"> <li>Human Resources (4%)</li> <li>Finance (2.8%)</li> <li>IM/IT (5.9%)</li> <li>Services to Members &amp; Other Entities (4.4%)</li> <li>Building Operations (4.1%)</li> <li>AcademicWork.ca (0.4%)</li> <li>Office General (0.6%)</li> </ul>
Total    \$11,188,660			





CAUT members share their perspectives during a breakout session at Council

CAUT members deliberate at Council







CAUT members cast their votes at Council



Course facilitators share knowledge to improve CAUT's education and training program



# Member associations

Acadia University Faculty Association  
Alberta Colleges and Institutes Faculties Association  
Association des bibliothécaires, professeures et professeurs de l'Université de Moncton  
Association des bibliothécaires, professeures, professeurs de l'Université de Moncton, campus d'Edmundston  
Association des professeur(e)s de l'Université de Saint-Boniface  
Association des professeures et professeurs de l'Université de Moncton à Shippagan  
Association des professeurs du Collège universitaire de Hearst  
Association des professeurs et bibliothécaires de l'Université Sainte-Anne  
Association of Academic Staff: University of Alberta  
Association of McGill Professors of Law/Association mcgillienne des professeur.e.s. de droit  
Association of Nova Scotia University Teachers  
Association of Professors of Bishop's University/Association des professeur(e)s de Bishop's University  
Association of Professors of the University of Ottawa/Association des professeur(e)s de l'Université d'Ottawa  
Association of University of New Brunswick Teachers  
Athabasca University Faculty Association  
Atlantic School of Theology Faculty Association  
Brandon University Faculty Association  
Brescia Faculty Association  
British Columbia Institute of Technology Faculty and Staff Association  
Brock University Faculty Association  
Canadian Military Colleges Faculty Association/Association des professeur(e)s des collèges militaires du Canada  
Cape Breton University Faculty Association  
Carleton University Academic Staff Association  
Concordia University Faculty Association  
Concordia University of Edmonton Faculty Association  
Concordia University Part-Time Faculty Association  
Confederation of Alberta Faculty Associations  
Confederation of University Faculty Associations – British Columbia  
CUPE 3912 (Saint Mary's, Dalhousie, Mount Saint Vincent)  
Dalhousie Faculty Association  
Faculty Association of the University of St. Thomas  
Faculty Association of the University of Waterloo  
Faculty Union of Nova Scotia College of Art and Design  
Federation of New Brunswick Faculty Associations/Fédération des associations de professeures et professeurs d'université du Nouveau-Brunswick  
Federation of Post-Secondary Educators of BC  
Grant MacEwan University Faculty Association  
Huron University College Faculty Association  
King's University College Faculty Association  
Lakehead University Faculty Association  
Laurentian University Faculty Association/Association des professeur(e)s de l'Université Laurentienne  
Lecturers' Union of Memorial University of Newfoundland  
Manitoba Organization of Faculty Associations  
McGill Association of University Teachers/Association des professeur(e)s et bibliothécaires de McGill  
McMaster University Academic Librarians Association  
McMaster University Faculty Association  
Memorial University of Newfoundland Faculty Association  
Mount Allison Faculty Association  
Mount Royal University Faculty Association  
Mount Saint Vincent University Faculty Association  
Nipissing University Faculty Association  
Northern Ontario School of Medicine Faculty and Staff Association  
Ontario College of Art & Design Faculty Association  
Ontario Confederation of University Faculty Associations  
Ontario Public Service Employees Union (Community College Academic Staff)  
OPSEU Algoma University Local 685  
Osgoode Hall Faculty Association  
Queen's University Faculty Association  
Renison Association of Academic Staff  
Royal Roads University Faculty Association  
Saint Mary's University Faculty Union  
Saskatchewan Association of University Teachers  
Simon Fraser University Faculty Association  
St. Francis Xavier Association of University Teachers  
St. Jerome's University Academic Staff Association  
St. John's College Faculty Association  
St. Mary's University Faculty Association  
St. Thomas More College Faculty Union  
Syndicat des professeurs et professeures de l'Université Laval  
Syndicat général des professeurs et professeures de l'Université de Montréal  
The Faculty Association of the University of Calgary  
The Professors' Association of Saint Paul University  
Toronto Metropolitan Faculty Association  
Trent University Faculty Association  
University of British Columbia Faculty Association  
University of Guelph Faculty Association  
University of King's College Teachers Association  
University of Lethbridge Faculty Association  
University of Manitoba Faculty Association  
University of Northern British Columbia Faculty Association  
University of Ontario Institute of Technology Faculty Association  
University of Prince Edward Island Faculty Association  
University of Regina Faculty Association  
University of Saskatchewan Faculty Association  
University of Toronto – CUPE 3902  
University of Toronto Faculty Association  
University of Victoria Faculty Association  
University of Western Ontario Faculty Association  
University of Winnipeg Faculty Association  
Wilfrid Laurier University Faculty Association  
Windsor University Faculty Association  
York University Faculty Association



**Since 1951, CAUT has represented teachers, librarians, researchers and other academic staff across the country. Today, our 72,000 members work at over 125 colleges and universities from coast to coast.**

