

2021-2022 **ANNUAL REPORT**

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS



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Message from the President & Executive Director

Two years into the COVID-19 pandemic, CAUT and its member associations are confronting continuing and emerging challenges, from government funding shortfalls to rising inflation. Working with our academic staff associations, CAUT is building membership strength to put practical solutions front and centre.

This past year, the crisis at Laurentian University exposed years-long failures of leadership, subversion of shared governance, and the unnecessary invocation of an insolvency process that continues to be felt by those who lost their jobs, by the Sudbury and neighbouring communities, and by students who lost access to education – notably French-language and Indigenous-specific academic programs.

Through concerted government relations efforts, we are working to ensure that the *Companies Creditors' Arrangement Act* (CCAA) is never again used by a public post-secondary institution to trump collectively bargained financial exigency processes. Moreover, CAUT is launching a revitalized national governance campaign to advance collegial governance standards across the country by working with member associations to develop organizing and bargaining capacity, celebrate victories, and identify models for success.

We are coming off a year that also saw a record number of strikes and entering one in which more than half of CAUT member associations will be in bargaining. Job action is normally rare in our sector, and when they do occur strikes are relatively short. But increasing intransigence by administrations, government interference in free and fair collective bargaining, and deteriorating terms and conditions have left members with no choice but to exercise their right to strike. A difficult year lies ahead, but the collective power and commitment of our members will be the strength that will see us through the challenges we face.



A handwritten signature in black ink that reads "P. McInnis".

Peter McInnis
President



A handwritten signature in blue ink that reads "David Robinson".

David Robinson
Executive Director

Campaigns and Advocacy

Tuition fees increasing faster than inflation

**EDUCATION
FOR ALL**

112%

That's the increase in average household spending for tuition fees from 1997 to 2009.



Les frais de scolarité augmentent plus vite que l'inflation.

**L'ÉDUCATION
POUR TOUTES ET TOUS**

112 %

C'est la hausse des dépenses moyennes des ménages en frais de scolarité, entre 1997 et 2009.



To Do List:

**EDUCATION
FOR ALL**

- ☒ National Pharmacare
- ☒ Federal mental health transfer
- ☒ Federal support for child care
- ☐ Sustainable, dedicated funding for post-secondary education

www.educationforall.ca/actions

Liste de choses à faire :

**L'ÉDUCATION
POUR TOUTES ET TOUS**

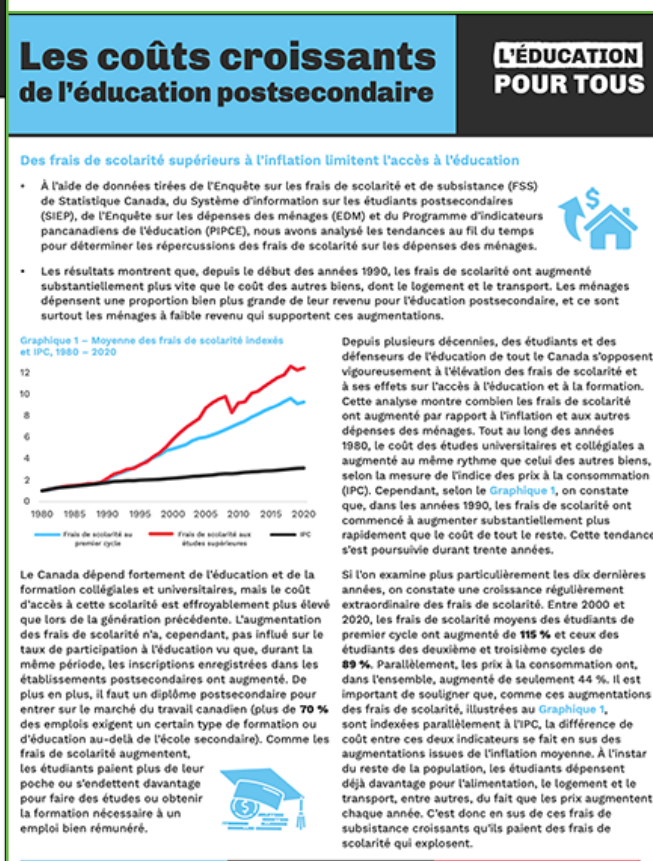
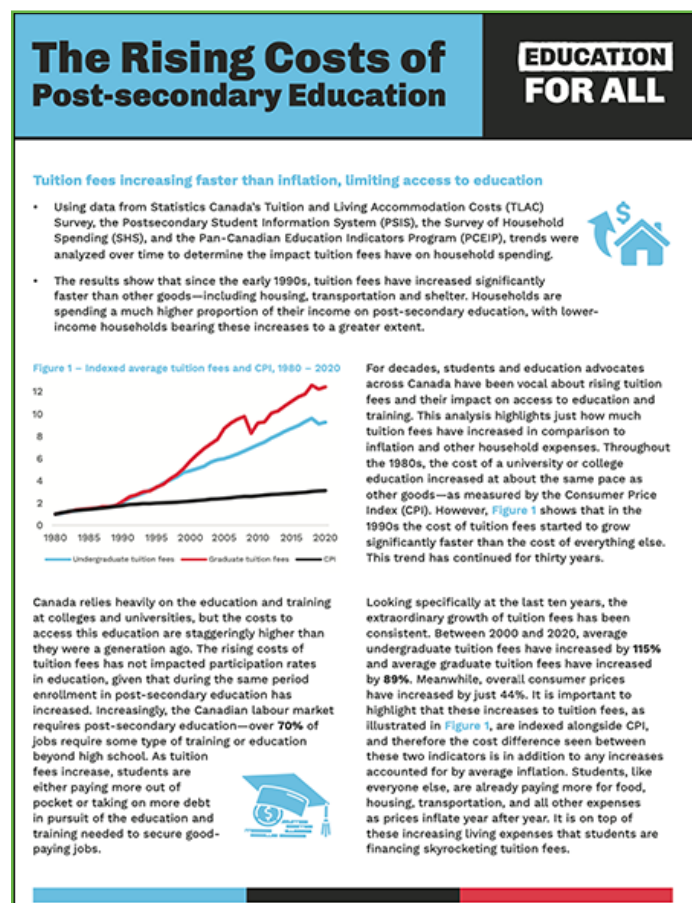
- ☒ Régime national d'assurance-médicaments
- ☒ Transfert canadien en matière de santé mentale
- ☒ Engagement fédéral dans la garde des jeunes enfants
- ☐ Financement durable et dédié à l'éducation postsecondaire

www.educpourtous.ca/laction

Campaigns and Advocacy

Working with [Education for All](#) coalition partners the Canadian Union of Public Employees (CUPE), the Public Service Alliance of Canada (PSAC), the National Union of Public and General Employees (NUPGE), and the Canadian Federation of Students (CFS), CAUT continues to advocate for increased, dedicated, predictable federal funding through a dedicated post-secondary education transfer payment. With the Canada Social Transfer (CST) scheduled for review in 2024, the next two years present a unique opportunity to urge federal leadership on the issue of post-secondary education funding.

In addition, CAUT continued to meet with federal decision-makers to press for the expansion of the University and College Academic Staff System (UCASS) survey to include equity data, college staff, and contract academics. We also advocated for increased federal support to assist academic and trade union refugees from Afghanistan and Ukraine. CAUT pushed back against corporate publishing interests' calls to see fair dealing protections removed for the dissemination of copyrighted works for educational purposes, and we lobbied for federal legislation to remove public post-secondary institutions from the *Companies Creditors' Arrangement Act* (CCAA).



Campaigns and Advocacy



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

May 10, 2022

BY EMAIL: crc@assnat.qc.ca

Committee on Citizen Relations
Clerk : Mr. Mathieu LeBlanc
Édifice Pamphile-Le May
1035, rue des Parlementaires
3e étage
Québec (Québec) G1A 1A3

RE: **Bill 32: An Act respecting academic freedom in the university sector**

Dear members of the Committee on Citizen Relations:

The Canadian Association of University Teachers (CAUT) is pleased to provide a written submission in response to the National Assembly of Quebec's Bill 32, "An Act respecting academic freedom in the university sector". While Bill 32 contains many elements which may help protect academic freedom, there are important provisions which have not been included in the legislation and some significant shortcomings. If the Bill proceeds as is, it could limit the scope of force of existing protections for academic freedom.

With a few amendments, including ones that align with the definition of academic freedom in the 1997 UNESCO "Recommendation concerning the Status of Higher Education Teaching Personnel", Bill 32 could be strengthened. The within submissions follow from CAUT's July 9, 2021 "Mémoire à la Commission scientifique et technique indépendante sur la reconnaissance de la liberté académique dans le milieu universitaire".

The meaning of academic freedom in Quebec and the rest of Canada

Academic freedom ensures that in their teaching, research, scholarship, publication, participation in the affairs of the university, and exercise of their broader rights as citizens, academic staff are not curtailed or censured by the administration, by colleagues, or by outside bodies or individuals. It includes the freedom of scholars to inquire into and challenge prevailing orthodoxies or systems, without being subjected to reprisal, such as denying them appointment or depriving them of their employment status, institutional rights, or privileges.

In 1977, the CAUT Council adopted a [comprehensive policy statement on academic freedom](#) that defines academic freedom as the right of academic staff, "without restriction by prescribed doctrine," the:

- freedom to teach and discuss;
- freedom to carry out research and disseminate and publish the results thereof, including the freedom to produce and perform creative works and to acquire, preserve, and provide access to documentary material in all formats;

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



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

The Government's Proposed Approach to Address Harmful Content Online

Submission to the Government of Canada

September 2021



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

CAUT made several submissions to governments, including Quebec's [Bill 32 An Act respecting academic freedom in the university sector](#), the federal government's proposed "[online safety](#)" (previously online harms) legislation, and the review of the *Employment Equity Act*.

CAUT is developing a national governance campaign to raise standards for collegial governance through

local bargaining and campaigning efforts across the country. This campaign will be complemented by an online governance resource repository.

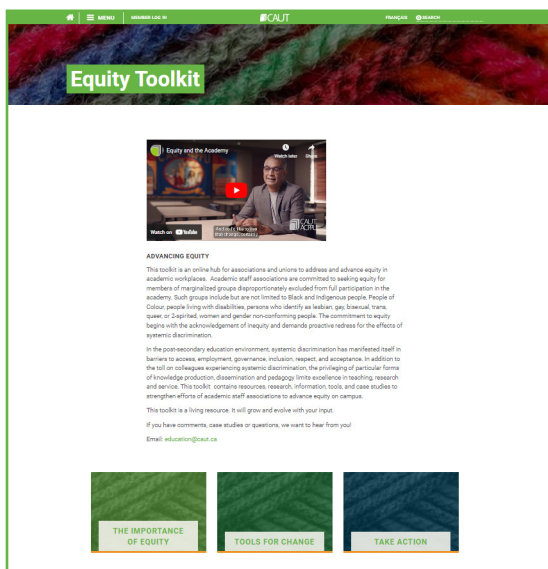
The 2021 Fair Employment Week took place between October 18 and 22 and involved a panel with academic staff organizing nationally and international on Contract Academic Staff (CAS) issues, a social media day of action, and a CAS social.

Campaigns and Advocacy

Promoting social justice, international solidarity and equity

Advancing equity in post-secondary education and promoting social justice across Canada and around the globe is a major priority.

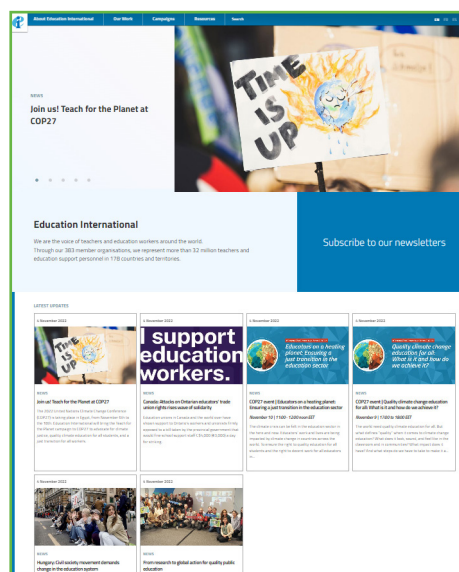
This year, CAUT launched its [Equity Toolkit](#) – an online repository of resources to help member associations address issues such as equitable compensation, access to equity data, bargaining to advance Indigenization, and the full inclusion of equity-deserving groups in the academy and in our associations.



In October 2021, CAUT hosted a virtual, interactive forum on *Building Solidarity and Alliances: Indigenizing the Academy*, an opportunity for all members of the academic community – Indigenous and non-Indigenous – to come together in the spirit of reconciliation and explore concrete approaches

to advancing and strengthening Indigenization of the academy. The forum included a keynote address by Dr. Lorna Wanosts'a7 Williams, panel discussions on collective bargaining wins, Indigenous self-identification, and recruitment and retention of Indigenous academic staff.

Internationally, CAUT supported academic and trade union refugees from Afghanistan and Ukraine through our partner [Education International](#). CAUT also joined government representatives, student groups, and other academic staff organizations at the UNESCO World Higher Education Conference from May 18-20, 2022. CAUT's participation is key to ensuring that statements such as the 1997 UNESCO Recommendation concerning the *Status of Higher-Education Teaching Personnel* remain strong instruments with global influence.



Building Capacity

 [FRANÇAIS](#) [SEARCH](#)



COVID-19 and the Academic Workplace - Resources for Members

Overview




COVID-19 Pandemic
In response to the COVID-19 pandemic, universities and colleges have been forced to take measures that have, amongst other things, affected the working conditions of academic and general staff, teachers and students. Below are some measures that have been initiated.

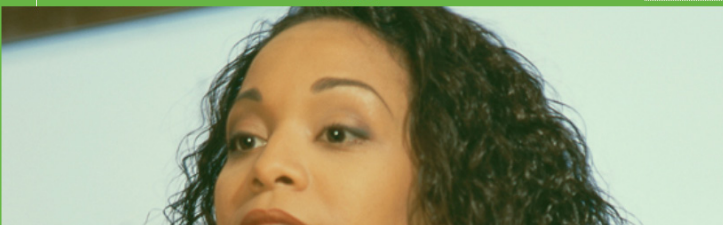
News



Re-opening colleges and universities
(January 2022)
CAUT is tracking institutional plans for delivery of courses during the pandemic.

- Winter 2022 Semester Plans Database
- Vaccine requirements should be considered for safe return to campus (August 10, 2021)
- Fall 2021 Semester Plans Summary
- Fall 2021 Semester Plans Database
- Checklist for assessing re-opening plans
- Template Mandatory Vaccination Policy [\[PDF\]](#)

 [FRANÇAIS](#) [SEARCH](#)



Almanac of Post-Secondary Education

The CAUT Almanac of Post-Secondary Education in Canada is your source for the most current statistical information available on post-secondary education in Canada. The Almanac provides statistics on university and college finances; academic staff salaries and gender; student enrolment and graduation rates; student-teacher ratios; university research funding; and national, provincial, and international comparisons.

Almanac Archives

*For previous editions of the Almanac, please click [here](#).

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- 1 Canada and the World
- 2 Canada and the Provinces
- 3 Academic Staff
- 4 Students
- 5 Research

Technical Notes

[Excel Files](#)

Building Capacity

Member education

Education and training are important for bolstering the capacity of associations to make gains for their members. This year CAUT continued to offer national online schools and workshops with members from across the country on organizing, campaigning, bargaining, and grievance handling. CAUT organized 8 online "schools" and 10 specialized training events. The national "schools" included two offerings of

Organizing School 101, Climate Action, two Collective Bargaining Schools, two Grievance Handling schools, and the first ever Organizing School 201. In total, the education program reached 575 participants.

Health and Safety training was coordinated by CAUT staff and delivered remotely through the [Workers' Health and Safety Centre](#).

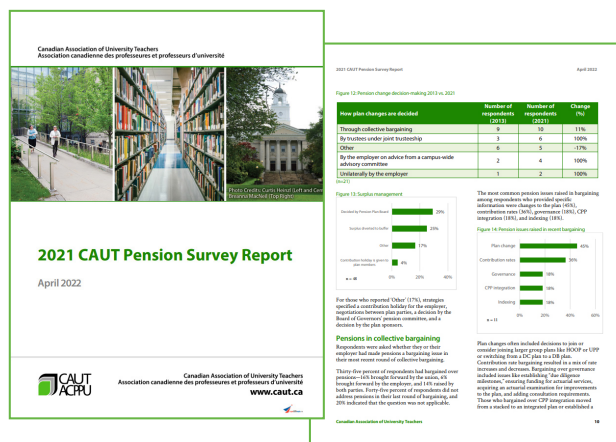
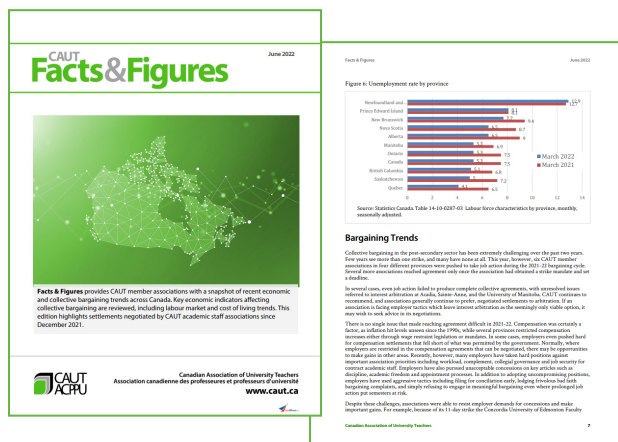
The screenshot displays the homepage of the Workers Health & Safety Centre (WHSC). The header features the WHSC logo on the left, a navigation menu with links like 'TRAINING', 'RESOURCES', 'WHAT'S NEW', 'EVENTS', 'ABOUT US', and 'MEMBERS', and a search bar. Below the header, the 'TRAINING' section is highlighted, listing various training options such as 'TRAINING CATALOGUE', 'TRAINING REGISTRATION', 'ONSITE TRAINING', and 'CUSTOMIZED TRAINING'. A grid of images shows diverse individuals, likely participants or staff. To the right, the 'TRAINING REGISTRATION' section provides information about the center's history and services, including a note about virtual course requirements and a registration form with buttons for 'In-Person Courses' and 'Virtual Courses'. A COVID-19 resources banner is also visible on the left side of the registration section.

Building Capacity

Research

CAUT's research team works to provide timely and relevant research to advance policy and bargaining objectives. CAUT publishes [Facts & Figures](#) detailing settlements negotiated by member associations. New this year was the release of a special [pension report](#). New chapters of the [CAUT Almanac](#), an online source for the most current statistics information available on post-secondary education in Canada, have also been updated.

CAUT continued to provide updated resources on [COVID-19 and the academic workplace](#), including a database on member campus re-opening plans in light of the Omicron variant spread. Updated Contract Academic Staff stipends tables and mil rate data was also supplied to members.



Legal Services

CAUT's legal team works closely with member associations to provide legal advice and representation in defending their members in cases of breaches of academic freedom, discrimination and interference with collegial governance. The legal team provided direct support to the Laurentian University Faculty Association throughout the conclusion of the CCAA process, provided legal analysis regarding Alberta's anti-union Bill 32, and produced legal advisories and case summaries.

CAUT released a commissioned report, *Restructuring Publicly-Funded Universities: A Report on the Laurentian Insolvency Proceeding with Issues and Options for the University Sector*, by Simon Archer and Erin Sobat of Goldblatt Partners LLP and Virginia Torrie, associate professor at the University of Manitoba Faculty of Law. The report concluded that the Companies' Creditors Arrangement Act (CCAA) is fundamentally "anti-worker", displacing labour relations norms and processes. The report also recommends strengthening financial exigency provisions in collective agreements.

Defending Academic Freedom



Defending Academic Freedom

Academic freedom includes the right of academics to freedom in teaching, research and publication, and expression on matters within their institution and on matters of public interest without institutional censorship or reprisal.

- In November 2021, after just six months, CAUT Council voted to remove the censure against the administration of the University of Toronto. Censure had been imposed as a result of the University's decision to withdraw a job offer to Dr. Valentina Azorova following the intervention of a donor and tax court justice. To resolve the censure, the University agreed to re-offer the position to Dr. Azarova, amended its policy on donations, and extended academic freedom protections to academic administrators.
- Through its arbitration service, CAUT assisted the Mount Alison Faculty Association, the Brock University Faculty Association, the University of Toronto Faculty Association, the Association of Professors of Bishop's University, and the Mount Royal Faculty Association with grievances involving academic freedom.
- In February, CAUT hosted the Harry Crowe Foundation Conference: *Academic Freedom and the Law* which explored the legal foundations of academic freedom, as well as the legal limits placed on it with a view to strengthening the protections for academic freedom in Canada.

- CAUT is developing an online resource repository and education materials to expand the understanding of the scope and meaning of academic freedom among our membership and the general public.

Upholding the Integrity of the Academic Job



Upholding the Integrity of the Academic Job

Collective Bargaining

CAUT supports member associations in securing contract gains that protect and advance employment conditions and professional rights of academic staff.

Over 2021-22 some of the advances gained in bargaining include:

- Following its 11-day strike, the Concordia University of Edmonton Faculty Association (CUEFA) won a teaching load reduction from 4-4 to 4-3 in 2022-2023 to 3-3 in 2023-2024, as well as new language in an MOU protecting members' intellectual property.
- The University of Lethbridge Faculty Association (ULFA) made gains in the area of equity and evaluation, including improvements to Indigenous evaluation language, including the recognition of traditional knowledge and knowledge production, eliminating the use of student teaching evaluations to compare members' teaching effectiveness, and an expansion to the definition and understanding of "service" to better recognize work often done by members of equity-deserving groups.
- The Algoma University Faculty Association (OPSEU Local 685, Part-Time) won a one-time wage increase to members' instructional rates of 7% on January 1st, 2023, and new pay rates for marking and grading assistance.
- Negotiating in a post-Bill 124 context, l'Association des professeurs du Collège universitaire de Hearst negotiated 4%/3%/2% wage increases, a \$3,000 bonus upon ratification, \$1,500 per registered student for those offering tutoring courses, and \$4,500 for professional development and teaching materials.
- Resulting from an arbitration decision, the Acadia University Faculty Association secured a 4% wage increase for contract academic staff, changes to discipline language, and negotiated cluster hires.



JANUARY 17, 2022 NEWS ARTICLE

CUEFA historic strike yields a big victory for Alberta union movement

Concordia University Edmonton Faculty Association (CUEFA) members have ratified an agreement that will improve working conditions and increase salaries of CUEFA members.

A deal was reached after a two-week strike, the first job action by an academic staff association in Alberta.

"The new agreement was made possible because of the determination of the academic staff association and the solidarity of students, community supporters, allies and other unions and associations," said David Robinson, CAUT Executive Director.

Over 1,350 individuals and organizations across Canada rallied behind CUEFA and called upon the university administration to make "long overdue improvements" to the working conditions of academic staff.

As a result of the strike, there is now a solidarity working group and new networks between academic staff across Alberta that can support other academic staff associations currently in bargaining—many of whom are also preparing for the possibility of job action.

"This is an important moment for post-secondary education in Alberta," said Robinson. "Although academic staff in that province have been on the front lines of defending the academic mission, until recently they were denied one of the essential tools available to other academic staff associations: the right to strike. And now CUEFA has shown that right can be used to improve conditions for teaching, research, and learning."

CUEFA's 82 members went on strike at the start of the winter semester, on January 4.

The new agreement includes salary gains and improves working conditions for CUEFA members, including more manageable workloads for professors, laboratory instructors, librarians, and field placement coordinators. The agreement also improves job security to members and preserves their ownership of their intellectual property.

Upholding the Integrity of the Academic Job

Job Action

The 2021-2022 year saw a record number of job actions with six associations going on strike. CAUT provided communications, strike preparation, member engagement, legal, flying pickets and other support as members took to picket lines across the country.

To better prepare members for job action, the CAUT strike manual is presently undergoing review, and an online job action resource archive is being developed.



Amplifying our Collective Voice

News Actualités

La liberté académique s'a décliné David Robinson, directeur général de l'ACUPT, dans son discours devant le conseil. Le projet de loi est en deuxième lecture et, s'il est approuvé par le conseil, il sera soumis au vote du Sénat, probablement en novembre. S'il est adopté par le Sénat, il sera soumis à la Chambre des communes pour examen. ■

Un rapport estime que le Québec devrait offrir la gratuité de l'enseignement postsecondaire

Pour le personnel de l'ACUPT, selon un rapport d'un institut québécois, les frais de scolarité élevés et la perspective de voir des étudiants de poursuivre des études postsecondaires, notamment pour les études supérieures, ont un impact négatif sur la province. Le rapport recommande que la province élimine les frais.

Selon l'Institut de recherche en éducation, les frais de scolarité des études universitaires au Québec coûtent environ 12 milliards de dollars par an – un montant qui équivaut à tous les frais actuellement payés par les étudiants nationaux et internationaux.

Les dépenses totales du gouvernement provincial en 2020:

CAUT Advocate

Every month we send our supporters a newsletter with the latest CAUT and post-secondary education sector news.

Subscribe to get the newsletter straight to your inbox.

Le Défenseur de l'ACUPT

Une fois par mois, nous envoyons un fil de presse à nos abonnés, qui comprend les dernières nouvelles de l'ACUPT et du secteur de l'éducation postsecondaire.

Inscrivez-vous pour recevoir le fil de presse directement dans votre boîte de réception.

■ CAUT Bulletin / October 2022

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Canada's voice for academics
La voix des universitaires canadiens

CAUT ACPU

bulletin

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

www.CAUT.ca

Librarians and Archivists as Defenders of Academic Freedom
Les bibliothécaires et archivistes à la défense de la liberté académique

By the numbers
Statistiques sous la loupe

Gender differences in tenure and in perceptions of fairness / Différences de genre dans le statut de permanence et les perceptions d'équité

Tenure in Canadian Universities by Gender / Statut de permanence dans les universités canadiennes selon le genre

Year	Women / Femmes	Men / Hommes
1990	14%	86%
2010	37%	63%
2019	49%	51%

■ Women in tenure-track positions / Femmes occupant des postes permanents
■ Men in tenure-track positions / Hommes occupant des postes permanents
■ Women in tenure-track positions / Femmes occupant des postes non permanents
■ Men in tenure-track positions / Hommes occupant des postes non permanents

Family leave and time to tenure in less than 5 years / Congé pour obligations familiales et temps de titularisation de moins de cinq ans

Category	Women / Femmes	Men / Hommes
Family leave	19%	36%
Time to tenure	31%	28%

■ Women / Femmes
■ Men / Hommes

Women are less likely to perceive hiring and promotions as fair / Les femmes sont moins susceptibles de percevoir les décisions liées à l'embauche et aux promotions comme étant justes

Category	Women / Femmes	Men / Hommes
Hiring	23%	14%
Promotions	20%	12%

■ Women / Femmes
■ Men / Hommes

Two out of three faculty perceive hiring decisions as fair and equitable / Deux professeurs sur trois considèrent que les décisions d'embauche sont justes et équitables

Two out of three faculty perceive hiring decisions as fair and equitable / Deux professeurs sur trois considèrent que les décisions d'embauche sont justes et équitables

Source: Survey of Canadian University Faculty, 2019. Data on tenure and hiring and promotions are from the 2019 survey. Data on family leave and time to tenure are from the 2020 survey. The survey was conducted by the Canadian Association of University Teachers (CAUT) and the Canadian Association of University Professors (CAUP).

■ CAUT Bulletin / October 2022

Amplifying our Collective Voice

Communications

CAUT is the national voice of academic staff at universities and colleges across Canada. We amplify this voice through a robust communications program that includes a national and global media presence, the posting of timely CAUT research and policy guidance on our bilingual website, a strong presence on social media (Twitter, Facebook, and LinkedIn), and the CAUT Bulletin, a magazine published 8 times a year.

Web [news stories](#) and releases covered topics ranging from Concordia University of Edmonton Faculty Association's historic strike in Alberta, to CAUT's calls for the resignation of senior Laurentian

administrators, to COVID-19 protocols. Our work was highlighted in several media outlets, including CBC/Radio-Canada, University Affairs, the National Post, the Times Higher Education Supplement, and the Globe and Mail.

CAUT communications and organizing staff also provide digital campaigning advice and tools including microsites and digital assets to help members achieve their campaign objectives. This past year has also seen a record increase in the number of associations using the CAUT-supplied member database software Mobilis, customized for academic workplaces.

The screenshot displays the CAUT website's 'The Latest' section. The top navigation bar includes a home icon, a menu icon, 'MEMBER LOG IN', the CAUT logo, 'FRANÇAIS', and a search icon. The main content area is titled 'The Latest' and lists six news articles, each with a date, 'NEWS ARTICLE' tag, and title:

- 03/11/2022: [Protest Friday in Support of Education Workers](#)
- 31/10/2022: [CAUT condemns Ontario government's back-to-work legislation of CUPE's underpaid education workers](#)
- 28/10/2022: [October Advocate: CAUT at the Senate - CUPE 3912 on strike - Spotlight on precarious employment](#)
- 21/10/2022: [Nova Scotia's largest university union CUPE 3912 on strike](#)
- 20/10/2022: [In Solidarity with Teachers' Unions and Human Rights Activists in Iran](#)
- 04/10/2022: [Statement on the Arbitration case of Dr. Tomáš Hudlický](#)

The right sidebar, titled 'The latest tweets', shows two tweets from @CAUT_ACPPU dated Nov 4:

- Tweet 1: 'CAUT out today to support CUPE education workers and denounce Ontario's deplorable and unprecedented attack on all workers by overriding fundamental Charter rights. #IStandWithCUPE'. It includes a photo of a protest and has 14 likes.
- Tweet 2: 'Western University professors and CAUT members rally in London to support CUPE education workers. #IStandWithCupe'. It includes a photo of a rally and has 27 likes.

Founded in 1951, CAUT is the national voice for academic staff representing 72,000 teachers, librarians, researchers, general staff and other academic professionals at 125 universities and colleges across the country. CAUT is an outspoken defender of academic freedom and works actively in the public interest to improve the quality and accessibility of post-secondary education in Canada.

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