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CAUT Profile

A directory of activities
and services offered by
the Canadian Association
of University Teachers



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what **CAUT** does for you

SECTION

- 1** Courses and Workshops
- 2** Academic Freedom and Collegial Governance
- 3** Research and Analysis
- 4** Regular Publications
- 5** Communications and Political Action
- 6** Collective Bargaining
- 7** Legal Services
- 8** Occupational Health and Safety
- 9** Affiliations with Canadian Organizations
- 10** Affiliations with International Organizations
- 11** Committee Work



1

Courses and Workshops

■ **Building Stronger Associations** (1 day, offered locally)

This workshop helps association leaders and members explore ways to strengthen their organization. Course material on association legal, organizational and contractual frameworks, and on ways to encourage greater member involvement, is presented through individual and group exercises, role-playing and group discussions.

■ **Introduction to Collective Bargaining** (2 days, offered locally)

For academic staff association members with little or no negotiating experience. Through a realistic simulated round of negotiations, the course allows participants to develop bargaining skills, language drafting and team work skills as well as experience the dynamics of the negotiating table. The session begins with a review of the legal framework governing bargaining and a discussion of the rules of contractual interpretation.

■ **Collective Bargaining (Team Training)** (2.5 days, offered regionally)

Offered on a regional basis to negotiating teams preparing to head into bargaining. The goal is to provide bargaining team members with advanced training on the dynamics of bargaining, language drafting and political strategies necessary to succeed at the negotiating table.

■ **Forum for New Presidents** (2 days, every May in Ottawa)

Examines the role of association presidents, discusses their responsibilities, looks at different approaches associations take to their work, reviews services and resources CAUT makes available to local associations, gives a general orientation to post-secondary issues in Canada and provides an occasion to meet and build a network among colleagues who are new presidents of other associations.

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■ Forum for Presidents *(2 days, every January in Ottawa)*

An opportunity for academic staff association presidents to discuss current challenges facing their associations, review recent policy and legislative changes affecting post-secondary education domestically and internationally, and exchange ideas and information.

■ Forum for Chief Negotiators *(2 days, every March in Ottawa)*

An opportunity for chief negotiators to discuss current challenges in collective bargaining, review recent settlements, examine trends and explore bargaining strategies.

■ Forum for Senior Grievance Officers *(2 days, every December in Ottawa)*

Reviews major grievance issues, examines recent arbitration and judicial decisions and discusses processes and procedures for effective handling of grievances and arbitrations.

■ Intellectual Property Workshop *(0.5 day, offered locally)*

A half-day workshop for academic staff associations about the key intellectual property issues facing academic staff, with particular focus on ownership rights and developments in federal policy.

■ Grievance Handling Workshop *(1.5 days, offered locally)*

Introduction to dealing with members' complaints and determining whether filing a grievance is an appropriate option. Through a series of exercises, participants learn how to proceed with a grievance through the step process — initial fact-finding, drafting the grievance and settlement discussions. The course concludes with a brief introduction to the arbitration process.

■ Communications and Media Relations Workshop *(1 day, offered locally)*

A practical introduction to successful media relations for academic staff associations. Topics include: developing and implementing a communications strategy; using clear language to communicate with members; design, layout and editing of newsletters and websites; social media; libel, privacy and copyright; and how to draft news releases and handle media interviews.

■ Equity Workshop *(1 day, offered locally)*

Equity continues to be an unrealized goal within post-secondary institutions. This workshop helps identify key equity issues at your institution and helps academic staff associations identify strategies to address them.

■ **Health and Safety Training – Level I** *(1.5 days, offered locally)*

An introduction to occupational health and safety for members of executives, stewards' councils, association boards as well as members and potential members of joint health and safety committees.

■ **Health and Safety Training – Level II** *(1 day, offered locally)*

An advanced course primarily for joint health and safety committee members and others who have completed the Level I course. It focuses on health and safety legislation and grievances.

■ **Campus Security Workshop** *(1 day, offered locally)*

A workshop focused on building a crisis response plan.

■ **Mental Injury Tool Kit Workshop** *(1 day, offered locally)*

A workshop focused on identifying and alleviating psychological hazards in the workplace including stress, bullying and violence.

■ **New Activist Workshop** *(1 day, every November in Ottawa)*

A workshop to encourage a new generation of academic staff to become involved in their associations. Through a series of fast-paced presentations and scenario-based exercises, participants develop tools and tactics to tackle collective bargaining, grievance handling, equity, casualization, academic freedom, graphic design, video production, communications and media relations.



2

Academic Freedom and Collegial Governance

■ Promotion of Academic Freedom

A central function of CAUT is the promotion and protection of academic freedom. CAUT undertakes investigations of alleged violations and monitors institutional practices across the country. Where violations are established, CAUT intervenes to bring about appropriate changes.

■ Defence of Civil Liberties

Academic freedom depends on the foundation of a broader freedom of expression and respect for civil liberties. CAUT actively works to protect and expand human rights and civil liberties in Canada and internationally.

■ Promotion of Collegial Governance

CAUT seeks to maintain and extend the role of academic staff in the governance of their institutions.



3

Research and Analysis

■ Information

CAUT's Research Department collects and analyzes a wide range of data about post-secondary education in Canada. CAUT strives to be the most authoritative source of information on post-secondary education for member associations, the media and the public.

■ Surveys

CAUT provides member associations with data from:

- *Faculty Salary Database*
annual report based on information provided by member associations;
- *Librarians Salary and Academic Status Survey*
report based on data collected by CAUT.

■ Annual Report on University Finances

CAUT produces an annual analysis of each university's budget. This analysis is in the password-protected member's only section of the CAUT website, with comparative data on provincial averages and their university's *Macleans* grouping.

■ Visiting Research Fellowship

CAUT offers Visiting Research Fellowships to allow individual members the opportunity of working with CAUT on research projects of mutual interest.

■ Research Studies

CAUT undertakes research studies, in conjunction with Statistics Canada and others, on matters relating to post-secondary education.

4

Regular Publications

■ CAUT Bulletin

The *Bulletin* is CAUT's principal publication. Published ten times a year, the *Bulletin* is distributed to all CAUT members across the country and to key politicians, reporters and others interested in post-secondary education.

■ CAUT Education Review

CAUT research reports on major policy concerns related to post-secondary education.

■ CAUT Newswire

CAUT's monthly electronic newsletter for member association communications officers and newsletter editors.

■ CAUT Facts & Figures

Provides details of settlements in the post-secondary sector as well as feature articles and other materials of relevance to negotiators and local associations.

■ CAUT Bargaining Advisories

Detailed advice on key issues in collective bargaining.

■ CAUT Almanac of Post-Secondary Education in Canada

An annual compilation of statistics on post-secondary education in Canada (published in September).

■ Making News: A CAUT Guide to Media Relations

Provides advice for effective media strategies.

■ CAUT Book Series

Popularly written books to promote public discussion of important educational issues. Published by James Lorimer & Company, titles include:

- *Protecting Research Confidentiality: What Happens when Law and Ethics Collide* by Ted Palys and John Lowman (2014);
- *Academic Freedom in Conflict: The Struggle over Free Speech Rights in the University* edited by James L. Turk (2014);
- *No Debate: The Israel Lobby and Free Speech at Canadian Universities* by Jon Thompson (2011);
- *Canada's Universities Go Global* edited by Roopa Desai Trilokekar, Glen A. Jones and Adrian Shubert (2009);
- *Universities at Risk: How Politics, Special Interests and Corporatization Threaten Academic Integrity* edited by James L. Turk (2008);
- *Free Speech in Fearful Times: After 9/11 in Canada, the U.S., Australia and Europe* edited by James L. Turk and Allan Manson (2007);
- *Time's Up! Mandatory Retirement in Canada* edited by C. T. (Terry) Gillin, David MacGregor and Thomas R. Klassen (2005);
- *Disciplining Dissent: The Curbing of Free Expression in Academia and the Media* edited by William Bruneau and James L. Turk (2004);
- *Let Them Eat Prozac: The Unhealthy Relationship between the Pharmaceutical Industry and Depression* by David Healy (2003);
- *Counting Out the Scholars: The Case Against Performance Indicators in Higher Education* by William Bruneau and Donald C. Savage (2002);
- *The Olivieri Report: The Complete Text of the Report of the Independent Inquiry Commissioned by the Canadian Association of University Teachers* by Jon Thompson, Patricia Baird and Jocelyn Downie (2001);
- *The Corporate Campus: Commercialization and the Dangers to Canada's Colleges and Universities* edited by James L. Turk (2000);
- *Universities for Sale: Resisting Corporate Control Over Canadian Higher Education* by Neil Tudiver (1999).

5

Communications and Political Action

■ Campaign Coordination

The Research and Political Action Department coordinates CAUT's national campaigns. There is currently one national campaign: *Get Science Right* (www.GetScienceRight.ca)

■ Relations with Media

CAUT maintains relations with key national reporters and monitors national and regional media. CAUT publications are distributed to all education reporters across the country and to other influential journalists, producers and media personnel.

■ Media Contact Lists

CAUT has a database of national, regional and local media (print, audio and visual) and can make custom lists available to local associations upon request.

■ Media Training

CAUT has developed a workshop to train local leadership and staff in media relations.

■ Public Conferences

CAUT hosts national public conferences to highlight important issues. Past conferences have addressed commercialization of universities and colleges, online education, freedom of expression in academia and the media, occupational health and safety, and intellectual property.

■ Lobbying Politicians

CAUT meets regularly with federal politicians and senior government officials. We also prepare briefs to parliamentary committees as well as distribute our regular publications to Members of Parliament and senior governmental staff. The annual CAUT Parliament Hill Day is also an opportunity for representatives from local associations to meet with Members of Parliament to alert them to the most pressing issues in post-secondary education.

■ **Maintaining Contacts with Departmental Staff**

CAUT maintains contact with senior staff in federal government departments relevant to post-secondary education.

■ **CAUT Website**

The CAUT website provides members and the public access to a wide range of information and opinion on matters related to post-secondary education. It also provides member associations access to a number of databases that are closed to non-members. The CAUT website address is www.caut.ca.

■ **CAUT Listservs**

CAUT promotes discussion among member associations through a series of listservs. These include:

- *CAUTGen*
for local associations to share experiences and information, participate in the development of strategies to deal with matters of concern to academic staff and to seek information and advice from other associations;
- *CAUTLib*
for discussion and the exchange of information among academic librarians and those concerned with library-related issues;
- *CAUTEq*
for discussion and exchange of information on equity issues;
- *CAUTCom*
a forum for local association members and staff involved in communications;
- *Dfund*
for trustees of the CAUT Defence Fund;
- *CAUTCas*
for contract academic staff representatives;
- *CAUTCath*
for exchange of information among leaders of academic staff associations that represent members at Catholic universities and federated Catholic colleges;
- *Aboriginals*
for information sharing and discussion of issues affecting Aboriginal academic staff;
- *Francophones*
for information sharing and discussion of issues affecting francophone academic staff.

6

Collective Bargaining

■ **Collective Agreement Database**

CAUT maintains a database of member academic staff association collective agreements. This database is only available to member associations and is on the CAUT website. The database can be searched by key words.

■ **Model Clauses**

The CAUT Collective Bargaining and Economic Benefits Committee prepares model clauses on a wide range of topics. These are available on the CAUT website.

■ **Information**

The CAUT Research Department provides data on salaries, pension, benefits and post-secondary institution finances. CAUT's collective bargaining staff provide information and advice on contract language and bargaining strategies.

■ **Advice**

CAUT provides expert tactical and strategic advice, upon request to the Executive Director.

■ **Collective Bargaining Courses**

CAUT offers a collective bargaining course on-site to local association activists. CAUT also offers a collective bargaining course for multiple bargaining teams.

■ **Forum for Chief Negotiators**

CAUT holds an annual workshop for local association chief negotiators.

■ **Publication of Settlements**

CAUT provides timely reports of collective bargaining settlements in the *CAUT Bulletin* and more detailed information in *CAUT Facts and Figures*.

■ CAUT Bargaining Advisories

CAUT produces *Bargaining Advisories* on issues academic staff are likely to confront at the bargaining table. The advisories discuss the issue, suggest ways of dealing with it at the bargaining table and provide samples of good contract language from existing agreements.

■ Organizing

CAUT assists local associations that wish to conduct organizing drives for contract academic staff (sessionals, part-timers, adjuncts) and other unorganized staff and assists local associations that want to undertake certification drives.

■ CAUT Collective Bargaining Manual

This manual provides information about the fundamentals of all aspects of collective bargaining.

■ CAUT Strike Manual

This manual serves as a guide to the preparation for and conduct of strikes.



7

Legal Services

■ **Summary Legal Advice/Opinions**

CAUT provides advice to academic staff associations on employment-related matters.

■ **Litigation**

CAUT represents academic staff associations in major cases that have broad implications for academic staff and/or involve important or precedent-setting legal issues.

■ **Grievance/Arbitration Courses**

CAUT offers courses to train academic staff association activists in the handling of grievances and arbitration.

■ **Workshop for Senior Grievance Officers**

CAUT holds an annual workshop for the senior grievance officer from each local association.

■ **Arbitration Database**

CAUT provides an arbitration database (available only to member associations) which contains summaries of major university and college related arbitration decisions.

■ **Intervention in Important Cases**

CAUT intervenes in cases that raise significant issues for academic staff.

■ **Monitoring Legislative Initiatives that have Implications for Labour and Employment Relations within Universities and Colleges**

CAUT will intervene where appropriate. With respect to provincial legislation, CAUT acts in consultation with the provincial association if one exists in the province.

8

Occupational Health and Safety

■ Advice

CAUT provides advice and assistance to member associations in dealing effectively with health and safety issues and concerns related to the workplace. CAUT assists member associations in determining the nature and extent of problems; in finding appropriate ways to eliminate the problems; in identifying suitable consultants, testing facilities, occupational medicine specialists and hygienists; and in developing strong collective agreement language to protect those in an academic workplace.

■ Fact Sheets

CAUT prepares and distributes fact sheets on health and safety issues in academic workplaces. The fact sheets are sent to each association (in a form suitable for photocopying for distribution to members) and are posted on the CAUT website.

■ Handbook for Joint Health and Safety Committees

CAUT has prepared a handbook for employee representatives on joint workplace health and safety committees. The handbook describes the rights and responsibilities of committee members, how committees should operate and where to turn for additional information.

■ Health and Safety Training – Level I *(1.5 days, offered locally)*

An introduction to occupational health and safety for members of executives, stewards' councils, association boards as well as members and potential members of joint health and safety committees.

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■ **Research**

CAUT assists in setting up research studies on occupational health and safety problems in universities and colleges.



9

Canadian Affiliations

■ National Education Organizations

CAUT maintains active direct contact with a number of other national organizations in the education sector. These include:

- *Canadian Association for Graduate Studies*
- *Canadian Association of University Business Officers*
- *Canadian Education Association*
- *Colleges and Institutes Canada*
- *Federation for the Humanities and Social Sciences*
and other discipline-based associations
- *Canadian Federation of Students*
- *Universities Canada*

■ National Coalitions

CAUT is active in a variety of national coalitions:

- *Public Education Network* advocates for public education.
Members include:
 - Canadian Federation of Students
 - Canadian Labour Congress
 - Canadian Teachers' Federation
 - Canadian Union of Public Employees
 - Centrale des syndicats du Québec
 - Fédération des étudiants des collèges du Québec
 - Fédération des étudiants des universités du Québec
 - Fédération nationale des enseignantes et des enseignants du Québec
 - Fédération québécoise des professeures et professeurs d'université
 - National Union of Public and General Employees

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- *Trade and Investment Research Project* monitors Canadian involvement in trade negotiations and prepares advisory material for member groups. Members include:
 - Canadian Centre for Policy Alternatives
 - Canadian Council on Social Development
 - Canadian Labour Congress
 - Canadian Union of Postal Workers
 - Canadian Union of Public Employees
 - Ontario Secondary School Teachers' Federation
 - Public Service Alliance of Canada
 - Unifor

- *International Civil Liberties Monitoring Group* provides a roundtable for groups concerned about protecting civil liberties and human rights. Members include:
 - Amnesty International
 - Association québécoise des organismes de coopération internationale
 - BC Freedom of Information and Privacy Association
 - Canadian Arab Federation
 - Canadian Council for International Co-operation
 - Canadian Council for Refugees
 - Canadian Ethnocultural Council
 - Canadian Federation of Students
 - Canadian Friends Service Committee
 - Canadian Labour Congress
 - Canadian Muslim Forum
 - Canadian Muslim Lawyers Association
 - Canadian Peace Alliance
 - Canadian Union of Postal Workers
 - Canadian Union of Public Employees
 - Canadian Unitarians for Social Justice
 - CARE Canada
 - Centre for Social Justice
 - Confederation of Canadian Unions
 - Council of Canadians
 - CUSO
 - David Suzuki Foundation
 - Development and Peace

- ETC Group
- Greenpeace
- Independent Jewish Voices
- International Development and Relief Foundation
- Inter Pares
- KAIROS
- Lawyers Rights Watch Canada
- Ligue des droits et libertés
- National Anti-Racism Council of Canada
- National Council of Canadian Muslims
- National Union of Public and General Employees
- Ontario Council of Agencies Serving Immigrants
- Mining Watch Canada
- PEN Canada
- Primate's World Relief and Development Fund
- Public Service Alliance of Canada
- Unifor
- United Steelworkers of America

■ *Canadian Consortium for Research* promotes government support for research. Members include:

- Canadian Association for Graduate Studies
- Canadian Association of Physicists
- Canadian Association of Research Libraries
- Canadian Astronomical Society
- Canadian Council of University Biology Chairs
- Canadian Federation for the Humanities and Social Sciences
- Canadian Federation of Students
- Canadian Geophysical Union
- Canadian Mathematical Society
- Canadian Meteorological and Oceanographic Society
- Canadian Organization of Medical Physicists
- Canadian Psychological Association
- Canadian Society for Brain, Behaviour and Cognitive Science
- Chemical Institute of Canada
- Council of Canadian Departments of Psychology
- Council of Canadian University Chemistry Chairs
- Professional Institute of the Public Service of Canada
- Statistical Society of Canada



International Affiliations

■ Education International

CAUT maintains a close working relationship with national academic staff associations around the world directly and through Education International. EI has members from more than 150 countries and hosts regular congresses of national associations representing university and college academic staff, as well as a world congress every four years for all affiliated national teachers' federations representing 30 million teachers, academic staff and other education workers.

■ Reciprocal Agreements

CAUT is establishing reciprocal agreements with our counterpart organizations in other countries so that when CAUT members have visiting positions elsewhere, they have the rights of the academic staff organization in that country. Agreements have been negotiated with:

- *American Association of University Professors* (United States)
- *Dansk Magisterforening* (Danish Association of Masters and PhDs)
- *Irish Federation of University Teachers* (Ireland)
- *National Association of Graduate Teachers* (Ghana)
- *National Tertiary Education Union* (Australia)
- *Norsk Forskerforbundet* (Norwegian Association of Research Workers)
- *Palestinian Federation of Unions of University Professors and Employees*
- *Sveriges Universitets-LäraryrFörbund* (Swedish Association of University Teachers)
- *University and College Union* (United Kingdom)

■ International Cooperation and Solidarity

CAUT works to support our counterpart organizations and unions in less developed countries through solidary partnerships and development initiatives. Capacity building projects are currently underway with the National Association of Graduate Teachers (NAGRAT) in Ghana, the Palestinian Federation of Unions of University Professors and Employees (PFUUPE), and the College Lecturers Association of Zimbabwe (COLAZ).

Committee Work

■ Standing Committees of Council

- *Academic Freedom and Tenure Committee*
 - reviews cases of individual academic staff who feel their professional rights have been infringed;
 - recommends policy relating to academic freedom and tenure and other matters of academic rights.
- *Collective Bargaining and Economic Benefits Committee*
 - recommends policy relating to collective bargaining and economic benefits;
 - develops model clauses; sponsors conferences on collective bargaining and related issues.
- *Contract Academic Staff Committee*
 - recommends policy on matters relating to contract academic staff;
 - represents the interests of contract academic staff within CAUT.
- *Equity Committee*
 - recommends policy with respect to equity;
 - consults with CAUT equity networks;
 - proposes strategies promoting equity in Canadian universities and colleges.
- *Librarians' and Archivists' Committee*
 - recommends policy on matters affecting academic librarians and archivists.

■ Committees Appointed by the Executive

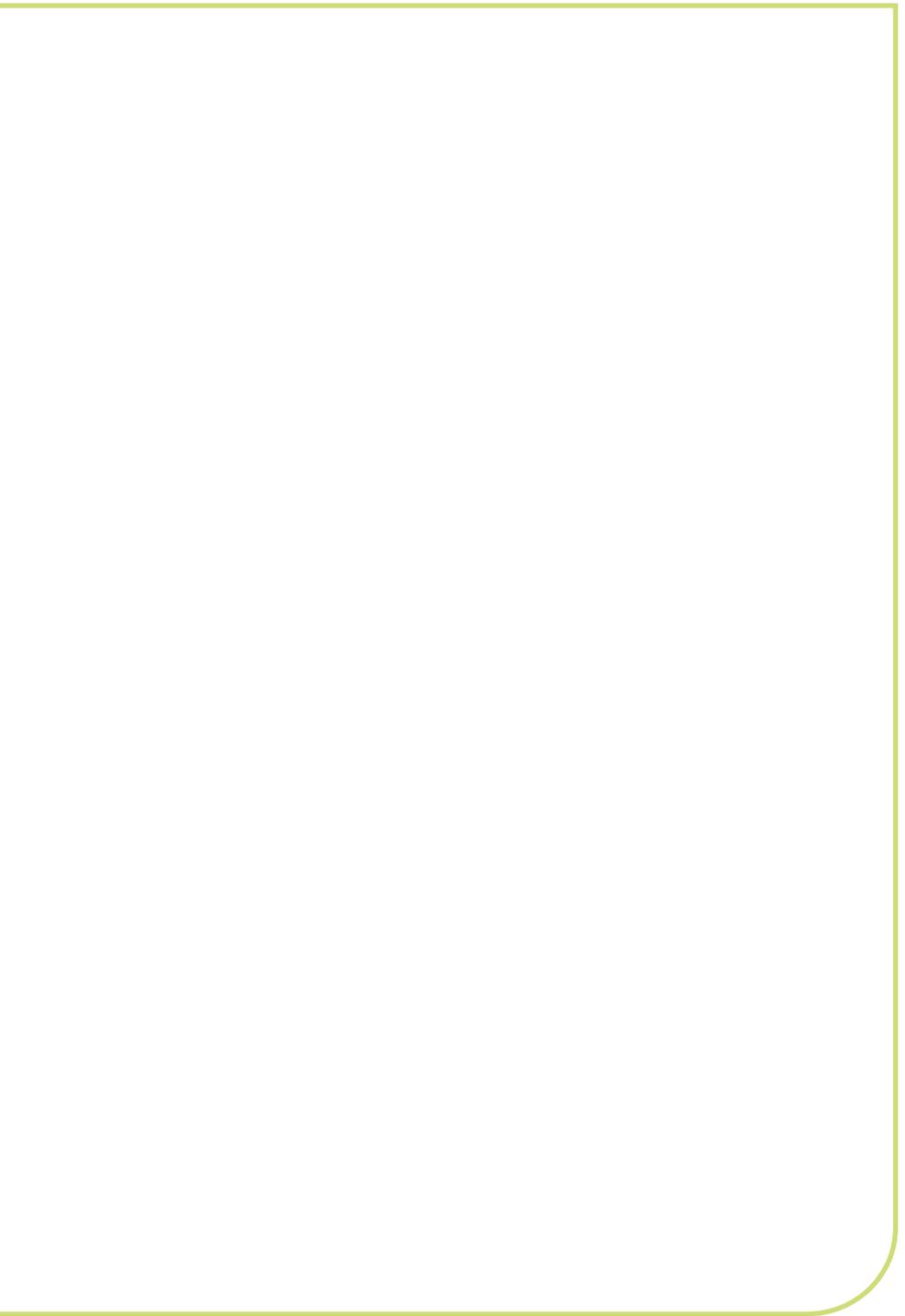
- *Francophones' Committee*

advises the Executive on matters relating to francophone academic staff.
- *Clinical Faculty Committee*

advises the Executive on matters relating to academic staff in faculties of medicine and affiliated health care institutions.

■ Working Groups/Advisory Groups/Networks

- *Aboriginal Post-Secondary Education Working Group*
advises CAUT on issues relating to post-secondary education for First Nations and other aboriginal peoples.
- *Advisory Group on Ethics in Research Involving Human Subjects*
advises CAUT on issues in research ethics.
- *Advisory Group on Research*
advises CAUT on issues relating to academic research in Canada.
- *Network of Women Academic Staff*
provides advice on issues and initiatives relating to women academic staff.
- *Network of Academic Staff with Disabilities*
provides advice on issues and initiatives relating to academic staff with disabilities.
- *Network of Racialized Academic Staff*
provides advice on issues and initiatives relating to racialized academic staff.
- *Network of Lesbian, Gay, Bisexual, Transgendered, Queer and 2-Spirited Academic Staff*
provides advice on issues and initiatives relating to lesbian, gay, bisexual, transgendered, queer and 2-spirited academic staff.





Canadian Association of University Teachers

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