



Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

Education Report

Date: November 2020
To: CAUT Executive Committee and Council
From: Justine De Jaegher, Education Officer

Report on activities since July 2020:

Shift to Remote Courses

In light of the pandemic, CAUT continues to shift its courses to remote delivery through a hybrid asynchronous/synchronous model, using the Canvas Learning Management System (LMS) license provided by the Canadian Labour Congress and Zoom Videoconferencing. The following courses are currently or soon-to-be offered remotely:

Existing Courses

Grievance Handling

An introduction to dealing with members' workplace complaints. Through a series of discussions and exercises, participants learn when filing a grievance is an appropriate response, and if it is, how to proceed with thorough initial fact-finding, grievance drafting, and settlement discussions.

- *Mount Allison Faculty Association, May 26-29 (facilitated by Dr. Sheila Embleton)*
- *University of Lethbridge Faculty Association, November 9-13*
- *Brandon University Faculty Association, November 9-13*
- *St. Francis Xavier Association of University Teachers, November 30-December 4*

Communications and Member Engagement

The purpose of this workshop is to (i) provide an introduction to the skills and tools that allow an association to effectively convey messages to members, the media, and the wider community, and (ii) strengthen associations by encouraging greater member participation in them.

- *Mount Royal Faculty Association, October 8-13 (facilitated by Lisa Keller and Christina Muehlberger)*

Health and Safety

CAUT will be providing workplace health and safety training virtually during the COVID-19 pandemic. The Workers Health and Safety Centre (WHSC) is now able to provide some modules through Zoom on Workplace Inspections, GHS/WHMIS, COVID-19, and Chemicals.

Collective Bargaining

This course allows participants with little or no negotiation experience to develop bargaining, language drafting and teamwork skills.

- *St. Mary's University Faculty Association, October 26-30 (facilitated by Jeff McKeil)*

Labour Action for Equity

This workshop focuses on utilizing key association tools – collective bargaining, grievance arbitration, and mobilizing campaigns – to advance equity on campus. Designed for association leaders and activists, this workshop is an opportunity to strengthen the association's ability to more effectively achieve diverse, inclusive, and discrimination-free workplaces.

Courses in Development

- Faculty for Climate Action - *Memorial University Faculty Association to engage in first course offering*
- Academic Freedom

Analyzing University and College Financial Statements

In response to many colleges and universities freezing new hiring, seeking cuts to pay and benefits, and announcing staff reductions despite the full financial impact of the COVID-19 pandemic remaining uncertain, CAUT offered a three-part training session on *Analyzing University and College Financial Statements*. These sessions provided academic staff associations with the skills to interrogate the financial claims made by their administrations.

- *Zoom Videoconference, July 15-17 (facilitated by Drs. Janet and Cameron Morrill, associate professors of accounting at the Asper School of Business at the University of Manitoba, and authors of CAUT's Guide to Analyzing University & College Financial Statements)*

Labour Under Attack: Implications for Academic Workplaces

In response to several provincial governments across the country restricting collective bargaining rights and seeking to weaken the collective action of unions and academic staff associations, CAUT hosted an on-line town hall looking at the more egregious attacks on workplace rights and offer strategies for how academic staff associations can challenge legislation and government interference in free collective bargaining.

- *Zoom Videoconference, August 26 (featuring Ricardo Acuna, President of the Academic Staff Association of the University of Alberta; Janet Morrill, past President of the University of Manitoba Faculty Association; Peter Engelmann of Goldblatt Partners; Peter McInnis, CAUT Vice-President; and moderated by Sue Blair, Chair of CAUT's Collective Bargaining & Economic Benefits Committee)*

Organizing School: Engaging and Mobilizing Members

This two week long course provided 94 registrants from academic staff associations strategies for communicating and engaging with members to build the political power necessary to defend public education and protect members' health and safety, jobs, and rights, while striving to address, and not exacerbate, long-standing inequities and problems in the academic workplace. The online coursework and virtual sessions covered: (1) strengthening existing and developing new communication outputs, with a particular focus on digital tools; (2) building a membership engagement strategy; (3) campaigning tips and tools; and (4) best practices to strengthen association representation.

- *Canvas LMS & Zoom Videoconference, September 21 – October 2 (facilitated by Christina Muehlberger and Justine De Jaeger, featuring several member and staff speakers)*