



**2018**

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

**2019**



**Brenda Austin-Smith, CAUT President**

# Introduction

CAUT and its member associations continued to face a number of critical challenges in 2018-19. Government funding for post-secondary education remained inadequate. Several provincial governments pushed concessionary demands at the bargaining table by introducing legislation capping salaries and pension benefits. Meanwhile, the casualization of academic work continued to rise, while pressures on academic freedom and collegial governance intensified.

In the current political climate, it is critical that CAUT provide renewed political leadership at the national level, and build the capacity of our member associations at the local level. The key to advancing our collective interests is by recognizing that CAUT and its academic staff associations derive their power from one source – their membership. Members' commitment to the association, their willingness and ability to organize to achieve their goals, and their sense of ownership of the association is our greatest strength.

Over the next year, CAUT and its member associations can leverage this strength by building and tapping into the expertise of our membership in order to defend and advance the integrity of academic work, and promote social justice and equity.



**Brenda Austin-Smith**  
President



**David Robinson**  
Executive Director

# *Academic freedom*

Since its founding in 1951, CAUT has been an outspoken defender of our members' academic freedom, the foundational value of the profession. Academic freedom grants academic staff the right to teach, research, publish, and freely express opinions about their institution or society at large without censorship or sanction.

Major academic freedom initiatives and cases in 2018-19:

- Through its registered charity, the **Harry Crowe Foundation**, CAUT organized an international conference on academic freedom and free speech on campus.
- **University of Northern British Columbia.** CAUT legal counsel assisted the UNBC Faculty Association in a case that led to a ground-breaking award recognizing public commentary of academic staff, both within and outside their area of expertise, as an exercise of academic freedom.
- CAUT launched two investigations into alleged academic freedom violations at **Thompson Rivers University** and the **Peter Wall Institute of Advanced Studies** at the **University of British Columbia**.
- In November 2018, CAUT released a report on the case of Dr. Andrew Potter at **McGill University**. Potter stepped down as Director of the McGill Institute for the Study of Canada after a controversy erupted over an article he published on-line. The CAUT report found the University's handling of the case infringed his academic freedom.

***CAUT has been an outspoken defender of our members' academic freedom.***



RM Kennedy, Harry Crowe Foundation Conference



David Naylor, CAUT Council Meeting

# Research & political action

CAUT is the national voice for academic staff. We advance our issues and our solutions onto the federal agenda, and advocate for policies and funding that ensure high-quality, accessible, and affordable post-secondary education.

The CAUT national office undertakes extensive research, publishes timely reports and analyses, and works to:

- Maintain an up-to-date online searchable database of the most current CAUT member collective agreements across Canada.
- Track salaries, stipends and salary structures for regular, contract and librarian academic staff to support member associations in bargaining.
- Prepare customized datasets for member associations upon request.
- Share a biannual round-up of recent trends and settlements in collective bargaining in our *Facts & Figures* publication.
- Provide members with a *Guide to Analyzing University Finances* and annual and longitudinal data on institutional revenues and expenditures.
- Publish the *CAUT Almanac of Post-Secondary Education*, a comprehensive data set covering all aspects of the post-secondary education system of interest to our members, journalists, academics and researchers.
- Undertake public opinion research on issues that matter. This year we polled on public perceptions of freedom of speech on campus and on the value that Canadians place in post-secondary education.

# Campaigns

As Canada's voice for academic staff, CAUT addresses issues of key concern to the profession and campaigns to defend our members' rights, fight for fair working conditions, and advance equity and social justice.

In 2018-19, CAUT's campaigns included:

- **Get Science Right 3.0:** Despite historic investment of \$1.7 billion in basic research in the federal budget of 2018, funding levels remain short of that recommended by the Advisory Panel on Federal Support for Fundamental Research, chaired by Dr. David Naylor. Working together with partners in the Canadian Consortium for Research, CAUT organized a summit in May featuring Dr. Naylor, in order to bring together the research community to review gains and plan next steps.
- **Fair Employment.** To address issues affecting contract academic staff, CAUT's October Fair Employment Week continues to grow – with over 50 actions taking place in 2018. This year, we launched a *Share your Story* feature on the *Make it Fair* website to highlight struggles facing those working on precarious contracts. We also released the first-ever national survey of contract academic staff. During the federal government's consultations on the *Fair Wages Act*, we advocated for improved employment standards and decent work for all our members.
- **Fair Copyright.** During the review of the federal *Copyright Act*, CAUT spoke out to defend fair dealing, advance new rights, and advocate for balanced copyright laws. CAUT made submissions to two Parliamentary committees reviewing the *Act*, and we intervened at the Federal Court of Appeal in an important copyright case about fair dealing. CAUT pressed the Copyright Board of Canada to create a public consultation process to include stakeholders. We developed new resources on fair dealing and presented CAUT's perspective at various events across the country as part of this year's Fair Dealing Week celebrations.



“To get tenure, you need  
to research and publish.  
How can I do that when I’m  
overloaded with coursework  
just to make a living?”

**MAKE IT FAIR**



CAUT Council Meeting / Election Panel

- **Shared Governance.** CAUT released a new video and posters for use by associations to educate members on the importance of shared governance. CAUT's Ad Hoc Working Group on Governance surveyed member associations on their efforts to improve collegial governance, the results of which will be released in late 2019.
- **Election 2019.** CAUT's election campaign ***For Our Future*** launched in the spring. Using both digital and on-the-ground strategies, CAUT and its members are calling on the federal government to become a stronger partner on post-secondary education to address precarity, equity, research underfunding, and affordability and to honour the inherent and treaty rights of Aboriginal Peoples. Members from across the country pressed these themes with 55 Members of Parliament during our annual Parliament Hill Day. Representatives from all four main political parties addressed CAUT Spring Council to share their vision for post-secondary education and research.

***CAUT defends our members' rights, fights for fair working conditions, and advances equity and social justice.***

# Equity & diversity

CAUT strives to secure equity for members of marginalized groups who are excluded from full participation in the academy:

Key highlights from 2018-19 include:

- An historic agreement was reached to ensure more robust equity targets, transparency, and accountability within the **Canada Research Chairs Program**. This caps a 15-year legal process started by eight women academics who, with CAUT's support, filed a complaint in 2003 with the Canadian Human Rights Commission alleging systemic bias in the Program. The settlement provides a ten-year framework for the Program to reflect the diversity of the Canadian population, with institutional targets for the representation of women, visible minorities, persons with disabilities, and Indigenous peoples. Additionally, the under-representation of members of the LGBTQ+ community will be addressed for the first time.
- CAUT participated in consultations with decision-makers during the development of the **Charter** guiding **the Natural Sciences and Engineering Research Council of Canada Dimensions** program, which aims to encourage institutions to advance equity through recognition and support.
- Working with Statistics Canada and the Department of Innovation, Science and Economic Development, CAUT helped inform development of a survey seeking to identify **barriers to equity, diversity, and inclusion** faced by researchers, academics and post-doctorates.



CAUT Council Meeting



Rainey Gaywish, CAUT Conference for Aboriginal Academic Staff

- CAUT's President was appointed to the government's **Advisory Committee on the Framework to Prevent and Address Gender-Based Violence at Post-Secondary Institutions**.
- Together with other national unions, CAUT participated in consultations on the regulations under the **Employment Equity Act**, advocating for changes to apply to the Federal Contractors Program.
- CAUT supports **Child Care Now**, which advocates for a publicly funded, inclusive, quality, non-profit child care system.

***CAUT strives to secure equity for members  
of marginalized groups.***

# *Civil liberties & human rights*

Together with partners such as the International Civil Liberties Monitoring Group, Amnesty International, and Education International, CAUT monitors and campaigns to protect civil liberties and human rights.

Key highlights from 2018-19 include:

- **Hassan Diab.** CAUT continued to press for justice for Hassan Diab, a Canadian citizen and sociology professor who was unjustly extradited from Canada to France in November 2014, by calling for an independent public inquiry of this case and the *Extradition Act*.
- **CAUT's Refugee Foundation** is supporting Carlos Humberto Zambrano Escamilla to settle in Canada after he survived an attempt on his life because of his advocacy as President of an academic staff union in Colombia.

*CAUT monitors and campaigns to protect  
civil liberties and human rights.*



Hassan Diab



Claudette Commanda, CAUT Conference for Aboriginal Academic Staff

# *Member education*

CAUT continued to expand its education offering by developing more peer-based training, with expert volunteers from the membership helping to deliver workshops. Thirty-four on-site workshops were presented through 2018-19, covering collective bargaining, grievance handling, equity, communications, membership engagement, and intellectual property.

CAUT organized national forums in Ottawa for:

- Association presidents and new presidents;
- Chief negotiators;
- Senior grievance officers.

We also held two public conferences:

- **Academic Freedom and Free Speech on Campus**, organized through CAUT's Harry Crowe Foundation.
- **Aboriginal Academic Staff Conference – Advancing Indigenization**. This October 2018 event was the best-attended conference in CAUT history and a moving opportunity for the academic community to come together in a spirit of truth and reconciliation to explore efforts to Indigenize our institutions.

A skills-training New Activists Workshop coincided with last November's CAUT Council. CAUT also sponsored seven members from across the country to attend the Queen's Industrial Relations Centre intensive Labour Arbitration Course.

# Collective bargaining

Securing contract gains that protect and advance employment conditions and professional rights remains a core priority for CAUT.

Key highlights of 2018-19 include:

- After a week-long strike, members of the **Faculty Union of the Nova Scotia College of Art and Design** won significant gains for contract academic staff in an interest arbitration award.
- Several associations secured significant equity gains through collective bargaining. The **Memorial University of Newfoundland Faculty Association** won stronger language on diversity, non-discrimination, and accommodation. The **Osgoode Hall Faculty Association** secured a review of academic staff salaries with the goal of addressing disparities for women, members of racialized groups, and Indigenous members. The **Dalhousie Faculty Association** negotiated an expanded definition of designated groups to include sexual orientation, gender identity and gender expression, and broadened the definition of scholarship to recognize non-traditional and Indigenous forms of scholarship and knowledge.
- Several associations also made important gains for Contract Academic Staff. **The University of Calgary Faculty Association** negotiated an extension of paid sick leave to all sessional instructors beyond those with appointments of six months or longer. At First Nations University, the **University of Regina Faculty Association** won improved job security for term appointments so that after nine months of employment, limited-term appointments can be terminated only for cause, and must be made permanent after 30 consecutive months.



FUNSCAD strike action / Photo credit: Steve Farmer



Carlos Humberto Zambrano Escamilla

# *International solidarity*

CAUT works actively in solidarity with academic unions and associations around the world to defend professional and human rights, and to build capacity.

- **International solidarity.** In the past year, CAUT stood up to support academics and teachers facing persecution in Turkey, Hungary, Pakistan, Honduras, and Colombia.
- With the **Palestinian Federation of Unions of University Professors and Employees**, CAUT assisted in organizing a national forum on higher education that brought together trade union leaders, students, administrators, and government officials to discuss how to meet the challenges facing the sector in the West Bank and Gaza.
- CAUT provided financial support to the **University Teachers Association of Ghana** to conduct a national workshop on the economic status of faculty.
- CAUT supported the ***Syndicat unitaire et démocratique des enseignants du Sénégal*** in publishing an analysis of university finances.
- **The Higher Education Commission of Pakistan** reached out to CAUT to assist with a faculty professional development program.

**THE CANADIAN ASSOCIATION OF  
UNIVERSITY TEACHERS IS THE NATIONAL VOICE  
FOR ACADEMIC STAFF REPRESENTING 72,000  
TEACHERS, LIBRARIANS, RESEARCHERS, GENERAL STAFF  
AND OTHER ACADEMIC PROFESSIONALS AT  
SOME 125 UNIVERSITIES AND COLLEGES  
ACROSS CANADA.**



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