

APUO  
Annual General Meeting  
2014

President's report

Christian Rouillard, President  
30 April 2014

# Results, issues and challenges 2013-2014

- New collective agreement (2012-2016) with major gains in the current climate and in comparison with other recent agreements elsewhere;
- Development of a new strategic, tactical, and operational capacity for collective bargaining, conciliation, and mediation;
- Crystallization of a strong capacity for mobilization of APUO members;
- Work relations are still mediocre, as illustrated by the rising number of individual, collective, and association grievances, as well as collective bargaining conducted with other unions on campus:
  - PSUO/SSUO obtained a strike mandate from its members Last Fall (79%);
  - CUPE-2626 obtained a strike mandate from its members Last Winter (97%);
  - IUOE obtained a strike mandate from its members Last week (100%).

# Results, issues and challenges 2013-2014

- Three series of changes to the APUO Constitution and By-laws in order to insure greater transparency, and more accountability at every level;
- Relocation of the APUO - arbitration has begun and will continue in 2015;
- Board of Governors and procedural/decisional opacity - (FIPPA) (1) members' coordinates, and (2) rules of procedures (of all committees)
  - President Rock's mandate ends on June 30 2016 - the nomination committee will soon begin to think about his successor;
- Collective discussion on pension plans under OCUFA's initiative to be ready for a possible « pooling » forced through legislation by the Ontario government;

# Results, issues and challenges 2013-2014

- Administrative reorganization VR, academic and VR, resources;
  - Associate Vice-rector, faculty affairs - fragmentation of decision-making authority is a new problem that needs to be quickly resolved one way or another;
- Budget consultation;
  - Single and solidary position for all unions and students' associations - refusal to participate in the pseudo-consultation and legitimize a reductionist, manipulative and sloppy exercise;
- School of Government;
  - Second round of pseudo-consultation is now over;
  - Next step?
- Value for money of our membership in CAUT and recommendation at an upcoming General Meeting;
- Workshop on tenure and promotion held twice, in November 2013 and March 2014;
  - Close to 100 participants.

# Summary appraisal of the EC's committees

- Retired members affairs
  - First meeting for a number of years;
- Academic affairs
  - Conference on the assessment of research and the impact of citations (André Vellino, uOttawa) and the « corporatization » of universities (Gordon Lafer, University of Oregon) had to be postponed to next Fall;
- Financial analysis
  - Communications on the University's real financial situation and on the pension plan;
  - Upcoming trimestrial financial bulletin;
- Students bursaries
  - 76 bursaries of 1000 \$ have been given to students this year;
- Communications
  - Implemented periodical and ongoing bulletins to members during collective bargaining and creation of a grievance bulletins;

# Summary appraisal of the EC's committees (end)

## • Nominations and elections

- Participation of members to APUO committees has significantly increased, but some joint committees are still missing members;

## • Mobilization and strike

- Mobilization during collective bargaining has been exemplary, and several other activities have been put forth afterwards;

## • Collective bargaining

- Collective bargaining committee has been renewed and will begin its work in the upcoming academic year;

## • Status of women

- Workshop to inform and educate was held in February 2014;
- Survey to female professors and librarians regarding issues and challenges that confront them (February 2014);
  - Female Faculty, Equity, and 'Chilly Climate': Working towards 'Climate Change' for Marginalized Groups at the University of Ottawa.

# Differentiation policy for post-secondary education in Ontario

- Differentiation put forth by the Ontario government and its impact on teaching and research at uOttawa;
- Parvenir à Destination 2020 / Getting There from Here (February 2014)
  - « Differentiation is all about making choices. For example:
    - What are the disciplines in which we have established a national and international reputation for excellence, and so have a solid base on which to build our differentiation?
    - Assuming that we are not, and cannot become, equally excellent in every discipline, are there other areas where we have sufficient momentum that we can reasonably aim to achieve differentiating pre-eminence?
    - Are we operating some programs at a deficit, while in other programs that pay for themselves, turning away even outstanding students because we are short of faculty or space? » (p. 9).

# Differentiation policy for post-secondary education in Ontario (end)

- Potential changes in the short term (to 2016)
  - Examine the Recommendations of the Optimization of Resources Task Force, 2010;
  - Initiate the evaluation of all administrative and academic services;
  - Initiate the evaluation of all academic programs;
  - Examine potential sources of increased external revenues, including « a more aggressive commercialization of research » (p. 13)
- Potential changes in the longer term (2016-2020)
  - Pension benefits reform;
  - Structural reform combining certain faculties, merging certain departments or combining certain programs...);
  - Examine whether there are advantages to shifting the mix in academic posts (Moving posts from lower revenue and less research-intensive programs to higher).