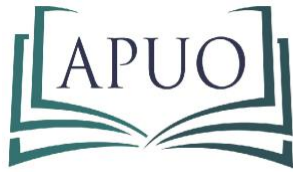


2020-2021 APUO Annual Report

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2020-2021 APUO Annual Report

COVID-19

APUO Virtual Coffee Hours

From Fall 2020 to Spring 2021, the APUO hosted a dozen virtual Coffee Hours. The purpose of these sessions was twofold: (i) to provide participants with updates about our negotiations with the Central Administration; and (ii) to answer questions and collect feedback from members.

Surveys

Since the Fall 2020 semester, the APUO has conducted two surveys to inform the priorities for our negotiation of Letters of Understanding (LOU) with the Central Administration.

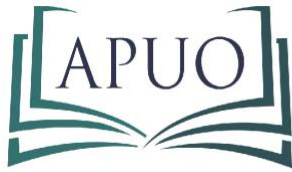
To better understand the challenges brought about by the shift to emergency-remote and online teaching and to verify claims that class sizes had increased with this shift to delivering courses at a distance and online, in October, the APUO sent the survey *Fall 2020 Class Sizes and Course Delivery*. One third of APUO members responded (33%; N = 430). Forty-two percent (42%) of respondents said they had experienced breakdowns/glitches with platforms used for teaching, and forty-eight percent (48%) reported having encountered bandwidth-related challenges that negatively impacted their ability to engage with students. Twenty-one percent (21%) of respondents said they observed a notable difference between the student enrollment figure provided with the course listing and the actual number of students enrolled.

Following-up on our May 2020 *Survey on work-related stress*, we sent out the same questionnaire a second time in November. Our objective was to identify any changes in members' stress levels as the pandemic stretched on into the late Fall. Forty-one percent (41%; N=526) of APUO members participated in the November survey. The results found our members reporting higher levels of stress in all facets of their work, overall, than had been reported six months earlier. The most notable increases related to teaching/professional tasks, where forty-seven percent (47%) of members reported experiencing high stress levels compared to thirty-six percent (36%) in May.

Letters of Understanding

In order to establish a collective operational framework and to support members' work amid the the pandemic, the APUO has negotiated and/or renewed six Letters of Understanding (LOUs) with the Central Administration.

Student Evaluations of Teaching



For the Winter 2021, Spring/Summer 2021, and Fall 2021 terms A-Reports (as referred to in Article 24.3.2.1(a) of the Collective Agreement) will be produced. However, only members will be provided with a copy of their 2021 A-reports. As per the practice for previous terms, members will also be provided with the results of students' responses to all of the questions and comments provided in the questionnaire in the form of "P-Reports." The inclusion of the 2021 A-Reports and P-Reports for tenure and promotion applications will be optional.

A previous version of this LOU was signed for the Winter and Spring/Summer 2020 semesters, which excluded the production of A-Reports. Only "P-Reports" were produced for members. The Central Administration refused to renew this LOU for the Fall 2020 semester, but a written agreement between both parties was reached, which in effect, extended the application of this LOU.

Promotion, Tenure, and Continuing Appointment Processes

Non-tenured tenure-track members hired by the University of Ottawa between May 15, 2020, and April 1, 2021, will be granted an optional one-year extension to their current contract. Direct Peer Review of Teaching (DPRT) for promotion and tenure applications are delayed for the time being unless a member requests that they proceed regardless of the exceptional circumstances associated with the pandemic.

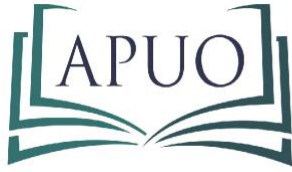
Librarians on a preliminary appointment as referred to in Article 17.7.3.3 of the Collective Agreement hired between May 15, 2020, and April 1, 2021, will receive a six-month extension to their contract.

Use of Professional Expenses Reimbursements (PER) for Retiring Members

Members with an effective date of retirement on or after March 16, 2020, or during the 2021-2022 academic year will be allowed a grace period until June 30, 2022, to use their Professional Expenses Reimbursements (PER) funds and internal and general research funds remaining as of the date of their retirement for allowable expenditures.

COVID-19 Performance Assessment of Members

The 2020-2021 *COVID-19 Performance Assessment of Members* LOU has been renewed for the 2021 Spring/Summer, the 2021 Fall, and the 2022 Winter terms. As per the provisions of the LOU, all members are invited to outline how the COVID-19 pandemic and the exceptional circumstances it brought about may have impacted their teaching/professional activities, scholarly activities, and/or academic service activities in their annual reports, contract renewal applications, promotion, tenure, and continuing appointment applications, and academic and professional leave applications. Both parties agreed that the information provided by members cannot unreasonably affect the outcome of performance evaluations and career recommendations and decision processes under the Collective Agreement.



COVID-19 Impact on Course Development and Delivery – Fall Semester

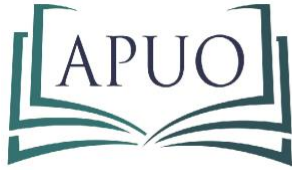
In June 2020, the APUO negotiated this LOU to support members in developing and delivering courses online or remotely for the Fall semester. It:

- provided members with options for how to proceed with their teaching workload as they best saw fit: if a member believed that they would be unable to carry out their teaching workload, or a portion thereof, due to the exceptional circumstances, the member could request one of the following:
 - the member's assigned Fall 2020 course credits could be reassigned in a regular term within the next three academic years; or
 - the member could, as referred to in Article 30 of the Collective Agreement, be approved for a workload reduction for the entire Fall 2020 term equivalent to 10% of their salary per three credit course they were scheduled to teach in either terms; or
 - the member could, as referred to in Article 29.3 of the Collective Agreement, be approved for a leave of absence without pay for the entire Fall 2020 term; or
 - any other exceptional measures deemed suitable and feasible by both the Dean and the member;
- provide for the Fall 2020 term, a one-time lump sum of \$1000 added to members' PER funds.
- ensured that the APUO would be consulted on any changes that may affect members' working conditions before a partial or full return to in-person teaching;
- protected members' academic freedom in choosing the most appropriate way of teaching remotely;
- confirmed that members would be provided with support from the Teaching and Learning Support Service (TLSS) and from faculty personnel;
- allowed members who delivered a course online or remotely during the Fall 2020 term to decide if they will continue to exclusively teach remotely or online should the Central Administration decide that students may return to campus;
- protected members' intellectual property for all materials developed for remote or online teaching;
- provided members with the option of requesting a Canada Revenue Agency T2200 Form to support claims regarding expenses incurred to fulfill their duties remotely.

COVID-19 Impact on Course Development and Delivery – Winter Semester

In November 2020, the APUO renewed an amended version of this LOU to support members in developing and delivering courses online or remotely for the Winter semester. It:

- provided members with options for how to proceed with their teaching workload as they best saw fit: if a member believed that they would be unable to carry out their teaching workload, or a portion thereof, due to the exceptional circumstances, the member could request one of the following:
 - the member's assigned Winter 2021 course credits could be reassigned in a regular term within the next three academic years; or



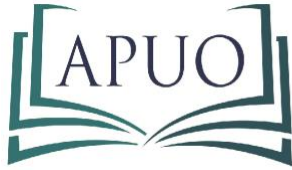
- the member could, as referred to in Article 30 of the Collective Agreement, be approved for a workload reduction for the entire Winter 2021 term equivalent to 10% of their salary per three credit course they were scheduled to teach in either terms; or
- the member could, as referred to in Article 29.3 of the Collective Agreement, be approved for a leave of absence without pay for the entire Winter 2021 term; or
- any other exceptional measures deemed suitable and feasible by both the Dean and the member;
- provided members with the option of applying for help from a Teaching Assistant (TA) – up to a maximum of 32 hours – to support the development and delivery of online or remote teaching for the Winter 2021 term.
- ensured that the APUO would be consulted on any changes that may affect members' working conditions before a partial or full return to in-person teaching;
- protected members' academic freedom in choosing the most appropriate way of teaching remotely;
- confirmed that once again, members would be provided with support from the Teaching and Learning Support Service (TLSS) and from faculty personnel;
- allowed members who delivered a course online or remotely during the Winter 2021 term to decide if they will continue to exclusively teach remotely or online should the Central Administration decide that students may return to campus;
- protected members' intellectual property for all materials developed for remote or online teaching;
- provided members with the option of requesting a Canada Revenue Agency T2200 Form to support claims regarding expenses incurred to fulfill their duties remotely.

Equity and COVID-19 Committee

The COVID-19 pandemic is disproportionately affecting members of equity-seeking groups, in particular women, racialized and Indigenous members, members with disabilities, and members with familial responsibilities. This observation is confirmed by the data collected in our survey of work-related stress and many studies published since the beginning of the pandemic. Therefore, the Executive Committee established an Equity and COVID-19 sub-committee to identify measures to redress these workplace inequities. The committee developed and tabled recommendations for a LOU which aims, among other things, to: (i) increase research funding available to academic mothers through the Policy 94 budget; (ii) increase funding for seed and “bridge fund” grants; (iii) relieve academic mothers of service duties; and (iii) provide other accommodations that acknowledge the setbacks caused by the pandemic.

Collective bargaining

Our Collective Agreement expires on April 30, 2021. Collective bargaining with the Central Administration officially began on March 11.



ASSOCIATION DES PROFESSEUR.E.S DE L'UNIVERSITÉ D'OTTAWA
ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

Since our last negotiations in 2018, the APUO has held numerous consultations to identify and better understand the specific workplace challenges across faculties and the Library. These include the Listening Tour on the issue of workload, a series of Strategic Thinking and Action Forums, and one dozen virtual Coffee Hours.

In December 2020, the APUO conducted a pre-bargaining survey of members to confirm that the issues identified in the context of our prior consultation activities remained priorities. Forty-two percent (N=536) of members participated in this survey. Their responses helped to inform a series of proposals the APUO developed to fight for equity, support high-quality education and research, democratize our University, and protect members' rights.

The APUO will send bargaining updates as negotiations progress and if challenges arise at the bargaining table.

Student Awards Program

In 1972, the APUO established its Student Awards Program that is run and funded by members in collaboration with the University's Financial Aid Program. Every year, the APUO distributes approximately 90 awards of \$1,250 to students who demonstrate a good academic standing and a financial need. This year, APUO members' contributions amounted to \$112,500.

Excellence in Research Award

Each year, the APUO, in partnership with the University, recognizes two members' outstanding contributions to university research by remitting an honorarium.

This year, the recipients of the award were:

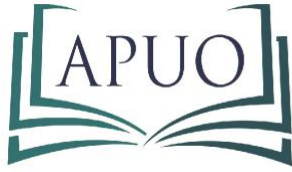
Professor Dawn Stacey of the School of Nursing in the Faculty of Health Sciences; and

Professor Jeremy Grimshaw of the Faculty of Medicine.

Coalition and Solidarity Work

Solidarity with Black Communities

The killing of George Floyd by Minneapolis police and the death of Regis Korchinski-Paquet following police intervention in Toronto sparked outrage rooted in centuries of anti-black racism, colonialism, and police brutality. Recognizing that colonialism, anti-Black racism, and the policing of Black, Indigenous, and racialized students and university workers are systemic issues at the University of Ottawa, the APUO issued a statement of solidarity with these communities and renewed its commitment to tackling racism.



ASSOCIATION DES PROFESSEUR.E.S DE L'UNIVERSITÉ D'OTTAWA
ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

Scholar Strike

In September, the APUO joined academics from across North America, in the Scholar Strike for Racial Justice. In supporting this strike, which took place on September 9, and 10, 2020, the APUO promoted the series of events planned for the occasion and encouraged members to read the 2019-2020 Equity, Diversity, and Inclusion Committee's Report: [*Hiring and Retention of Black Faculty at the University of Ottawa: Recommendations for Change*](#) whose recommendations it wholeheartedly supports.

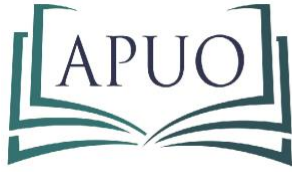
Support Staff Collective Bargaining and Strike

In May 2020, members received a communication from the Central Administration regarding their move to conduct a Final Offer Vote with the Support Staff of the University of Ottawa (SSUO). The vote took place from June 22 to the 26 and was rejected by 80% of SSUO members. In maintaining its efforts to negotiate a fair and equitable deal the SSUO was forced to hold a ten-day strike from October 19 to the 30 against wage and benefit cuts, an orphan clause in their collective agreement, and continued vacancies in their bargaining unit. After ten days on the picket lines, the SSUO and the Central Administration reached a tentative deal that later was ratified. During the months leading up to the strike, the APUO sent letters to the Central Administration demanding a fair and equitable deal for our SSUO colleagues, mobilized APUO members in support of the SSUO, and during the strike, encouraged members to take action and mobilize students in support of the SSUO. The APUO and its members also jointed the SSUO on the picket lines, and made a donation of \$2500 to its strike fund.

Calls for an Independent Inquiry into the Verushka Lieutenant-Duval Affair

Last October, in the context of a course on art and gender, Association of Part-Time Professors of the University of Ottawa (APTPUO) member Verushka Lieutenant-Duval's used the N-word while discussing the ways marginalized groups have in the past reclaimed terms used to disparage or oppress. Shortly thereafter, the University of Ottawa suspended this part-time instructor without following due process. The Central Administration's handling of the incident raised concerns with regards to procedural fairness, academic freedom, and with its capacity to hold a robust discussion on the need for our community to dismantle the structures that uphold systemic racism at our university.

Markedly different accounts of the timelines and events associated with the incident have been presented by the Central Administration and the APTPUO. In the light of this troubling situation, the fundamental principles at play, and our longstanding promotion of collegiality, procedural fairness, and transparency, the APUO supported the APTPUO's calls for an independent third-party inquiry into this matter. The Central Administration has yet to respond to this APTPUO demand.



ASSOCIATION DES PROFESSEUR.E.S DE L'UNIVERSITÉ D'OTTAWA
ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

Laurentian University

In February 2021, Laurentian University filed for insolvency protection under the Companies' Creditors Arrangements Act (CCAA) amid collective bargaining with the Laurentian University Faculty Association (LUFA). The APUO, along with every other faculty association in Ontario, is alarmed by this unprecedented move. We were particularly troubled to learn:

1. of the degree of resource mismanagement by Laurentian University's Central Administration, including the use of researchers' grant funding to cover operating costs;
2. the Government of Ontario's failure to act sooner despite its longstanding knowledge of accruing deficits at Laurentian University;
3. the Government of Ontario's refusal to provide Laurentian University with the necessary resources for it to continue serving Francophone, Indigenous, and northern communities in Ontario.

Along with issuing statements of support for the LUFA and promoting their petition for increased funding, the APUO held an eastern Ontario "phone-zap" on April 1, 2021, contacting Members of Provincial and Federal Parliament to demand that funding be allocated to secure the future of Laurentian University.

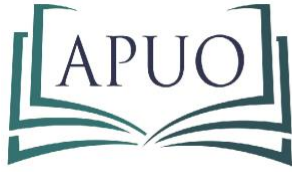
On April 12, Laurentian University announced it was cutting 28 French and 41 English undergraduate and graduate programs spanning the arts, business, education, healthcare, sciences, and social sciences, the loss of more than a hundred contract, tenure-track, tenured faculty, and support staff positions, and the inability of some 10% of its undergraduate students to now complete their degrees.

Given the roles they have played in creating this crisis and in decimating a public university, the APUO joined the Ontario Confederation of University Faculty Associations (OCUFA), the Laurentian University Faculty Association (LUFA), and several individual Faculty Associations in calling for:

1. the immediate resignation of: Minister of Colleges and Universities, Ross Romano; Laurentian University President Robert Haché; Vice-President Academic and Provost Marie-Josée Berger; Vice-President Administration Lorella Hayes; Board Chair Claude Lacroix; and Registrar Serge Demers; and
2. the Ford government to provide immediate and long-term funding for Laurentian University to end its current insolvency filing and secure its future

Interunion letter on class sizes

Last summer, several APUO and APTPUO members noted a marked increase in enrollment number for their assigned courses for the Fall term. In response to the Central Administration's decision to increase some class sizes in tandem with the shift to the remote and online delivery of courses, the Inter-union Coalition of the University of Ottawa sent a letter to President Jacques



Frémont and Provost and vice-president academic Jill Scott outlining its concerns with this decision. Jill Scott responded by denying claims that there were directives to allow class sizes to increase. As demonstrated in our *Fall 2020 Class Sizes and Course Delivery* survey, student enrollment did notably increase in a number of classes across campus.

Interunion letter on bimodal teaching

On April 7, the APUO, along with the Association of Part-Time Professors (APTPUO), the Support Staff (SSUO), Local 2626 of the Canadian Union of Public Employees (CUPE 2626), the University of Ottawa IT Professionals (UOITP), and the Graduate Student Association (GSAÉD) sent a joint letter to President Frémont, and Provost and vice-president academic Scott outlining our concerns with the Central Administration's current plans for a partial return for the Fall 2021 semester.

In this letter we put forward three demands:

1. Democratize the decision-making process for a partial and eventual full return to campus by establishing a joint committee, with representation from all members of the inter-union coalition.
2. Cancel plans for introducing bimodal/hyflex/hybrid teaching on a large scale for the Fall 2021 semester. Instead, create smaller course sections to provide community members with the main options of in-person and remote learning, with the bimodal/hyflex/hybrid teaching format being limited to a maximum of 10% of course offerings in order to allow for experimentation and learning.
3. Create a Special COVID-19 Recovery Mental Health Fund to support community members seeking the care they need to restore their overall wellbeing.

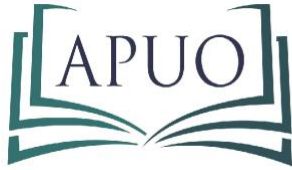
As of the writing of this annual report, the interunion coalition has yet to receive any response to its letter.

Academic Freedom

COVID-19 and academic freedom

Since the beginning of the pandemic, the APUO has had to increase its efforts to defend members' right to academic freedom. While the Central Administration had hoped to impose an online teaching model in the context of the pandemic, the APUO ensured that members retained their right to choose how best to disseminate knowledge and teach their courses as per their right to academic freedom as outlined in Article 9 of the Collective Agreement.

Article 22 of the Collective Agreement has been instrumental in protecting this facet of academic freedom and in the negotiation of Letters of Understanding in effect throughout the pandemic. Article 22.2.3.1 of our Collective Agreement reads:



“Courses which: (a) are taught by correspondence or at off-campus locations, or (b) are videotaped, recorded, broadcast or televised, or (c) call for unconventional methods, such as teleconference teaching, (d) delivered entirely or partially via the Internet, may be included in a Member’s workload only with this Member’s prior consent and, when applicable, only after any special arrangements that may be required have been agreed upon.”

In the context of the current round of collective bargaining, the Central Administration is attempting to amend Article 22 of the Collective Agreement. In its normative proposal, the Central Administration explicitly states that *“at distance, bimodal, and other unconventional methods of course delivery are likely to expand in large numbers in the future”* as justification for removing members’ right to refuse to teach in these formats.

The APUO remains committed to protecting our right to academic freedom through our collective bargaining and during negotiations for COVID-19 LOUs.

Antiracism and academic freedom

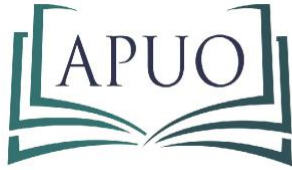
Amid the discussions surrounding the use of the N-word by an APTPUO member in the context of their teaching last fall, the APUO issued statements reiterating its commitment to defending academic freedom, and to combatting systemic racism in academia. Following criticisms of its first statement, the APUO clarified its position: in defense of one principle like academic freedom, we cannot abandon our objective of addressing systemic racism and ensuring a respectful, safe, and equitable university community for all.

Course Syllabi

In December, it was brought to the APUO’s attention that some faculties and units were requesting that particular statements and specific timelines setting out when assignments and examinations should occur be included in members’ course syllabi for the Winter 2021 term. Some faculties and units went as far as sending course syllabi templates, claiming that their use was mandatory. The APUO issued a statement to members reminding them of their right to Academic Freedom and to plan courses as they deem appropriate as outlined in Articles 9 and 21 of the Collective Agreement.

IHRA definition

The International Holocaust Remembrance Alliance (IHRA) is a 34-country intergovernmental organization that seeks “to strengthen, advance, and promote Holocaust education, research, and remembrance.” In 2016, it adopted a non-legally binding working definition of anti-Semitism and has since engaged in a global campaign aimed at promoting the adoption of this working definition across all levels of government and a wide range of institutions, including those in the post-secondary education sector.



Kenneth Stern, lead drafter of the IHRA definition, the Jerusalem Declaration On Antisemitism, the Nexus Task Force, Independent Jewish Voices Canada along with some 600 Canadian academic signatories to their letter campaign, the Academic Alliance Against Antisemitism, Racism, Colonialism & Censorship in Canada (ARC), and some 140+ Canadian Jewish academics have all been raising awareness about the ways in which the definition's eleven illustrative examples can, and have, been used to censor political speech, to stifle the right to stand in solidarity with the Palestinian people, and to restrict the academic freedom of teachers and researchers who have developed perspectives that are critical of the policies and practices of the state of Israel. Such targeted actions risk having a chilling effect on the exercise of academic freedom in classrooms, in research, and in campus politics.

In the light of these concerns, and upon the request of members concerned with its potential eventual adoption in the post-secondary education sector, in February 2021, the APUO adopted the following motion:

The Association of Professors of the University of Ottawa (APUO) unequivocally supports the academic freedom of its members. This freedom includes the right to pursue research and open inquiry in an honest search for knowledge that is free from institutional censorship, including that of the government. While the APUO opposes antisemitism and all forms of racism and hatred, the International Holocaust Remembrance Alliance's (IHRA) Working Definition of Antisemitism poses a serious threat to academic freedom at the University of Ottawa. The IHRA definition of antisemitism misconstrues antisemitism to include a broad range of criticism of the State of Israel. The IHRA definition thus undermines important anti-racist and decolonial initiatives in Canadian educational institutions. It can also be used to censor political speech and restrict the academic freedom of teachers and researchers who have developed critical perspectives on the policies and practices of the State of Israel. Such targeted attacks will have a chilling effect on academic freedom of our members in the classroom, their research, and in campus politics more broadly.

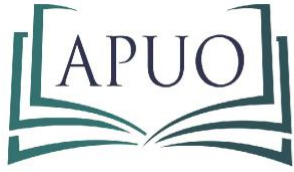
Similar motions have been adopted by the Ontario Confederation of University Faculty Associations (OCUFA) and 23 faculty associations and academic unions throughout Ontario and Canada.

At the April 15 Board of Directors meeting, it was decided that a special Board meeting be called in the spring to discuss the motion adopted by the APUO Executive Committee.

APUO Human Resources

Coop Student

In the light of the shortage of student coop opportunities, and to support the increased demands on the APUO team due to the pandemic, the APUO hired a coop student to help the Communication, Mobilization, and Research Officer. We welcomed Dong Thao Minh to our team for the Summer 2020 and Winter 2021 terms.



ASSOCIATION DES PROFESSEUR.E.S DE L'UNIVERSITÉ D'OTTAWA
ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

Grievance Officer

Our Grievance Officer, Brianne Carlson, started maternity leave at the end of March. For the duration of her leave, we welcome Patrick Desjardins to our team.