

# Scholarship

The work of an academic staff member involves both the pursuit and the dissemination of knowledge through teaching, public lectures, conference communications, publications, the building of library collections, the provision of critically mediated access to information, artistic production and other similar activities.

Such activities are closely related and involve different aspects of a single job. Yet thousands of part-time and full-time contract academic staff at Canada's universities and colleges have been denied an opportunity to participate fully in all aspects of academic work.

CAUT believes that all academics should have a job which:

- Recognizes academic freedom
- Provides an opportunity for research
- Provides a voice in academic governance
- Provides fair compensation
- Provides benefits



# CAUT can help

The Canadian Association of University Teachers provides services to support member associations' efforts to negotiate improved terms and conditions of employment.

CAUT has developed a number of model clauses and bargaining advisories to help translate into contract language the principles outlined in our *Policy Statement on Fairness for Contract Academic Staff*. Highly trained and dedicated professional officers on staff are always available to answer questions and provide advice.

# Stronger together

Tenured and tenure-track staff face a stark choice: help win salary, working conditions and other rights comparable to their own for contract academic staff or watch their own situation gradually decline to that suffered by their contract colleagues.

The best way to move forward is to include all academics in academic staff associations and to recognize that the continued exploitation of some will eventually lead to the exploitation of all.

Interested in finding out more about what you can do on your campus?

Contact:  
Canadian Association of University Teachers  
2705 Queensview Drive, Ottawa, Ontario K2B 8K2  
Tel 613-820-2270 Fax 613-820-7244

[www.caut.ca](http://www.caut.ca)

  
Canadian Association of  
University Teachers

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# Stronger Together

Tenured  
Tenure-track  
Adjunct  
Part-time  
Sessional  
Limited-term  
Contract  
Instructor

## The Pro Rata Model

# Cheap labour

Post-secondary administrators are increasingly relying upon poorly paid contract academic staff to meet the teaching needs of their institutions.

Persons holding such appointments typically:

- Are paid a disproportionately small stipend for teaching a course
- Have no benefits
- Are denied traditional academic rank
- Have limited job security
- Are expected to maintain professional standards, but are given little opportunity to do so
- Are not expected to be involved in ongoing research activities except on a voluntary and unremunerated basis
- Have inadequate academic support such as offices, photocopying, telephone, voice-mail and e-mail
- Have no access to research or travel funds
- Have no opportunity to contribute to academic governance
- Have no opportunity to transfer to better positions within the academy

# The situation must be corrected

Working together with tenured and tenure-track colleagues in academic staff associations and in CAUT, contract academic staff have made significant gains including recognition of their status as professionals who make important contributions to the quality of post-secondary education. Further progress requires a shift in employment practice from a per-course stipendiary system to a pro rata system.

# The pro rata model

Full-time, tenure-track appointments include teaching, research and service. The pro rata model defines and compensates part-time work as a percentage of full-time work. This is the best way to restore the essential integrity of scholarly work as including both the pursuit of new knowledge and its dissemination through teaching, publication, professional practice, and other creative endeavours.

Pro rata appointments:

- Provide part-time staff access to a full career and full participation in our institutions
- Make it impossible to exploit full and part-time "teaching-only" positions
- Undermine the financial incentive to use less than full-time appointments
- Provide better job security, academic freedom and an opportunity to do research and creative activity and service
- Respond more appropriately to governments and administrators who demand "world-class, research-intensive" institutions which promote the "integration of teaching and research"
- Are fairer for individuals because everyone's talents can be fully developed
- Are fairer for students who pay the same fees regardless of the nature of the instructor's contract, and should be taught by academic staff who have equal access to facilities, professional development, and fair compensation for their work
- Will help part-time academic staff compete for continuing, full-time positions
- Will address concerns about a shortage of academic labour

