

## Table of contents

- [Foreword by new APUO President](#)
  - [APUO appoints new Executive Committee 2015-2016](#)
  - [Board of Governors' budget approval 2015-2016](#)
  - [APUO Policy concerning Assessment of Senior Administrators](#)
  - [Letter to Board of Governors concerning results of APUO survey regarding next President](#)
  - [Grievances](#)
  - [APUO welcomes new Board members](#)
  - [Vacancies on the APUO Board of Directors](#)
  - [Retiring APUO members](#)
  - [Thanks to APUO Past President Richard Blute](#)
  - [APUO thanks outgoing Board members](#)
  - [APUO Award for Excellence in Research](#)
  - [OCUFA/CAUT News and Events](#)
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## Foreword by new APUO President

Welcome to the fall term! As newly elected President of the APUO I would like to present some of the upcoming priorities for the APUO in the next few months.

**Collective bargaining:** As a condition to begin bargaining early, the employer insisted that APUO attend a full-day preventive conciliation meeting on October 5 2015. We would like to begin early because it is beneficial to our members to have a new agreement in place by the time or very soon after the current contract expires, unlike past practice where we have gone months and even years with no contract in place. The current agreement expires on April 30 2016.

The Collective Bargaining Committee has been meeting regularly since the spring to develop our positions and proposals, which will be presented to members at the General Meeting on November 3 2015 from 9:00 to 11:00 a.m. in room TBT 112. Please attend and vote on these proposals. The negotiating team is in a stronger position if it is clearly aware of members' priorities.

**University Governance:** Governance at the University of Ottawa is a pressing issue especially in view of the *privatisation* of our governing bodies (the Senate, which oversees academic affairs and the Board of Governors which manages the finances). Quite suddenly, videos of meetings which had previously been available online are now restricted, private videos on [YouTube](#). Similarly, minutes of these meetings are no longer online. It is worth noting that other universities, including the University of Ontario Institute of Technology (which was in the news this past summer for its closed door policy) and Carleton University have restricted the public's access

to either or both of these governing bodies at their respective institutions (see [Carleton BoG Blog](#) for a description of how access to the Board of Governors is prevented at Carleton). We should not forget that our universities are publicly funded institutions and are intended to serve the public interest. I encourage you to attend these meetings in person while you still can: Senate meets once a month on Mondays from 3:00 to 5:00 p.m. in the Senate chamber, Tabaret Hall (TBT 083). The Board of Governors meets also on Mondays (usually two weeks after the Senate) at 5:30 p.m. also in the Senate Chamber (TBT 083).

Governance is by no means restricted to the Senate and Board of Governors, however. For example, in June, the Institute of Population Health was shut down despite the vocal resistance of several student and professor members of Senate. The senior administration ram through such an important change affecting faculty and dozens of graduate students – many of whom watched the Senate meeting from the public gallery – without any serious consultation process.

**Inter-union affairs:** Did you know that APUO meets regularly with the other unions on campus? The inter-union group includes:

- APTPUO (Association of Part-time Professors of the University of Ottawa)
- CUPE 2626 (Union of Student Workers at the University of Ottawa)
- GSAÉD (Graduate Students' Association)
- IUOE (International Union of Operating Engineers)
- OSSTF/SSUO (Support Staff of University of Ottawa)
- PIPSC (Professional Institute of the Public Service of Canada)
- SFUO (Student Federation of the University of Ottawa)

We collaborate with our colleagues in various ways to promote and defend the interests of the entire university community. One recent initiative was the open letter to the Board of Governors concerning Vice-President, Research Dr. Mona Nemer's sudden and steep salary increase in 2014 (full details are available on the [APUO website](#)).

The inter-union group also meets regularly to discuss common strategies regarding the pension plan (because many University of Ottawa employees contribute to it, not just APUO members) and we are currently working on a strategy to expand the availability of child care on or near campus for all members of the University of Ottawa community.

Best wishes for a productive and healthy fall term.

*Jennifer Dekker*  
*President, APUO*

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## **APUO appoints new Executive Committee 2015-2016**

On April 28 2015, APUO's membership gathered for the Annual General Meeting and elected the Executive Committee for 2015-2016. The newly elected Executive Committee comprises the following representatives:

President Jennifer Dekker (Library)  
First Vice-President Cristina Perissinotto (Modern Languages and Literatures)  
Second Vice-President Dimitrios Karmis (Political Studies)  
Secretary-Treasurer Tyler Chamberlin (Management)  
Mobilization Officer Susan Spronk (SIDGS)  
Equity Officer Jennie Abell (Common Law)  
Academic Officer Joel Westheimer (Education)  
Officer-at-Large Colin Montpetit (Biology)  
Past-President Christian Rouillard (Political Studies)

Please feel free to contact your APUO Board member or members of the Executive Committee with any concerns, queries or recommendations you may have.

On September 8 2015 the APUO Executive organized a retreat to concentrate on developing goals for the upcoming academic year. The Executive focussed in particular on themes for collective bargaining, which APUO is preparing for in early November 2015.



*APUO Executive Committee 2015-2016 (from top clockwise): Tyler Chamberlin, Colin Montpetit, Joel Westheimer, Susan Spronk, Jennifer Dekker, Dimitrios Karmis, Jennie Abell. Absent: Cristina Perissinotto, Christian Rouillard.*

## **Board of Governors' budget approval 2015-2016**

On May 25, 2015 the Board of Governors approved the University's 2015-2016 budget. In his message the Vice-President of Resources states that: "the University has adopted a series of measures to reduce spending by \$10.4 million, limit expenditure growth and a number of one-time cost reductions."

As the APUO has demonstrated on several occasions previously, the University's financial position has been and continues to be extraordinarily strong. You can read APUO's response to the 2015-2016 budget approval in our [letter](#) to the Board of Governors.

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## **APUO Policy concerning Assessment of Senior Administrators**

A new Policy Statement on Assessment of Senior Administrators was adopted by the APUO Executive Committee on July 29 2015. You can consult the Policy Statement [here](#). For your information, a full list of all other approved APUO policies is also available on our [website](#).

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## **Letter to Board of Governors concerning results of APUO survey regarding next President**

As most of our members know, the APUO conducted a survey among its members from December 9 to 18 2014 to determine their preferences and views concerning the next President and the selection process. The summary of the results clearly indicates that the next President of the University of Ottawa must have a Ph.D., be a tenured professor (here or elsewhere) in any field, have management experience in a university setting (preferably a former dean), preferably be a woman, a member of a visible minority or Aboriginal and, lastly, not be a well-known public figure.

The APUO President wrote to the Board of Governors on December 19 2014 expressing these concerns. You can read this letter [here](#).

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## **Grievances**

APUO's Grievance Officers assist members at various stages of their tenure and promotion applications. Grievance Officers also work with members on accommodation requests, all type of complaints including harassment complaints, workload issues and a variety of other matters related to their rights under the Collective Agreement. You can call (613-230-3659) or email ([apuo@uottawa.ca](mailto:apuo@uottawa.ca)) for an appointment.

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## **APUO welcomes new Board members**

In accordance with the APUO by-laws, there is a regular rotation among members of the Board of Directors. This year the APUO welcomes several new Board members to its ranks.

- Thomas Allen (English)
- Amir Attaran (Common Law)
- Daniel Benoît (Rehabilitation Sciences)
- Michelle Brown (Library)
- Christine Bruckert (Criminology)
- Natalie Durand-Buch (Human Kinetics)
- Virginie Cobigo (Psychology)
- Michel Fournier (Français/Information Studies)
- James Gomes (Health Sciences)
- Lavagnon Ika (Management)
- Jean-Daniel Jacob (Nursing)
- Marina Pavlovic (Common Law)
- Sheila Scott (Official Languages and Bilingualism Institute)
- Renald Simard (retired)
- Christina de Simone (Education)
- Brenda Wilson (Medicine)

We hope that your term will be rewarding and fruitful. As the APUO moves into a period of negotiations for the new Collective Agreement, we are particularly glad to have a strong Board forming a coherent, diversified and unified movement and look forward to working together in this spirit.

## **Vacancies on the APUO Board of Directors**

As you are doubtless well aware, the APUO functions by having committed and unified membership. As with any union movement, we exist to serve our members and our strength lies in our unity. Our membership is a vital element in building a strong collective movement.

Have you considered taking on an active role in our movement? Currently there are several open positions on the APUO Board of Directors:

### Faculty of Arts

- Music, Theatre
- Linguistics, Geography
- Visual Arts, Modern Languages and Literatures
- Communication

### Faculty of Medicine

### Faculty of Science

- Earth Sciences, Physics
- Chemistry

### Faculty of Engineering

- Chemical and Biological, Civil
- Electrical Engineering and Computer Science

We welcome applications from all interested persons. Please contact the APUO office for more details ([apuo@uottawa.ca](mailto:apuo@uottawa.ca)).

## Retiring APUO members

The APUO would likewise like to thank the following members who retired to date in 2015 for their contributions and support:

- Fernando Acosta (Social Sciences)
- Fernando Andacht (Arts)
- Jacques Barrette (Management)
- Ameer Boujenoui (Management)
- Christiane Charest (Science)
- Margaret Coderre-Williams (Arts)
- Daniel Coulombe (Social Sciences)
- Victor Da Rosa (Social Sciences)
- Eric Dubois (Engineering)
- Jean Harvey (Health Sciences)
- Ross Hastings (Social Sciences)
- Gail Ivanoff (Science)
- John Jensen (Arts)
- Kevin Kennedy (Engineering)
- Anthony Krantis (Medicine)
- Dany Laveault (Education)
- Ian McDowell (Medicine)
- Vasek Mezl (Medicine)
- David Raynor (Arts)
- José Maria Ruana de la Haza (Arts)
- Daniel Sparks (Medicine)
- Patrick Walsh (Science)
- Oliver Yang (Engineering)
- Daniel Zeghal (Management)

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## Thanks to APUO Past President Richard Blute

APUO would like to extend a sincere thank-you to Past President Richard Blute (Mathematics and Statistics), who leaves the Executive Committee. Richard has a long history of service to APUO and APUO has benefitted immensely from his leadership, dedication and vision. Over the years, he has occupied a number of roles within APUO: Officer-at-large, Assistant Secretary-Treasurer, 2nd Vice President, President and past President. He has also served on the CAUT Defence Fund, the Salaries Sub-Committee, the Supplemental Retirement Pension Plan Committee, the Pension Plan Committee, as well as the Collective Bargaining Committee. Richard has at all times maintained a practical approach doing his utmost to collaborate and makes things work, at times in difficult circumstances.

Thank you, Rick: we at APUO are extremely indebted to you for your contribution, your positivity and your extensive knowledge.

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## APUO thanks outgoing Board members

Likewise, the APUO would like to extend sincere thanks to the following outgoing members on the Board of Directors:

- Raymond Baillargeon (Health Sciences)
- Leo Benoiton (retired member)
- Céline Blanchard (Psychology)
- Mish Boutet (Library)
- Margaret Coderre-Williams (Theatre)
- Boulou D'Béri (Communication)
- Paul Heintzmann (Human Kinetics)
- John Jensen (Linguistics)
- Hélène Laperrière (Nursing)
- Magdi Mohareb (Civil Engineering)
- Heather Morrison (Information Studies)
- Parvin Movassat (Official Languages and Bilingualism Institute)

- Cristina Perissinotto (Modern Languages and Literatures)
- André Samson (Education)
- Elizabeth Sheehy (Law)
- Stéphane Somé (Electrical Engineering and Computer Science)

Thank you for your dedication and service to APUO.

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## APUO Award for Excellence in Research

The objective of the award is to focus attention on research at the University of Ottawa by recognizing annually a member of its teaching staff who has earned distinction for himself/herself and for the University as a result of the importance and exceptional characteristics of her research work. The recipient of the award (*the Researcher of the Year*) shall receive an honorarium, as provided by the sponsoring organizations.

Nominations should be submitted to deans by November 13 2015, after which they are forwarded to the APUO by e-mail by December 11 2015. The date for announcing the recipient is January 16 2016.

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## OCUFA/CAUT News and Events

**Survey on workplace stress:** OCUFA and CAUT are partnering with the Occupational Health Clinics for Ontario Workers (OHCOW) to launch a survey on workplace stress this fall (planned for October/November 2015). This survey builds on OCUFA's recent workshop *After Bill 168: Occupational Health and Safety in the Academy* and focusses on the number one issue of faculty: workload. It is important to have a high response rate in order to reinforce credibility of reports for the responding institutions and ultimately to develop proposals to enhance safety and well-being of members and improve workload and conditions. APUO will keep you informed.

**CAUT Briefing note on outsourcing:** Several universities and colleges have or are considering outsourcing their IT systems to cloud computing providers such as Google and Microsoft 360. CAUT has written a [briefing note](#) examining the impact this has on the academic freedom and privacy rights of staff, and what academic staff associations can do to challenge outsourcing.

### Upcoming events:

- CAUT [Forum for Aboriginal Academic Staff](#), Winnipeg, November 6-7 2015
- OCUFA University Finance Committee webinar [Introduction to Analyzing University Audited Financial Statements](#), November 10 2015
- OCUFA [University Finance Workshop](#), Toronto, November 13 2015
- CAUT [New Activist Workshop](#), Ottawa, November 26 2015
- OCUFA conference: [Confronting precarious academic work](#), Toronto, February 11-12 2016.