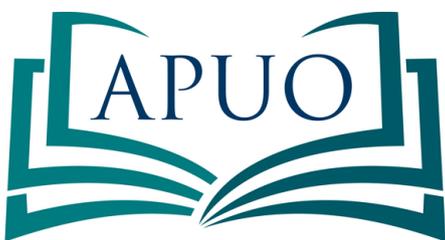


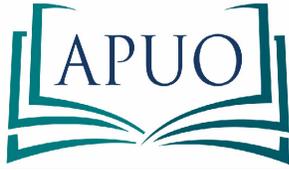
# ANNUAL REPORT 2021-2022

---



## Table of Contents

<b>COVID-19</b> .....	<b>2</b>
<b>Letters of Understanding</b> .....	<b>2</b>
1) COVID-19 Impact on Course Development and Delivery – Fall Semester .....	2
2) Student Evaluations of Teaching .....	3
3) COVID-19 Performance Assessment of Members .....	3
4) Promotion, Tenure, and Continuing Appointment Processes .....	3
5) Use of Professional Expenses Reimbursements (PER) for Retiring Members .....	3
<b>Collective Bargaining</b> .....	<b>4</b>
<b>Joint Occupational Health and Safety Committee Update</b> .....	<b>4</b>
<b>Report of the 2019 Listening Tour on the Issue of Workload</b> .....	<b>4</b>
<b>Member Health and Wellness</b> .....	<b>5</b>
<b>Virtual Coffee Hours</b> .....	<b>5</b>
<b>Coalition and Solidarity Work</b> .....	<b>5</b>
<b>Inter-Union Campaign on Bimodal Courses</b> .....	<b>5</b>
<b>2022 Provincial Elections</b> .....	<b>6</b>
<b>Academic Freedom</b> .....	<b>6</b>
<b>Report of the Bastarache Committee on Academic Freedom</b> .....	<b>6</b>
<b>Equity Issues</b> .....	<b>6</b>
<b>Report on the State of Francophonie at the University of Ottawa</b> .....	<b>6</b>
<b>Ad Hoc Committee on Fighting Anti-Semitism and on Creating a Safer and More Inclusive     Campus for Jewish Members of the University</b> .....	<b>7</b>
<b>Disability Justice Working Group</b> .....	<b>8</b>
<b>APUO Human Resources</b> .....	<b>8</b>
<b>Equity Research and Organizing Advisor</b> .....	<b>8</b>
<b>Liaison Officers</b> .....	<b>8</b>
<b>Policy, Governance, and Administration Officer</b> .....	<b>8</b>
<b>Communication, Mobilization, and Research Officer</b> .....	<b>8</b>
<b>Grievance Officer</b> .....	<b>9</b>
<b>Student Awards Program</b> .....	<b>9</b>
<b>Award for Excellence in Teaching</b> .....	<b>9</b>
<b>Excellence in Research Award</b> .....	<b>9</b>



## 2021-2022 APUO Annual Report

### COVID-19

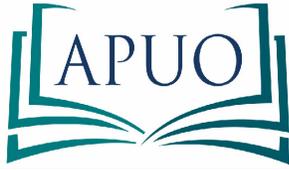
Throughout 2021-2022 the APUO maintained its efforts at ensuring our members received adequate support for remote and distance learning by negotiating five Letters of Understanding (LOUs) with the Central Administration. A number of other faculty associations from across the province emulated these letters in their efforts to negotiate similar arrangements with their respective central administrations.

#### Letters of Understanding

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

This LOU, which was negotiated in June 2021, confirmed that, although the mode of course delivery for the 2021 Fall Term would be determined by the Central Administration, the assigning of courses with a combination of in-person and distance students within the same component of the course (i.e. bimodal courses) would require a member's consent. As was the case with previous COVID-19 LOUs on course preparation and delivery, members could:

- request central and/or faculty-level support with Teaching and Learning Support Services (TLSS);
- continue to teach a course via the same mode of course delivery as was used at the start of the course, even if the Central Administration elected to fully reopen campus;
- retain ownership of the intellectual property rights for all materials they developed for use in their courses regardless of the course delivery method;
- submit a written request to:
  - their Dean for an additional thirty-two (32) hours of teaching assistantship per bimodal course, during the Fall 2021 semester;
  - the Central Administration to complete a T2200 Form in support of a reimbursement claim for qualifying employee expenses.
- in the event that a member felt unable to carry out their teaching workload, or a portion thereof, they could submit a written request to their Dean for either:
  1. a workload reduction as referred to in Article 30 of the Collective Agreement, for the entire 2021 Fall term equivalent to 10% of a member's annual workload for one (1) three (3) credit course they were scheduled to teach in that term; or
  2. any other exceptional measure deemed suitable and feasible by both the Dean and the member.



## 2) Student Evaluations of Teaching

This LOU stipulated that, in accord with Article 24.3.2.1(a) of the Collective Agreement, A-Reports were produced for the Winter 2021, Spring/Summer 2021, and Fall 2021 terms. However, these A-reports were only received by members.

In line with the existing practice in previous terms, members also received the results of students' responses to all the questions and comments provided in the evaluation questionnaire in the form of a "P-Report." Decisions about whether to include 2021 A-Reports and/or P-Reports in applications for tenure and promotion are entirely at the discretion of individual members.

In the context of collective bargaining, the APUO concluded a LOU that, in effect, extended the above-described agreement for the Winter 2022 term.

## 3) COVID-19 Performance Assessment of Members

This LOU was renewed for the Spring/Summer and Fall 2021 terms along with the Winter 2022 term. As per the provisions of the LOU, all members were invited to outline in their annual reports, contract renewal applications, promotion, tenure, and continuing appointment applications, and academic and professional leave applications how the COVID-19 pandemic and the exceptional circumstances it brought about may have impacted upon their teaching/professional, scholarly, and/or academic service activities. Both parties agreed that the information provided by members could not and, going forward, cannot unreasonably affect the outcome of performance evaluations and career recommendations, and decision processes under the Collective Agreement.

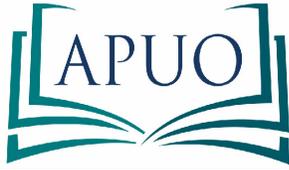
## 4) Promotion, Tenure, and Continuing Appointment Processes

This LOU granted non-tenured tenure-track members hired by the University of Ottawa between May 15, 2020, and April 1, 2021 an optional one-year extension to their current contract. Direct Peer Review of Teaching (DPRT) for promotion and tenure applications were delayed for the time being unless a member requested 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, received a six-month extension to their contract.

## 5) Use of Professional Expenses Reimbursements (PER) for Retiring Members

As per this LOU, members with an effective date of retirement on or after March 16, 2020, or during the 2021-2022 academic year were granted a grace period extending to June 30, 2022, to



use their Professional Expenses Reimbursements (PER) funds and remaining internal and general research funds for allowable expenditures as of the date of their retirement.

## Collective Bargaining

Between March and July 2021, the APUO negotiated the Collective Agreement for the period spanning May 1, 2021, to April 30, 2024. Members ratified the Collective Agreement on August 25 at a Special General Meeting. The results of the ratification vote were: 539 YES; 39 NO. The tentative settlement was supported by 93% of the members who cast a ballot. A summary of the key highlights emerging from this round of bargaining was provided in the [APUO's July 29 bulletin](#).

## Joint Occupational Health and Safety Committee Update

The APUO has maintained its focus on protecting the health and safety of members and the campus community more broadly throughout the Covid-19 pandemic.

Working in conjunction with APUO Representatives on the University Joint Occupation Health and Safety Committee (UJOHSC), the APUO formally raised a number of health and safety concerns, including:

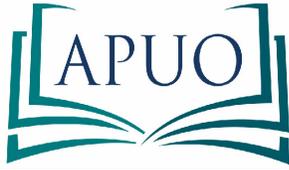
- the Central Administration's ongoing failure to adequately consult the UJOHSC regarding the development and drafting of plans and policies for reopening the campus; and
- the lack of adequate information about the ventilation and filtration systems used on campus.

The health and safety of members and the university community continues to be an APUO priority. We acknowledge the work of the APUO representatives on all uOttawa health and safety committees and thank them for their dedication.

## Report of the 2019 Listening Tour on the Issue of Workload

During the 2019 Winter and Fall terms, the APUO undertook a listening tour focusing on the issue of member workloads. This project resulted from a decade's worth of consecutive pre-collective bargaining surveys consistently identifying growing workloads as the top concern among members. We met with 27 academic units from across all faculties and the library to learn about members' day-to-day workload experiences, and to hear suggestions about the ways in which workload-related concerns might be addressed.

Before the findings of this Listening Tour could be synthesized, the APUO had to redirect its attention and resources to the emerging COVID-19 pandemic and its impacts on campus. The



[\*Report of the 2019 Listening Tour on the Issues of Workload\*](#), which synthesizes the comments from members and provides 18 recommendations to curb the issue of growing workloads was released in the 2021 Fall term.

## Member Health and Wellness

To better understand the impact of the pandemic on members' mental and physical health as well as their pandemic-related health and safety concerns, the APUO conducted three (3) surveys investigating members' experiences working in the context of confinement. The data gathered provided essential information about the experiences and wellbeing of members, that, in turn, informed our negotiations of Letters of Understanding. The results of the third and most recent round of the survey will be compiled and presented in the coming weeks in the form of a report.

## Virtual Coffee Hours

Between the Spring 2021 and Winter 2022 terms, the APUO hosted eight (8) virtual Coffee Hours. The purpose of these sessions was twofold: (i) to provide participants with updates about our COVID-19 LOU negotiations with the Central Administration; and (ii) to answer questions and collect feedback from members about their experiences with remote teaching and with the bimodal teaching format.

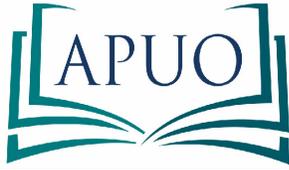
## Coalition and Solidarity Work

### Inter-Union campaign on bimodal courses

The Inter-Union Coalition is comprised of the APUO, the Association of Part-Time Professors of the University of Ottawa (APTPUO), the Canadian Association of Public Employees, Local 2626 (CUPE 2626), the Support Staff of the University of Ottawa (SSUO), the University of Ottawa IT professionals (UOITP), the University of Ottawa Students' Union (UOSU) and the Graduate Student Association (GSAÉD). It repeatedly sought to engage with the Central Administration throughout 2021-2022 regarding the lack of consultation and information about the large-scale implementation of the bimodal learning format.

In response to the Central Administration ongoing refusals to meet with the Inter-Union Coalition, it engaged in a media and mobilization campaign throughout the summer and fall 2021.

In July, the Inter-Union Coalition published a media release outlining its concerns with the Central Administration's plans for the 2021-2022 academic year. In October 2021, it published a second media release that coincided with a press conference detailing how the large-scale introduction of bimodal courses was impacting both the quality of education delivered at the University of Ottawa, and the working conditions of university personnel. Both actions received positive media coverage.



On November 10, the Inter-Union Coalition held an online panel and open discussion event that was attended by some 75 participants members of the various unions that make up the coalition. Key themes discussed at this event included:

- lack of adequate training for preparing and delivering bimodal courses;
- lack of adequate technological tools and infrastructures;
- lack of accommodation measures;
- breach of collective agreements; and
- significant dissatisfaction with bimodal courses despite the goodwill, efforts, and ingenuity of those participating in this large-scale experiment.

## 2022 Provincial Elections

With the June 2 Ontario provincial election just a few weeks away, members of the Inter-Union Coalition recently met with an Ottawa-based MPP to discuss challenges facing the post-secondary education sector.

Representatives from the APUO as well as representatives from CUPE 2626, APTPUO and UOSU met with MPP Lucille Collard, from the Ottawa-Vanier riding on April 20.

## Academic Freedom

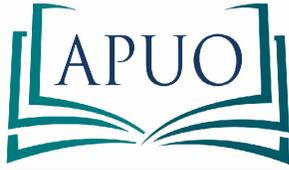
### Report of the Bastarache Committee on Academic Freedom

On November 4, the Central Administration published the final Report of the Committee on Academic Freedom. In its response, the APUO noted the report's failure to recognize the role of Collective Agreements in defining academic freedom in the Canadian context and the Central Administration's failure to follow due process in its handling of the events that ultimately led to the commissioning of the report. The APUO also pointed out that the report failed to adequately acknowledge the intersections between academic freedom and racism, and, especially, how the former can contribute to the latter. Also noted in the APUO's response is the role university governance plays in shaping how academic freedom is upheld, and on our capacity to establish a more equitable, diverse, inclusive, and anti-racist community. To this end, the APUO maintains that academic freedom, equity, and university governance are inter-connected and need to be analyzed as such rather than the silo approach seemingly adopted by the Bastarache Committee.

## Equity Issues

### Report on the State of Francophonie at the University of Ottawa

At the end of September 2021, Vice-President International and Francophonie, Sanni Yaya, released a summary report titled [\*Towards a renewed Francophonie at the University of Ottawa: A\*](#)



*Shared Responsibility.* Overall, the Report's findings were hardly surprising. The considerable challenges associated with offering courses and programs in French, promoting research in French, providing access to French-language services, and funding the University's francophone mandate have long been known. In line with the Report's authors, the APUO maintains that the "renewal of Francophonie" at our institution must be embodied in four major orientations:

- The distinctive character of the University of Ottawa resides in it being both a research university (member of the U15) and a French/English bilingual institution that plays a distinct role within Ontarian, Canadian, and international Francophonie. This is an asset to be leveraged, not a burden to be carried.
- The new Vice-Rectorate of International and Francophonie must be provided with levels of financial and human resources that reflect the importance of its mandate.
- The Francophonie is a cross-cutting responsibility that must also be assumed by the entire Central Administration and considered in all its actions.
- Funding for the Francophonie must be transparent and accountable, and reflect the importance of the University's mandate.

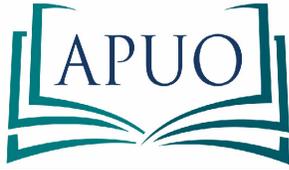
The report also raised concerns about a negative perception of the *fait français* and the expression of disrespectful and denigrating comments about Francophones and the Francophonie. The APUO strongly condemns the expression of such views. We continue to regularly press the Employer to both meet its obligation to ensure a healthy and safe work and learning environment, and to advance ways in which it can better fulfill its role and responsibilities.

### **Ad Hoc Committee on Fighting Anti-Semitism and on Creating a Safer and More Inclusive Campus for Jewish Members of the University**

In June 2021, the APUO Board of Directors (BOD) voted to create a committee to consider how best to protect members of the Jewish university community from anti-Semitism – the *Ad Hoc Committee on Fighting Anti-Semitism and on Creating a Safer and More Inclusive Campus for Jewish Members of the University*. The Committee's Terms of Reference were approved in October 2021 and the Board subsequently confirmed the APUO representatives for the committee. In addition to APUO members, the committee also has representatives confirmed from the University of Ottawa Students' Union (UOSU), the Association of Part-Time Professors of the University of Ottawa (APTPUO), and the Support Staff of the University of Ottawa (SSUO).

The elected co-chairs are Professor Joel Westheimer and Professor Sarah Berger Richardson. The Committee held formal meetings in February, March, and April.

The APUO will continue updating members on the important work being done by this committee.



## Disability Justice Working Group

In the Fall 2021 Term, the APUO announced the creation of a Disability Justice Working Group whose conception of disability includes all disabilities and individuals who identify as neurodivergent, and members of Deaf communities. The Disability Justice Working Group is tasked with identifying priority areas for collective advocacy and with making recommendations to improve APUO internal policies and practices relating to accessibility.

The Disability Justice Working Group has been meeting on a monthly basis since November 2021 and is planning an event focusing on accessibility and accommodation in academia that is meant to be held in Fall 2022.

## APUO Human Resources

### Equity Research and Organizing Advisor

The APUO is pleased to welcome Pascasie Minani into this new role.

### Liaison Officers

Julie Paquin, an Associate Professor in the Faculty of Law, Civil Law Section, and Thomas Foth, an Associate Professor in the Faculty of Health Sciences' School of Nursing were appointed to be APUO Liaison Officers. Their terms began on July 1, 2021. We thank them for accepting to serve as Liaison Officers.

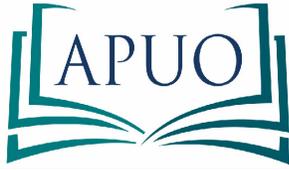
They replace François Rocher, Full Professor in the Faculty of Social Sciences' School of Political Studies, whom we thank for his many years of service in this role.

### Policy, Governance, and Administration Officer

Our Policy, Governance, and Administration Officer, Lydia Gabelmann, started maternity leave at the end of August 2021. For the duration of her leave, we welcome Lidia Riabova.

### Communication, Mobilization, and Research Officer

Our Communication, Mobilization, and Research Officer, Anne-Marie Roy, started maternity leave at the beginning of December 2021. For the duration of her leave, we welcome Nicole Desnoyers.



## Grievance Officer

Our Grievance Officer, Brianne Carlson, started maternity leave at the end of March 2021. For the duration of her leave, we welcomed Patrick Desjardins. Brianne Carlson has since tendered her resignation and the APUO is currently in the process of hiring a new, permanent Grievance Officer.

## 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 \$1,500 to students who demonstrate good academic standing and financial need. This year, APUO members' contributions amounted to \$135,000.

## Award for Excellence in Teaching

Each year, the APUO, in partnership with the University, recognizes a professor's outstanding contribution to university teaching. The winner of this year's Teaching Awards Committee award is Lisa D'Ambrosio, Professor and Doctor in Faculty of Medicine.

## Excellence in Research Award

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

The winners of this year's award are:

- Ruth Kane, Full Professor, Faculty of Education; and
- Glen Kenny, Full Professor, School of Human Kinetics, Faculty of Health Sciences.