



CANADIAN ASSOCIATION OF
UNIVERSITY TEACHERS

ANNUAL REPORT

2022
2023

Canadian Association
Association canadienne



MCGILL PROFESSORS
OF LAW
MCGILL PROFESSEUR.E.S
DE DROIT



AMPL
AMPD

Message from the President & Executive Director

These are challenging times for CAUT members. On the economic front, the rapid shutdown and gradual re-opening of the global economy because of the pandemic has generated supply chain disruptions, inflationary pressures, and eroded purchasing power. Central banks have responded by rapidly increasing interest rates to suppress demand, but at the risk of plunging economies into recession. In turn, rising interest rates have roiled stock markets.

In the shadow of this economic turmoil, a new wave of labour militancy has taken hold in Canada and around the world, including among education workers. About 60 per cent of the nearly 225,000 employees who engaged in strikes in the United States last year were educators, researchers and other academic professionals. In the United Kingdom, Australia and New Zealand, higher education unions engaged in unprecedented national strikes. Closer to home, we continue to see a steady number of academic staff strikes with associations at Cape Breton, Memorial, Laval, Dalhousie (CUPE 3912), and UPEI taking to the picket lines over the last year.

We are also facing significant political challenges. Pollsters have noted a growing distrust of expert opinion and scientific evidence, and an increasing embrace of misinformation and conspiracy theories.

South of the border, political polarization is manifesting in direct attacks on public institutions, including colleges and universities. Several states have enacted legislation banning or restricting the teaching of critical race theory and gender studies, de-funding equity initiatives, and effectively eliminating tenure.

Academics in Canada may not yet work on campuses where books are banned, where tenure is non-existent, where governments dictate what subjects can and cannot be taught, or where EDI programs are eliminated. That doesn't mean we should be complacent. The ill political winds from the south can easily blow across the border, unless we collectively as a profession and as the academic labour movement work together to stand up for the principles of academic freedom, tenure and equity.



P. McInnis

Peter McInnis
President



David Robinson

David Robinson
Executive Director

Campaigns and advocacy

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

Consultation on Post-Secondary Educational Institutions and Insolvency

Submission to the Government of
Canada

June 2023

 2705, prom. Queensview Drive, Ottawa (Ontario) K2B 8K2
Tel. 613-820-2270 | Fax 613-820-7244 | Email acppu@caut.ca
www.caut.ca

MISSING

FOR 20 YEARS FROM
CANADIAN PUBLIC DOMAIN



CANADIAN STORIES

Public domain frozen on: January 1, 2023

At the end of 2022, Canada extended the copyright term from life of the author plus 50 years to life plus 70 years.

For creators with well-managed estates, their works will remain fairly accessible. For the majority, their works are now "orphaned" — locked down by copyright but with no one available to give permission for use to scholars, educators, archivists, librarians, students, and others who want to preserve, share and give a second life to these Canadian stories.

LEARN MORE AT COPYRIGHT.CAUT.CA  

Ken Adami photo: Eric Cardozo / Toronto Star via Getty Images | Anna Minerva Henderson photo: Rick Moran, Saskatchewan High School | Other photos: Public domain, via Wikimedia Commons

CAUT
13.2K posts

Following

 **BUFA BrockUniversity** @BUFABrock · Oct 17

Too many contract faculty have to reapply for their jobs every term and don't know if they will be teaching semester-to-semester or year-to-year. #fairness4CF #CdnPSE #OnPSE #OnLAB #OnPOLI makeitfair.caut.ca



#MakeItFair

for Contract Academic Staff

“
WORKERS ON CAMPUSES ACROSS THE PROVINCE ARE FIGHTING FOR FAIRNESS AND JOB SECURITY, BENEFITS, AND EQUAL PAY FOR EQUAL WORK.
”

 **BUFA** MAKEITFAIR.CAUT.CA

🗨️ 3 🌟 2 📄 374 🔄

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

Know More: Invest in Canadian Research, Science and Post-Secondary Education

Submission to the Pre-Budget
Consultations in Advance of the
2024 Federal Budget

August 2023

 2705, prom. Queensview Drive, Ottawa (Ontario) K2B 8K2
Tel. 613-820-2270 | Fax 613-820-7244 | Email acppu@caut.ca
www.caut.ca

Protecting public post-secondary institutions from corporate restructuring

CAUT called on the federal government to exclude public post-secondary institutions from insolvency and bankruptcy legislation. We supported two private members' bills proposing this change and mobilized members to write to the minister responsible. As a result of these efforts, a formal consultation was launched in the spring of 2023. Our [submission](#) underscored the harsh lessons learned from Laurentian University. CAUT also supported Canadian Labour Congress efforts to pass Bill C-228, which [protects pensions](#) during an insolvency or bankruptcy.

Copyright

At the beginning of 2023, a 20-year extension to copyright term went into effect, shrinking the public domain. CAUT highlighted the [negative impacts](#) and advocated for the importance of [user rights](#). During Fair Dealing Week in February, CAUT joined forces with student organizations, post-secondary institutions, copyright experts and practitioners to call on the federal government to protect educational fair dealing.

Contract academic staff

CAUT advocated for the expansion of the Statistics Canada University and College Academic Staff Survey to include contract academic staff and more information on equity-deserving groups. In 2023, a pilot started to include all scholars and to collect demographic data beyond gender. We also advocated through our pre-budget submission for increased public funding to support faculty renewal.

CAUT organized the annual Fair Employment Week in October to support local campaigns to improve the working conditions of contract academic staff. A feature was keynote speaker Richard Bradbury, who discussed how he and his negotiating team won permanent contracts for lecturers in the latest round of bargaining at Open University in the UK.



Increased federal investment in post-secondary education and research

CAUT continued to call for better federal funding for post-secondary education and research. CAUT participated in a consultation on federal research support, pre-budget consultations, and several House of Commons committee studies. With our partners in the Canadian Consortium for Research, we met with Tri-Council Presidents and with the chair of the advisory panel on federal research support.

Research security

In February 2023, the government announced further changes to research security guidelines. CAUT took part in consultations with the government to ensure security restrictions are narrowly focused and do not lead to racial profiling of academics. CAUT President Peter McInnis participated in consultations on a proposed foreign influence transparency registry, calling on the government to ensure any registry contains an exception for academic research and does not impinge upon academic freedom or civil liberties.

Equity

The CAUT Equity Conference in February 2023 brought together activists from campuses across Canada to strengthen organizing skills and build networks of support. New resources were added to the [Equity Toolkit](#), providing academic staff associations with resources to advance equity in the workplace and beyond.

Support for refugees

Working with Education International (EI) and the Canadian Teachers' Federation (CTF), CAUT and its member associations helped an Afghan teacher and trade unionist and her family find safety in Canada following the Taliban takeover of Afghanistan. The CAUT Refugee Foundation also supported Ukrainian teachers and their families displaced by the Russian invasion.

Building capacity

Member education and events

This year marked the return of in-person events following the pandemic. CAUT offered a full range of programs to educate and connect members.

SEPTEMBER

Organizing School 101

OCTOBER

Fair Employment Week
Librarians' and Archivists' Conference
Collective Bargaining Training

NOVEMBER

Grievance Handling Training
CAUT Council Meeting

DECEMBER

Forum for Senior Grievance Officers

JANUARY 2023

Forum for Presidents

FEBRUARY

Equity Conference
Fair Dealing Week
Job Action Training for
Associations in British Columbia

MARCH

Collective Bargaining Training (English)
Collective Bargaining Training (French)
Collective Bargaining and Organizing Forum
Grievance Handling Training

APRIL

CAUT Council Meeting

MAY

Media and Communications Training

JUNE

Collective Bargaining Training
Forum for New Presidents
Workers' Health and Safety Centre Trainings



Research

CAUT's research team provides timely and relevant research that advances policy and bargaining objectives.

New this year was a [benefits documents repository](#) as well as a cross-Canada comparison of university and college Boards of Governors and university Senates (or equivalents). CAUT also fielded the Librarian and Archivists Salary Survey and launched our inaugural State of the Post-Secondary Academic Profession Survey.

CAUT continues to update its core research products:

- Contract academic staff stipends database
- Collective Agreements Database (CAD), an online searchable database of collective agreements across Canada
- Mil rate data
- Academic staff salary data
- Annual and longitudinal data on institutional revenues and expenditures

Legal services

CAUT's legal team works closely with member associations to provide legal advice and representation. We also helped the Syndicat des professeures et professeurs de l'Université de l'Ontario français in its successful bid to certify as a union.

CAUT counsel worked with the Political Action and Communications team to file an objection to Access Copyright's proposed tariff for universities. We also coordinated with external counsel in settling a key policy grievance on the verification of Indigenous citizenship within the hiring process.

Legal staff published several [Legal Updates](#) summarizing important case law, an [Employer-led Investigation Cheat Sheet](#), and updated the [Bargaining Advisory on "Deemed Hours" for Employment Insurance Benefits](#). The team has also collected, collated and posted member association internal policies.

Upholding the integrity of the academic profession



Defending academic freedom and collegial governance

CAUT continues to actively promote and defend the right of members to academic freedom in teaching, research, and intra-mural and extra-mural expression. We review cases, provide advice to members, and intervene with administrations and governments to ensure academic freedom is upheld.

Over the past year, the CAUT legal team served as counsel to the Mount Royal Faculty Association and co-counsel to Bishop's Faculty Association in two dismissal cases that raise academic freedom issues. The CAUT Academic Freedom and Tenure Committee developed new resources for members on academic freedom. A collection of papers from the CAUT Harry Crowe Conference on academic freedom and the law have been published in the *Canadian Employment and Labour Law Journal*.

CAUT's Governance Committee compiled a repository of governance practices across the country, including details about academic staff and association representation on Senates or General Faculties Council, and Boards.

Collective bargaining

Over 50 associations had collective agreements that expired in 2022 and 19 have expirations in 2023. Following last year's record number of strikes, CAUT assisted associations with developing early and comprehensive strike preparations that paid off at the bargaining table.

Over the past year, associations achieved important compensation gains that have helped mitigate high inflation and public sector wage restraints. Equity, diversity and inclusion (EDI) proposals were an important priority in bargaining and resulted in new language for designated hiring and diversity appointments, restricted use of student evaluations in promotion and tenure procedures, and recognition of EDI service work.

Other bargaining gains were made on collegial governance – a key issue in the Memorial University of Newfoundland Faculty Association's strike – and financial exigency, layoff and access to financial information based on lessons learned from Laurentian University's insolvency.

CAUT's four Senior Labour Relations Officers helped associations with pre-bargaining strategy sessions, delivered presentations and workshops related to collective bargaining and job action, and provided ongoing bargaining and labour relations advice.

CAUT published its last [Facts & Figures](#) in May 2023 and has since moved to the more frequent distribution of [Recent Collective Agreement Settlements](#).

Job action

- Nova Scotia's largest university union, CUPE 3912, went on strike for four weeks starting in October 2022 to demand long overdue pay increases, among other issues. The union represents over 3,000 part-time academics, teaching assistants, markers and demonstrators at Dalhousie University, Mount Saint Vincent University, and Saint Mary's University.
- The Cape Breton University Faculty Association walked the picket lines for two weeks starting in January 2023 over job security and pay.
- The Memorial University of Newfoundland Faculty Association went on strike for two weeks starting at the end of January 2023 to improve working conditions for contract academic staff and collegial governance.
- The Syndicat des professeurs et professeures de l'Université Laval (SPUL) took to the picket lines for six weeks starting in February 2023 over workload and salary as well as protection for academic freedom, collegial governance and complement.
- The University of Prince Edward Island Faculty Association went on strike for four weeks starting in March 2023 to secure mental health benefits for members, increase the number of full-time faculty, and improve salaries.



Recent Collective Agreement Settlements	
Université de Saint-Boniface	Following a strike vote, strike mobilization and mediation, the APPUSB ratified an agreement for a new four-year collective agreement on September 5, 2023.
Bishop's University	On July 7, 2023, AFBU Contract Faculty members ratified their new collective agreement.
Ontario Public Service Employee Union (OPSEU)-CAPEA (Ontario College Faculty)	After two years of bargaining, which included a strike vote, a three-month work-to-rule campaign and a mediation arbitration, the Ontario College Faculty reached a mediated Bill 124 re-opener agreement on August 15, 2023.
Royal Roads University Faculty Association	On August 17, 2023, RRJFA members voted to ratify a renewed three-year collective agreement.
University of Toronto Faculty Association	On September 6, 2023, Arbitrator Eli-Gardiol released his interest arbitration decision regarding the last items in dispute between the parties, finalizing the July 1, 2020 - June 30, 2023 Memorandum of Agreement.
University of Winnipeg Faculty Association (UWFA)	After significant delay due to turnover in Senior Administration as well as the pandemic, on October 4, 2023, UWFACAS Unit members voted in favour of a seven-year agreement.
Association des professeur.e.s et professionnel.le.s de l'Université de Saint-Boniface (APPUSB) August 1, 2020 – July 31, 2024	
Following a strike vote, strike mobilization and mediation, the APPUSB ratified an agreement for a new four-year collective agreement on September 5, 2023. Two agreements in principle were previously rejected by its membership. The third, which was ratified, contained the same non-monetary provisions as the agreement in principle that was rejected in December 2022, but included new monetary provisions that emerged from the mediation in August 2023. The collective agreement was officially signed with the Manitoba Government and General Employees' Union, which represents the Association des professeur.e.s et professionnel.le.s de l'Université de Saint-Boniface.	
Salary increases Teaching faculty Staff and Teaching Staff August 1, 2020: 2% for all (retroactively) August 1, 2021: 2% for all (retroactively) August 1, 2022: 2% for all (retroactively) August 1, 2023: 2% for all (retroactively)	
Canadian Association of University Teachers	



UPEIFA

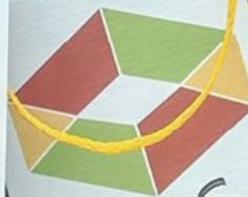
UNIVERSITY OF PRINCE EDWARD ISLAND
FACULTY ASSOCIATION

CAUT/ACPPU

from across the country

SOLIDARITY

UPEIFA!



UPEIFA

UNIVERSITY OF PRINCE EDWARD ISLAND
FACULTY ASSOCIATION

SOLIDARITÉ ***
ACPPU/CAUT

Nous

SUPPORTONS
NOS COLÈGES
DU
UPEIFA

Amplifying our collective voice

CAUT Advocate

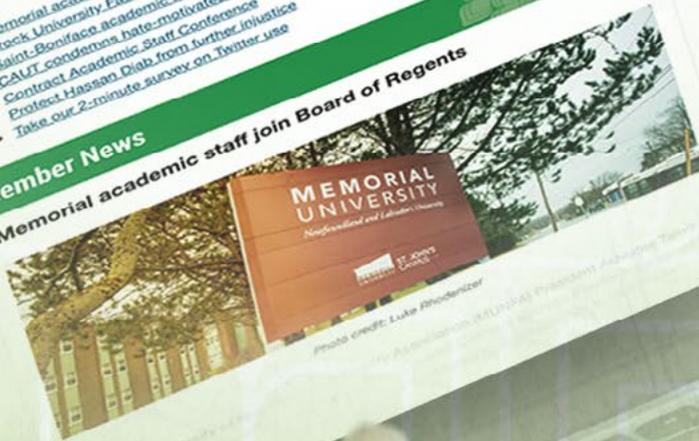
July 2023

In this issue:

- Memorial academic staff join Board of Regents
- Brock University Faculty Association reaches tentative agreement
- Saint-Basile academic staff vote to strike
- CAUT condemns hate-motivated stabbing at the University of Waterloo
- Contract Academic Staff Conference
- Protect Hassan Diab from further injustice
- Take our 2-minute survey on Twitter use

Member News

Memorial academic staff join Board of Regents



Memorial University Ltd.
1111 University Ave.
Waterloo, ON N2L 2W6

The Association of Universities and Colleges of Canada
100 University Ave., Suite 1000
Toronto, ON M5S 1A5
Tel: 416-977-3100
www.caucanada.ca

Communications

CAUT shares timely research, policy guidance and commentary through our bilingual communications. This includes our flagship magazine, the Bulletin, and our monthly digital newsletter, the Advocate.

The Bulletin celebrated its 70th anniversary in 2023, bringing with it more original content and an expanded online presence.

As the national voice of academic staff at universities and colleges across Canada, we maintain a strong media and social media presence. Some highlights of this work include:

- Building a more sustainable financial foundation for Canada's universities and colleges, [Hill Times](#)
- Legislation needed to spare others from Laurentian's fate: Canadian Association of University Teachers, [CBC](#)
- Four things to fix in Canada's *Copyright Act*, [Policy Options](#)
- Collegial governance: What is it, and why is Memorial University an 'odd case'?, [CBC](#)
- Research theft: The tough job of safeguarding universities, [University World News](#)
- Canadian scientists 'questioned by agents over China links', [Times Higher Education](#)



Financials



Statement of financial position

As of June 30, 2023

ASSETS	
CURRENT ASSETS	
Cash in Bank & Investments	6,100,117
Membership Fees Receivable	298,118
Other Receivables	52,407
Prepaid Expenses	215,957
TOTAL CURRENT ASSETS	6,666,599
FIXED ASSETS	
Land	568,546
Building	3,349,566
Furniture & Equipment	269,294
TOTAL FIXED ASSETS	4,187,406
TOTAL ASSETS	10,854,005
LIABILITIES & NET ASSETS	
LIABILITIES	
CURRENT LIABILITIES	
Accounts Payable & Accrued Liabilities	478,131
Employee Leaves and Allowances	263,829
Employee Future Benefits	1,228,500
Funds Held in Trust	137,365
TOTAL LIABILITIES	2,107,825
NET ASSETS	
UNRESTRICTED	4,558,774
INVESTED IN PROPERTY & EQUIPMENT	4,187,406
TOTAL NET ASSETS	8,746,180
TOTAL LIABILITIES & NET ASSETS	10,854,005

Statement of operations

For the fiscal year ending June 30, 2023

		2023
REVENUES		
Membership Fees		9,326,649
AcademicWork.ca		1,087,475
Expense Recovery		119,598
Conference Revenue		61,799
Rental Income		94,784
Investment Income		152,773
Affinity Programs		60,296
Miscellaneous		800
TOTAL REVENUES		10,904,174
EXPENDITURES		
Governance	General Governance	424,238
	Committees	314,209
	Executive Committees	636,780
	Council	877,744
	International Outreach	311,461
	National Outreach	180,109
Legal and Labour Relations	Legal Services	959,359
	Labour Relations	670,325
	Research	383,704
Political Action & Communications	Policy	720,014
	Communications	1,257,506
	Organizing	422,922
	Education	840,125
Finance, HR & Operations	Human Resources	460,765
	Finance	307,224
	IM/IT	752,452
	Services to Members & Other	448,236
	Entities	448,236
	Building Operations	253,706
	AcademicWork.ca	55,954
	Office General	58,584
TOTAL EXPENSES		10,335,417
OPERATING BALANCE		568,757
Capital Asset Amortization		239,459
NET SURPLUS/DEFICIT		329,298



Support
PSAC

CAUT
SMUFU
SUPPORT
PSAC

AASUA
STANDS
WITH
PSAC!

COPE
225
SOLIDARITY!

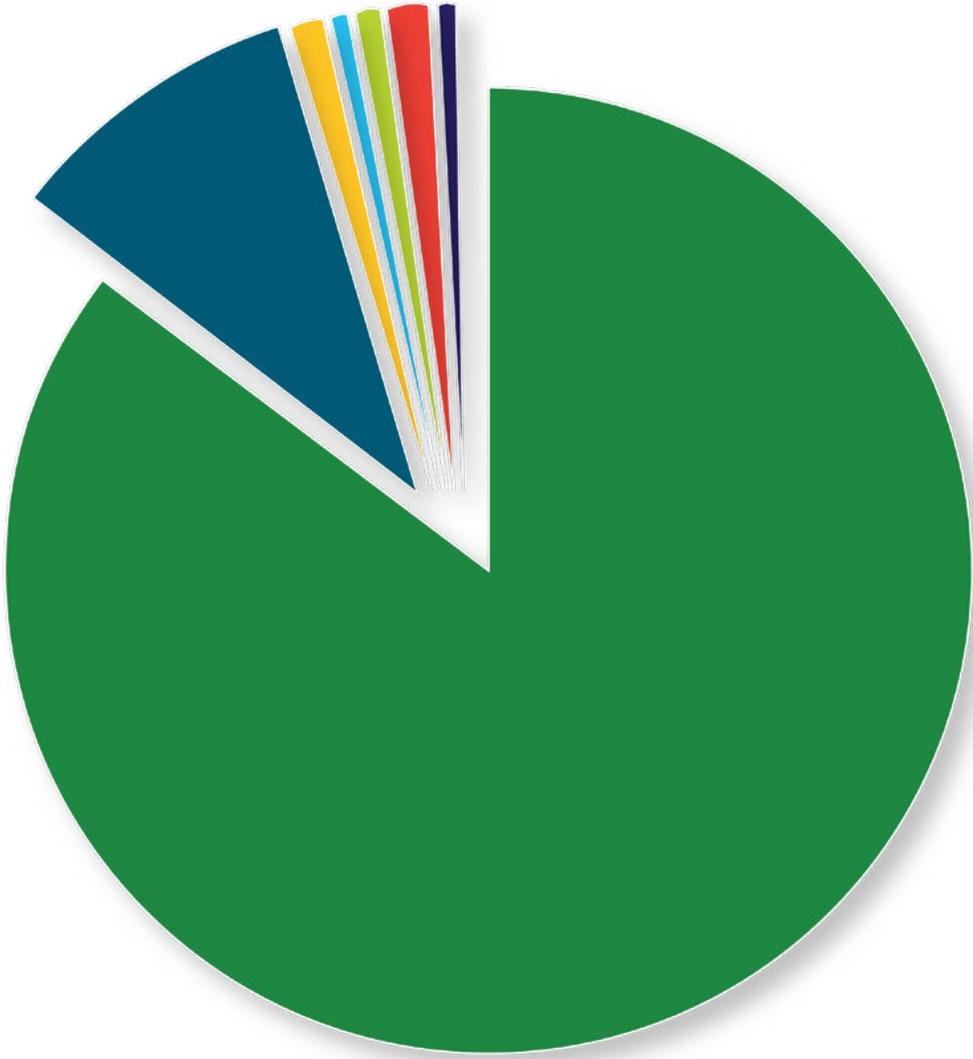
WITH
SOLIDARITY!





Photo credit : Sam Garcia

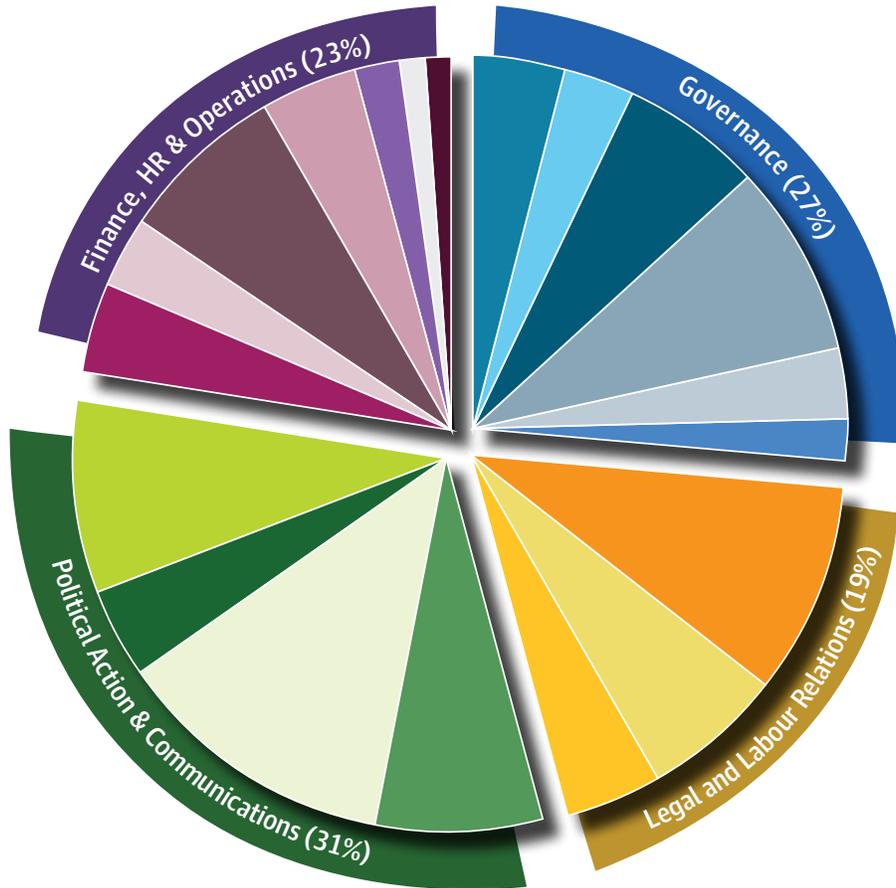
Revenues



- Membership Fees (85.5%)
- AcademicWork.ca (10%)
- Expense Recoveries (1.1%)
- Conference Revenue (0.5%)
- Rental Income (0.9%)
- Investment Income (1.4%)
- Affinity Programs (0.6%)
- Miscellaneous (0%)

TOTAL \$10,904,174

Expenses



Governance	Legal and Labour Relations	Political Action & Communications	Finance, HR & Operations
<ul style="list-style-type: none"> ● General Governance (5%) ● Committees (3%) ● Executive Committees (6%) ● Council (8%) ● International Outreach (3%) ● National Outreach (2%) 	<ul style="list-style-type: none"> ● Legal Services (9%) ● Labour Relations (6%) ● Research (4%) 	<ul style="list-style-type: none"> ● Policy (7%) ● Communications (12%) ● Organizing (4%) ● Education (8%) 	<ul style="list-style-type: none"> ● Human Resources (4%) ● Finance (4%) ● IM/IT (7%) ● Services to Members & Other Entities (4%) ● Building Operations (2%) ● AcademicWork.ca (1%) ● Office General (1%)

TOTAL \$10,335,417

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.

