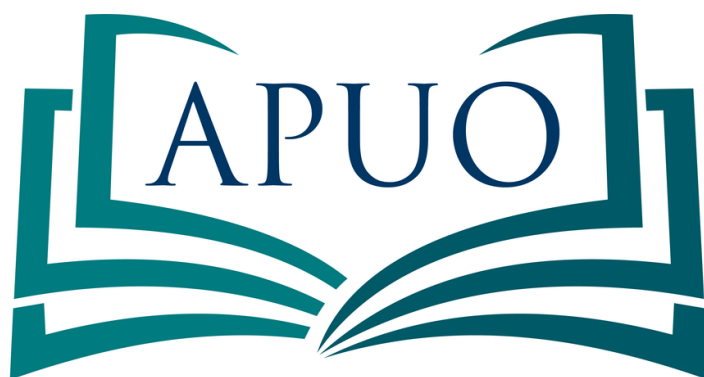


# ANNUAL REPORT

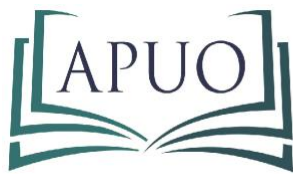
2022-2023



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

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## 2022-2023 APUO Annual Report

### uOttawa Finances and Governance

#### uOttawa's Financial Situation

During the 2022-2023 fiscal year, the Central Administration imposed 5% cuts to the operational budgets of Faculties and services. The Central Administration has sought to justify these austerity measures as necessary in the face of what it maintains is a financial crisis. Such claims are far from new. For some ten years now, the Central Administration has consistently sought to foment fear among our campus community when communicating details of our university's finances. Most recently, this narrative has been used as a pretext to:

1. Centralize financial decision-making and prioritize managerial, non-academic expenditures including the allocating of:
  - (i) some \$51M for contractual services and professional fees (i.e., external consultants);<sup>1</sup> and
  - (ii) more than \$40M over four years for licensing, implementing, operating, and contingencies with this Enterprise Management system.<sup>2</sup> During a Town Hall meeting held with Faculty of Social Sciences in February 2022, uOttawa President, Jacques Frémont, informed participants that the Workday project cost \$45M.
2. Worsen our working conditions to the detriment of our students' learning conditions (e.g., larger class sizes, fewer teaching assistants, ever-increasing amounts of shadow work).
3. Reduce the number of graduate-level course offerings and the competitiveness of graduate admission scholarships;
4. Hasten the cutting of smaller academic programs.
5. Not hire sufficient numbers of full-time regular professors and librarians to reduce student-professor and student-librarian ratios.<sup>3</sup>
6. Refuse financing equity measures targeted at correcting historical and current salary disparities, and other injustices.

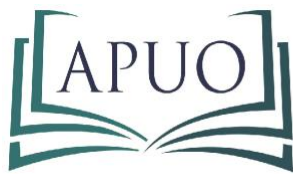
During the APUO's Regular General Meeting of December 15, 2022 Tyler Chamberlin, Associate Professor in the Telfer School of Management, and Michel Desjardins, Administrative Director of the APUO, gave a presentation about the [state of uOttawa finances](#). A recording of this presentation can be [viewed here](#).

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<sup>1</sup> See the [2022-2023 Budget Book](#), p. 16.

<sup>2</sup> *Modernization of Finance and Human Resources Administrative Processes: Recommendations*, p. 16. [https://www.uottawa.ca/financial-resources/sites/www.uottawa.ca.financial-resources/files/administrative\\_processes\\_modernization\\_recommendations.pdf](https://www.uottawa.ca/financial-resources/sites/www.uottawa.ca.financial-resources/files/administrative_processes_modernization_recommendations.pdf)

<sup>3</sup> See, [Report of the 2019 Listening Tour on the issue of Workload](#), p. 5



In February 2023, the APUO shared its [analysis of the University of Ottawa's finances](#), and asked members to respond to two follow-up questions:

**Question 1: Do you support the 2022-2023 budget cuts imposed by the Central Administration?**

No: 515 (86%)

Prefer not to respond: 45 (7.5%)

Yes: 39 (6.5%)

Number of respondents: 599 (46% of APUO members)

**Question 2: Do you support the APUO's ongoing demands for an open, transparent, collegial, and democratic budgetary process that prioritizes our university's teaching and research missions?**

Yes: 551 (96%)

No: 13 (2%)

Prefer not to respond: 9 (2%)

Number of respondents: 573 (44% of APUO members)

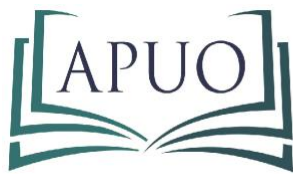
APUO members do not support the latest ill-advised budget cuts and are pressing the Central Administration to adopt an open, transparent, collegial, and democratic budgetary process that prioritizes our university's teaching and research missions.

Going forward, the APUO will continue to create spaces for members to examine and better understand uOttawa's financial situation, and to question both the Central Administration's decision-making processes and its priorities.

### Membership Mobilization

The implementing of budget cuts across all Faculties is propelling a deterioration of our workplaces. APUO members are experiencing notable increases to their workloads and reporting adverse effects from the erosion of services required to sustain high standards of research and teaching quality. In some units, admissions to certain programs have been suspended.

In response, many units have held special Department assemblies focusing on how to respond to the cuts, passed motions against the cuts, and written open letters to senior administrators condemning the cuts, the undemocratic means by which they were decided upon, and the dubious justifications given for these austerity measures. Two such examples are the motion passed by [the School of Political Studies](#) (*please note that this motion is only available in French*) and the open letter sent to the Central Administration by [the Institute of Feminist and Gender Studies](#).



## APUO Ad Hoc Committee on Governance

In December 2022, the APUO established the Ad Hoc Committee on Governance. This committee will scan best practices employed at other Canadian post-secondary institutions as well as consult academic staff, support staff, and students about democratic deficits in uOttawa's governance processes and structures. It is tasked with formulating recommendations aimed at:

- proposing changes to the composition and functioning of uOttawa's Senate and Board of Governors);
- identifying key areas where the APUO can collaborate with other unions and associations to foster a more democratic, deliberative culture and decision-making processes; and
- creating a manual on governance for student and worker representatives who are members of the uOttawa Senate and the Board of Governors.

The committee is composed of six (6) people from our university community:

Two (2) from the APUO;

One (1) from the Association of Part-Time Professors of the University of Ottawa (APTPUO);

One (1) from the Support Staff of the University of Ottawa (SSUO);

One (1) from the University of Ottawa Students' Union representing undergraduate students (UOSO); and

One (1) from the Graduate Students' Union (GSAED).

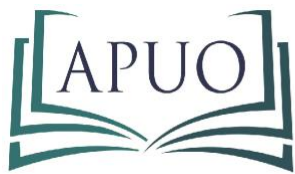
## Return to Campus

For the majority of those comprising our campus community, Fall 2022 marked the official return to campus. In the lead up to the September return, members shared many apprehensions with the APUO about the Central Administration's COVID-19 safety plans. Chief among these were concerns about: (i) the lack of consultation and communication regarding measures taken to ensure a safe return to campus; (ii) whether and how immunocompromised members or members living with immunocompromised individuals, would be accommodated; and (iii) the protocols members were expected to follow in relation to their teaching responsibilities if/when exposed to COVID-19.

## Health and Safety Organizing

In August 2022, the APUO representatives who sit on the University Joint Occupational Health and Safety Committee (UJOHSC), the Functional Occupational Health and Safety Committees (FOHSC), and the members of APUO Disability Justice Working Group presented the following COVID-19 safety recommendations for the return to campus to the APUO Executive:





- A return to collegial decision-making with regard to health and safety through the University's Joint Health and Safety Committees wherein, according to the relevant Ontario legislation, such responsibility rests.
- That the Central Administration mandate the wearing of masks in common spaces on campus until such time as the R-value for COVID-19 in the Ottawa region was less than 1, the concentration of COVID-19 in wastewater samples from the Ottawa region was reduced, regional hospitals had more capacity, and children under age 5 had had the opportunity to be fully vaccinated.
- For the university to provide, at minimum, KN95 masks, and preferably, N95 masks, particularly in programs where educational activities require close contact.

These recommendations were forwarded to the Provost and Vice-President, Academic Affairs, Jill Scott, on August 24, 2022. Within 24 hours of having received them, the Central Administration scheduled a meeting for September 1<sup>st</sup>, 2022 with the APUO to discuss the return to campus, and very shortly thereafter opted to email members of the campus community a COVID Update for the Fall 2022 Term that neither acknowledged nor reflected the concerns of APUO members.

This unilateral action was yet another example of the ongoing erosion of collegial governance and collaborative decision-making on our campus.

The APUO continues to meet regularly with its representatives who sit on the UJOHS and FOHSC and to collaborate with the other campus unions regarding how to revise the Terms of Reference of these committees with the aim of more clearly delineating the roles of their members and improving information flows.

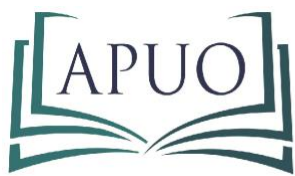
### Letter of Understanding

At the September 1, 2022, meeting with the Central Administration, the APUO and members of the APUO Disability Justice Working Group (DJWG) presented their recommendations for a safer return to campus, particularly for community members with disabilities, as well as a Letter of Understanding (LOU) pertaining to implementing measures to reduce the steps and time required to approve sick leaves and accommodations. The Central Administration rejected the proposed LOU.

The APUO continues to advocate for a more collegial and democratic decision-making process for all health and safety matters.

### CO2 Monitor Lending Program

In October 2022, the APUO made available to members a limited number of Carbon Dioxide (CO2) monitors to gather information about indoor air quality in campus buildings. In most classrooms and offices where air quality was tested (N=29), no elevated CO2 levels were



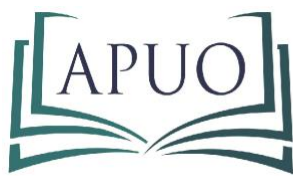
identified. However, problems were flagged in a number of rooms in the DMS, FSS and WLD buildings. The APUO representatives who sit on the UJOHSC are working to address this matter.

CO2 monitors remain available to members.

## Report on Joint Committees

As a result of various LOUs from the two previous rounds of collective bargaining, several APUO/Employer Joint Committees have been established:

2021-2024		
LOU	Subject/Goal	Status
<a href="#">Association Employees</a>	Addressing Employer's desire to remove APUO staff from both the uOttawa payroll system and the pension and benefit plans	Final report submitted October 2022. Discussions are ongoing
<a href="#">Bill 124</a>	Allows for the reopening of negotiations if provincial wage restraint legislation changes	Notice to reopen bargaining was submitted to the Employer on March 29, 2023.
<a href="#">Childcare</a>	Provides for increasing access to childcare services for members and for undertaking an examination of issues and barriers relating to limited access to such services at uOttawa	Ongoing. Note: the APUO also is participating in the campaign to save Garderie Bernadette Child Care Centre (GBCCC)
<a href="#">Community-based research</a>	Pilot project to allow Indigenous members and/or researchers working in Indigenous communities to have the opportunity to request an additional person to sit on the tenure & promotion review panel	Ongoing
<a href="#">Indigenous Scholarship</a>	Developing recommendations to establish appropriate tenure and promotion rules for Indigenous members.	Ongoing
<a href="#">Degenderalization</a>	Updating language of Collective Agreement so as to be more gender inclusive	Ongoing
<a href="#">Librarians' workload and annual review</a>	Addressing concerns regarding Librarian workloads, and annual review process	Ongoing



<a href="#">Evaluation of Teaching Performance</a>	Explore the potential of the teaching dossier as a tool for the evaluation of teaching	Ongoing
<a href="#">Normal Teaching Load of Regulars Members</a>	Survey teaching loads at uOttawa and U15 universities and identify favourable changes to normal teaching loads and how they are assigned	Ongoing
2018-2021		
Gender Salary Differentials	Addresses gender pay gap	In dispute. Currently in mediation/arbitration
Equity and Teaching Personnel Committees (TPCs)	Working for better representation on Faculty and Department committees that review tenure and promotion, workload allocations	Ongoing

The APUO will keep members updated on the progress of the work of the various Joint Committees.

## Commitment to Equity

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

The APUO's Ad Hoc Committee on Fighting Anti-Semitism and on Creating a Safer and More Inclusive Campus for Jewish Members of the University was created at a June 2021 Special Meeting of the APUO Board of Directors. The Committee is comprised of APUO members, as well as a representative from UOSU, APTPUO and SSUO, respectively.

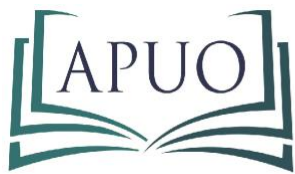
The Committee's Final Report was submitted to the Executive Committee in October 2022, and formally endorsed in November 2022. Members can read the full report [here](#).

### Disability Justice Working Group

The creation of a Disability Justice Working Group (DJWG) was announced by the APUO in the Fall 2021 Term. The DJWG was tasked with identifying priority areas for collective advocacy and with making recommendations to improve APUO internal policies and practices relating to accessibility.

The DJWG has been meeting on a monthly basis since November 2021. Members are currently working on a scan of best practices at other post-secondary institutions regarding accommodations





and accessibility and preparing recommendations for the APUO's next round of collective bargaining.

### Panel Discussion: Racism, Anti-Racism and the Role of Unions

As part of Black History Month, on February 14, 2023, the APUO hosted a French/English bilingual panel discussion titled "Racism, Anti-Racism and the Role of Unions." The event featured speakers Awad Ibrahim, the inaugural holder of the [Air Canada Professorship on Anti-Racism](#), and Full Professor in the Faculty of Education at the University of Ottawa, and Gertrude Mianda, the [Director of the Harriet Tubman Institute for Research on Africa and its Diasporas](#) and Associate Professor in the Women's and Gender Studies program at the Glendon Campus of York University. The panel discussion was facilitated by Professor Mythili Rajiva, the APUO's elected Equity Officer, and Pascasie Minani, the APUO's Equity Research and Organizing Advisor.

The panel discussion can be [viewed here](#).

### CAUT Equity Conference 2023

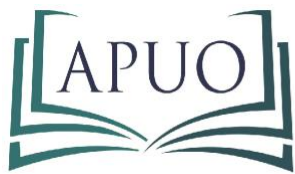
Every three years, the Canadian Association of University Teachers (CAUT) organizes an Equity Conference for university faculty and staff to learn about organizing efforts to advance equity at universities and colleges across the country. This year, the APUO sent eight members. Following the conference, APUO attendees held debrief meetings to discuss key lessons learned regarding confronting racism, disability injustice, gender inequality, and promoting LGBTQ2+ diversity that can be applied to the APUO and uOttawa.

### New Members' Meet and Greet

The APUO hosted two New Members' Meet and Greet events in Fall 2022. These events were an opportunity for newly hired members to meet fellow union members, along with the APUO's elected executives and staff.

### APUO Coffee Hours

During the Fall 2022 Term, the APUO hosted two virtual and one in-person Coffee Hour meetings. These meetings were an opportunity to connect with members about how the return to campus was going, and any difficulties being encountered in the workplace. Common themes to emerge included: pressures exerted by students to provide bimodal classes; lack of support for members trying to meet French/English bilingualism requirements; and concerns regarding health and safety during the return to in-person work.



## Interunion Coalition and Solidarity Work

The Inter-Union Coalition is comprised of the APUO, the APTPUO, CUPE 2626, the SSUO, the University of Ottawa IT professionals (UOITP), the UOSU and the GSAÉD. The Coalition meets at least twice per semester, with additional meetings scheduled as issues of shared interest arise.

### APTPUO Collective Bargaining

The APTPUO began negotiations for its three units' collective agreements in early summer of 2022. In mid-August, it moved into a legal strike position and elected to implement a limited number of "work-to-rule" actions.

The APUO expressed its solidarity and support for our APTPUO colleagues and offered the APUO office as strike headquarters should the need arise. Fortunately, thanks to the APTPUO's organized membership and the outpouring of support from other campus unions and associations, the APTPUO and the Central Administration reached tentative agreements for all three units in November 2022.

All three agreements have since been ratified by the APTPUO's units.

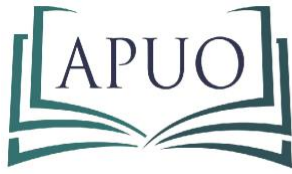
### Campaign to save Bernadette Child Care Centre

In 2021, uOttawa's Central Administration announced plans to demolish the Brooks building that currently houses the Garderie Bernadette Child Care Centre (GBCCC). It further revealed that no equivalent replacement space would be made available for the continued provision of on-campus childcare services.

This decision was made without consulting university workers or students. In response, the Centre's Board of Directors and the Bernadette Workers' Union reached out to campus allies to oppose this decision. The APUO, along with other campus unions, associations and community volunteers joined the GBCCC workers and Board of Directors to form a coalition to save the Bernadette Child Care Centre. Coalition members have been meeting on a bi-weekly basis since July 2022.

### Ontario Confederation of University Faculty Associations (OCUFA)

The APUO is an active member of the Ontario Confederation of University Faculty Associations (OCUFA), an organization representing 17,000 tenure-stream and contract professors and academic librarians in 28 member-faculty associations at universities across Ontario. OCUFA has been an important support for our members in the face of provincial legislation that negatively impacts upon our working conditions.



#### A) Bill 124

Bill 124 – *Protecting a Sustainable Public Sector for Future Generations Act*, 2019, was sweeping legislation that undermined collective bargaining rights by imposing a 1% wage cap on public sector workers. It served as a major constraint on the APUO's bargaining powers during negotiations of the current Collective Agreement (April 2021 to April 2024).

Upon its enactment, a coalition of some 40 public sector unions and labour organizations, including OCUFA and the Ontario Federation of Labour (OFL), launched Charter challenge disputing the Bill's legality. On November 29, 2022, the Ontario Superior Court of Justice declared Bill 124 unconstitutional. OCUFA's full statement about this victory is available [here](#).

The Ontario Government subsequently appealed the Ontario Superior Court's decision. Hearings of the appeal are scheduled for June 20-22 of this year.

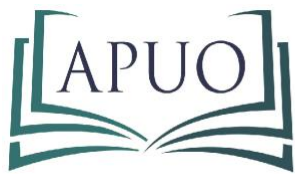
#### B) Bill 26

Bill 26 – *Strengthening Post-secondary Institutions and Students Act*, 2022 sets out rules pertaining to sexual misconduct toward students by employees of publicly-assisted universities and colleges of applied arts and technology (as well as private career colleges). It marks a significant amendment to the *Ministry of Training, Colleges and Universities Act*, and the *Private Career Colleges Act*, 2005. One of the more notable features of Bill 26 is the constraints it imposes on employees' right to appeal the disciplinary measure imposed by the institution in response to sexual misconduct, effectively overriding any collective agreements or employment contract provisions specifying a penalty for the infraction.

At Advocacy Day, the APUO and other members of OCUFA raised several concerns about the legislation, including its failure to invest resources into prevention of sexual violence and harassment (a long-standing demand of the student movement) and its violation of collective agreement rights. The APUO and the University of Ottawa Students' Union (UOSU) co-signed a letter articulating common concerns. APUO Legal Counsel presented the APUO's concerns to a Parliamentary Committee. Despite these collective efforts, the Bill received Royal Assent on December 8, 2022.

The Bill will come into force on July 1, 2023, and requires all institutions to have in place a sexual misconduct policy by this date.

The APUO is working with OCUFA to understand the implications for the University community.



## APUO Human Resources

### APUO Staff

In April 2022, the APUO hired Pascasie Minani as an Equity Research and Organizing Advisor on a 1-year contract. We thank Pascasie for her work with us.

Patrick Desjardins, who replaced Brianne Carlson during a maternity leave in 2021-2022, joined the APUO team on a permanent basis following Brianne's resignation. We thank Brianne for her work at the APUO.

Christine Moncrieff, paralegal, started a maternity leave in July 2022 and we welcomed Christian Lemaine first and, then, Elsa Joseph as temporary replacements. We thank Christian and Elsa for their work with us.

Lydia Gabelmann, our Policy, Governance, and Administration Officer, returned from maternity leave in October 2022. We thank Lidia Riabova for her work in Lydia's absence.

Anne-Marie Roy, our Communication, Mobilization, and Research Officer, who was due to return from a maternity leave, accepted a temporary full-time position with CAUT. Nicole Desnoyers, who was already replacing Anne-Marie, has agreed to stay on with the APUO. We are both delighted and grateful to continue working with Nicole.

### 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 are currently serving as APUO Liaison Officers. Their terms were renewed on July 1, 2022, for another 1-year term. We thank them for accepting to serve as Liaison Officers.

## 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:

- Mamadou Fall, Department of Civil Engineering, Faculty of Engineering; and
- Delphine Nakache, French Common Law Section, Faculty of Law.

Congratulations to them!