



2017

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

2018



Your voice

Since it was founded in 1951, the Canadian Association of University Teachers (CAUT) has been the national voice of academic staff in Canada. We are outspoken champions of academic freedom and campaign to ensure that academic staff play a key role in their institutions' decision-making.

CAUT advocates on behalf of the country's academic community and continues to shape federal policy on research and post-secondary education. We have been uniquely influential in securing international agreement on the protection of academic freedom and other professional and employment rights. Additionally, CAUT offers workshops, forums and conferences and provides collective bargaining and legal support to its member associations.

CAUT is a membership-driven organization. That means our success over the past year lies with 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.



James Compton
President



David Robinson
Executive Director

Academic freedom

For CAUT, academic freedom is a foundational value of the profession that involves the freedom to teach; the freedom to research and publish; the freedom to express one's view of the educational institution and system in which one works; and the freedom to exercise one's rights as a citizen without institutional sanction.

Academic freedom cases in 2017-18:

- **Trinity Western University.** CAUT intervened before the Supreme Court of Canada where Trinity Western University challenged the decision of two provincial law societies to deny accreditation of the Christian university's proposed law school. CAUT argued that the academic freedom of staff was threatened by the mandatory application of a faith test. In a historic judgment in May 2018 the Court upheld the denials of accreditation and linked legal education with equality and diversity.
- **University of Calgary.** A CAUT committee investigated charges of conflict-of-interest and denial of academic freedom at the University of Calgary and reported on the school's relationship with oil and gas pipeline giant Enbridge. The report concluded that the university's president was in a conflict-of-interest due to her dual roles with both organizations and that a "deeply worrying culture of silencing and reprisal" existed which had compromised the academic freedom of faculty.

In 2017-18, CAUT also provided legal support for member associations defending academic freedom at Laurentian University, the University of Lethbridge, and the University of Northern British Columbia.





Research & political action

CAUT is the national voice for academic staff. We help drive our issues and solutions to the top of the federal agenda, and lobby for policies and funding that ensure quality, accessibility and the freedom of our members to teach and conduct research unfettered by commercial or other special interests.

The CAUT national office 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**.
- Field and analyze a regular survey of **librarian** salaries, salary structures and academic status at all our members' post-secondary institutions.
- Publish the **CAUT Almanac of Post-Secondary Education**, a comprehensive dataset covering all aspects of the post-secondary education system of interest to our members, journalists, academics and researchers.



For the years ahead CAUT remains committed to driving our issues & solutions to the top of the federal agenda.

Campaigns

As Canada's voice for academics, CAUT addresses issues of key concern and campaigns to defend our members' right to teach, learn and publish without reprisal; and to fight for fair working conditions.

In 2017-18, CAUT's campaigns included:

- **Get Science Right.** Launched in 2013, CAUT's Get Science Right campaign aimed to highlight the chronic underfunding of basic research in Canada. The tenacity of the campaign was rewarded this past year, when together with members and allies, CAUT secured a historic investment of \$1.7 billion in basic research.
- **Fair Employment.** To address the issues affecting contract academic staff, CAUT launched a newly designed Make It Fair campaign. Our Fair Employment Week was the biggest yet with over 40 events across the country. CAUT conducted the first ever national survey of contract academic staff. We participated in the federal government's decent work consultations to advocate for improved employment standards.
- **Fair Copyright.** During the review of the federal Copyright Act, CAUT spoke out on members' behalf to defend fair dealing and advance new rights. CAUT appeared before the House of Commons committee to advance the interests of educators. Together with the Canadian Federation of Students, we campaigned to raise awareness on the importance of fair copyright rules.
- **Shared Governance.** CAUT released a report on university board structures, revealing that many institutions are adopting corporate-style practices that are contrary to principles of shared governance. In the coming year, CAUT will support local campaigns to promote collegial governance practices.





Equity & diversity

CAUT strives to secure equity for members of marginalized groups disproportionately excluded from full participation in the academy.

Key highlights from 2017-18 include:

- In an ongoing case before the Canadian Human Rights Commission, CAUT continued to fight for better equity-setting targets in the **Canada Research Chairs** program.
- CAUT released new research on equity and diversity in universities and colleges in a report entitled **Underrepresented & Underpaid**. The main finding – that, despite some progress, employment and wage equity remain elusive in the academy – indicates the continued need for vigilant monitoring and action to address systemic discrimination.
- CAUT's fourth equity conference titled **Mobilizing Intersections** showcased the efforts of individuals and associations across the country to advance equity, and promoted building solidarity and sharing of ideas.
- We appeared before the House of Common Status of Women Committee to advance solutions for **women's economic security**.
- With Statistics Canada and other government departments, CAUT is working to develop **better measures of equity, diversity and inclusion** within the sector.
- CAUT produced two educational videos on why academic staff should help advance equity and **Indigenization** on their campuses, and how to they can do it.



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 2017-18 include:

- **Hassan Diab.** CAUT actively campaigned to free Hassan Diab, a Canadian citizen and sociology professor who was unjustly extradited from Canada to France in November 2014.
- **National security.** CAUT made recommendations to Parliamentarians on proposed national security legislation to defend the values that underpin a free and democratic society.
- **Solidarity with Turkish academics.** We launched an online solidarity campaign, wrote letters and met with Global Affairs Canada to condemn and protest the serious rights violations impacting academics in Turkey.



CAUT will continue to stand in solidarity with its international partners in order to defend the rights & freedoms of academics in Canada & around the world.

Member education

CAUT began offering revamped training in intellectual property in 2017-18, while continuing to deliver its usual slate of on-site workshops for members in collective bargaining, equity, communications and media relations, and grievance handling. Overall, 30 workshops were presented during the year with the goal of enhancing local capacity throughout the membership, and delivering the latest knowledge across regions and sectors.

As well, CAUT bolstered its on-site training offerings in 2017-18 with:

- Workshops for association **presidents** and **new presidents**.
- A national forum for **chief negotiators**.
- A forum for **senior grievance officers**.
- Three issue-based conferences: a conference about **equity**, a **francophone** conference, and a **contract academic staff** conference.
- A workshop for **new activists**.



CAUT continues to develop a train-the-trainers program & will focus in the coming year on rolling out workshops to leverage our members' expertise & unique local experience in aid of our education program.





Collective bargaining

Securing gains in collective agreements that protect and advance employment conditions and professional rights remains a core priority.

Key highlights from 2017-18 include:

- After a five week strike and being legislated back to work, Ontario's college faculty represented by the **Ontario Public Services Employees Union** won the right and protection of academic freedom for the first time, along with enhanced job security for contract academic staff and other improvements.
- A short strike and strong student support helped the **Laurentian University Faculty Association** achieve better job security for contract academic staff, better conditions for the teaching-intensive stream positions, recognition of Indigenous language training, and stronger collegial governance.
- The provincial labour board found the **University of Manitoba** guilty of engaging in an unfair labour practice by withholding information during bargaining and was directed to apologize to, and compensate members of the faculty association.
- The **Renison Association of Academic Staff** came into existence in February, joined CAUT, and is preparing to negotiate a first agreement.
- The **Acadia University Faculty Association** reached a settlement hours before a strike deadline that restored several tenure-line and permanent librarian positions.

Contract academic staff issues remained central over the course of the year, with associations including CUPE 3902 and the St. Jerome's University Academic Staff Association fighting for job security and improved compensation and benefits.

International solidarity

Through international partnerships with academic staff unions and associations, CAUT is actively working to enhance the professional rights and working conditions of colleagues around the world.

Key highlights from 2017-18 include:

- **Ghana.** Through a new partnership with the University Teachers Association of Ghana, CAUT provided support for a membership workshop to develop policy in response to recent changes in the Ghanaian education system.
- **Palestine.** CAUT supported a capacity-building workshop for the Palestinian Federation of Unions of University Professors and Employees to develop collective bargaining skills.
- **Zimbabwe.** CAUT assisted the College Lecturers' Association of Zimbabwe in conducting a workshop on disability issues.
- **Senegal.** CAUT provided funding to the Syndicat Unitaire et Démocratique des Enseignants du Sénégal to produce a report on university financing.

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.



**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 123 UNIVERSITIES AND COLLEGES
ACROSS CANADA.**



**2705 QUEENSVIEW DRIVE / OTTAWA / ONTARIO
WWW.CAUT.CA**