

*OCADFA 2020  
MEMBERSHIP  
SURVEY*

**OCADFA**

Ontario College of Art &  
Design Faculty Association  
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## **Table of Contents**

<b><i>Introduction</i></b> .....	<b>2</b>
<b><i>Summary</i></b> .....	<b>3</b>
<b><i>Demographics</i></b> .....	<b>5</b>
<b>Diverse Membership</b> .....	<b>6</b>
<b><i>Equity</i></b> .....	<b>7</b>
<b>Comfort with Reporting</b> .....	<b>8</b>
<b>Care Responsibilities</b> .....	<b>10</b>
<b><i>Compensation</i></b> .....	<b>11</b>
<b><i>Workload</i></b> .....	<b>13</b>
<b><i>Professional Qualifications/Practice</i></b> .....	<b>16</b>
<b><i>Hiring/Promotion Process and Overall Job Security</i></b> .....	<b>17</b>
<b>Hiring</b> .....	<b>17</b>
<b>Performance Review and Promotion</b> .....	<b>17</b>
<b>Job Security</b> .....	<b>18</b>
<b><i>The Effects of COVID-19</i></b> .....	<b>20</b>

## Introduction

The survey was released on July 8, 2020, and the anonymous results were collected until July 27, 2020.

The survey addressed 7 seven fields:

- 1) General Information
- 2) Equity
- 3) Compensation
- 4) Workload
- 5) Professional Qualifications/Practice
- 6) Hiring/Promotion Process
- 7) The Effects of COVID-19

These applied to all members, with some questions targeted to specific employment categories. The information collected by asking specific questions about labour category and demographic identifiers allows us to track the variable experiences of members across intersectional categories.

To reach the threshold of statistical significance and to argue that the data collected is accurate, there needed to be a certain proportion of membership response. Out of a population size of 556 members, 162 members responders. This provides us with a 95 per cent confidence level that the information collected is accurate, with a margin of error of 6.49%.

## Summary

We received responses from across the University, with all faculties and most employment groups well represented – with most teaching members engaged in delivering studio-based learning. While hiring practices at OCAD U can be improved so that academic staff and faculty better reflect the student body and Greater Toronto population, we can be proud to represent a diverse membership.

Our survey indicates there is a lot of room for improvement in terms of equity seeking group representation on committees, with relatively few respondents indicating there was “good representation.” The same can be said for representation of different labour categories on committees.

A troubling 29.81% of respondents indicated they have been affected by systemic inequalities experienced while working at OCAD U. What makes this issue even more problematic is the lack of comfort members indicated they feel when it comes to reporting if something inequitable happened to them. While a majority of members indicated they would be comfortable contacting OCADFA, we recognize there is room to improve that number. Less than 20% of members indicated they would comfortably contact their Dean’s office, and comfort levels in contacting the HR office were mixed at best. These levels of discomfort reporting occurrences of inequity point to a larger cultural shift and renewed commitment to equity that needs to happen in the OCAD U community.

A majority of members also reported having care (child, elder, disability, other) responsibilities outside of work, with a significant proportion indicating these responsibilities can be considered full time. This figure underscores another equity area we need to accommodate and take seriously.

Our members report a highly disparate range of compensation. Troublingly, a high degree of members identify as either “Financially Insecure” or “Poor.” That a minority of members affirmatively reported their income derived from OCAD U is enough to support themselves, and 40.67% reporting it isn’t, further underscores a compensation problem at OCAD U. As a result, 40% of respondents indicated they work elsewhere even though they’d rather not.

Regarding workload, there are several indications that job descriptions and contract hours are inaccurate, that faculty assignments are not sustainable, and that the quality of course delivery has been impacted by instructor-to-student ratios.

The survey indicates we represent a highly educated qualified workforce who, on top of their other duties at OCAD U, continue to engage in a related professional practice.

Reviews on the faculty hiring committee process were mixed, while there were clearer indications that many members would like to see the sessional teaching cap to be either increased or removed altogether. The Performance Review Process remains

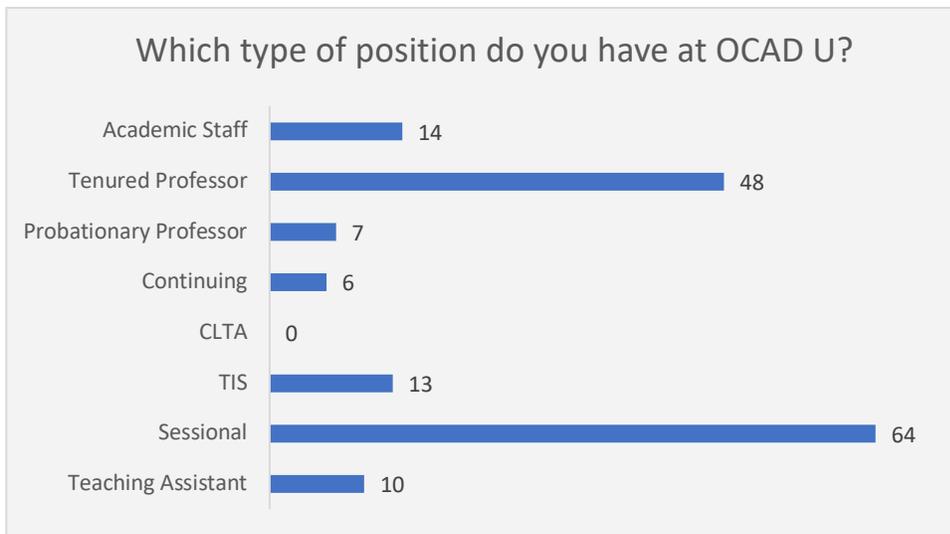
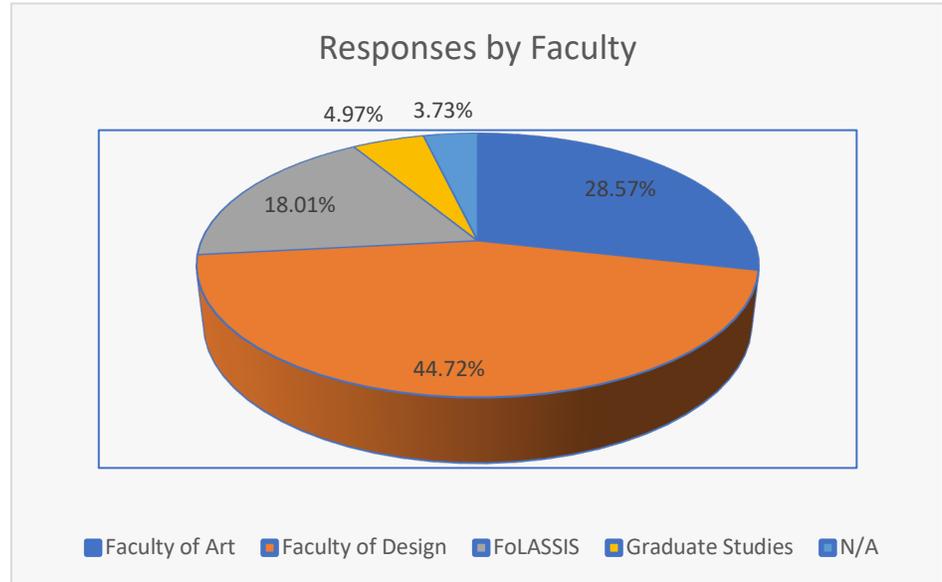
either murky or unreasonable to many members, with many disagreeing with the results and not having that disagreement satisfactorily resolved.

Many of our members have been working at OCAD U for a long time. This is consistent with many members indicating their contracts have been renewed multiple times. We asked: if you are hired on a contract basis, (as TA, a sessional, or a limited term contract of some sort) how many times have you had a contract renewed? Sixty-two remembers, representing 41.61% of those who responded, indicated this question did not apply to them. For those whom it did apply, the results varied significantly. What's important to note that is that for those of whom who are hired on a contract basis, over one-third have seen their contract renewed 7 or more times. Furthermore, the vast majority of those renewals were for the same course or position. Nonetheless, a worrisome majority of respondents indicated job security at OCAD U, or lack thereof, has affected other aspects of their life.

This survey was conducted in July 2020, and we expect there to have been intensified COVID-19 related impacts to employment conditions at OCAD U during the Fall 2020 semester. Nonetheless, the information gathered in July illustrate COVID-19 has had a tumultuous impact on the membership. The table below indicates that a sizeable majority of members are working more intensely due to COVID-19, confirming what we have been hearing anecdotally – even before the Fall 2020 semester. This intensified workload and is coupled with an increased concern over job security. The stress of increased hours and job loss fears are amplified by the need to adapt to changing workplace responsibilities. Furthermore, most members reported incurring new expenses related to online teaching, with nearly a quarter reporting expenses of over \$500. Extra expenses associated with working from home would have only compounded since July 2020, representing a significant offloading of the costs associated with a university unto our members.

## Demographics

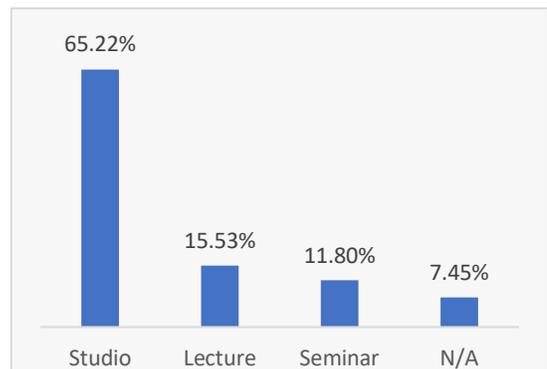
We received responses from across with University, with every faculty well represented.



We also received responses from a variety of employment categories, representing the breadth of jobs that fall under OCADFA representation.

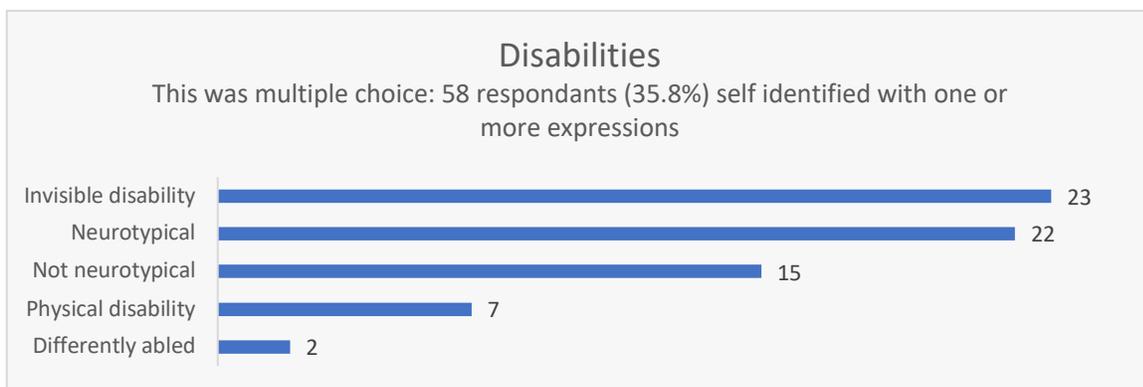
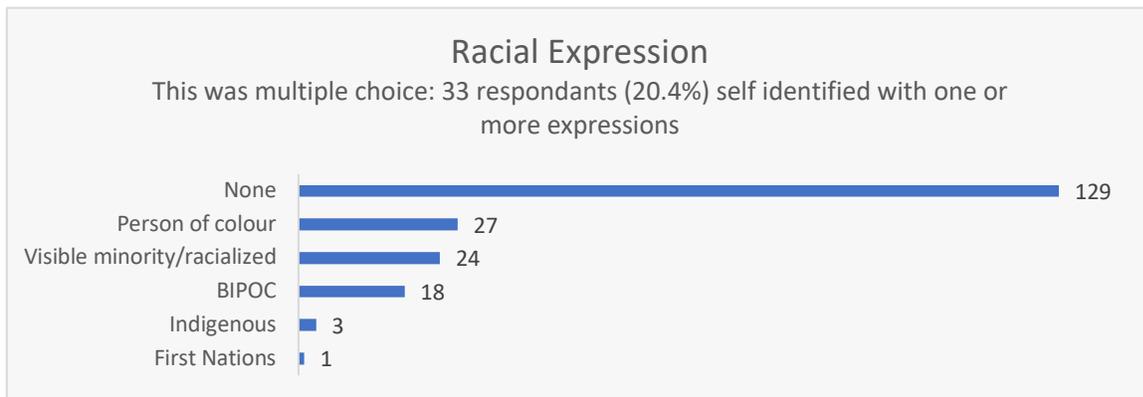
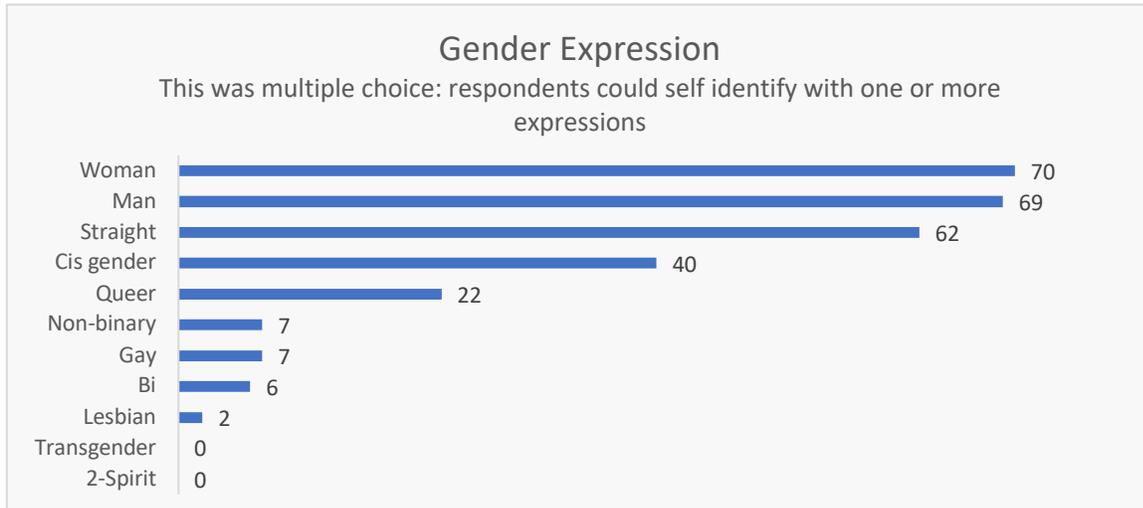
Not surprising, of our teaching members, the majority primary teach in a studio-based learning environment

### What kind of courses do you teach?



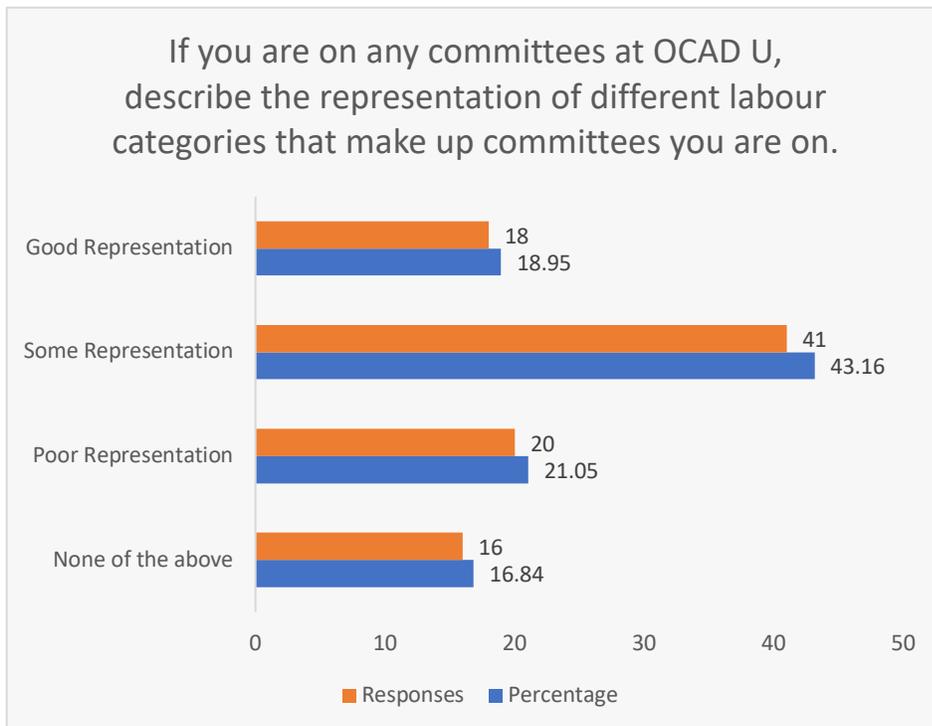
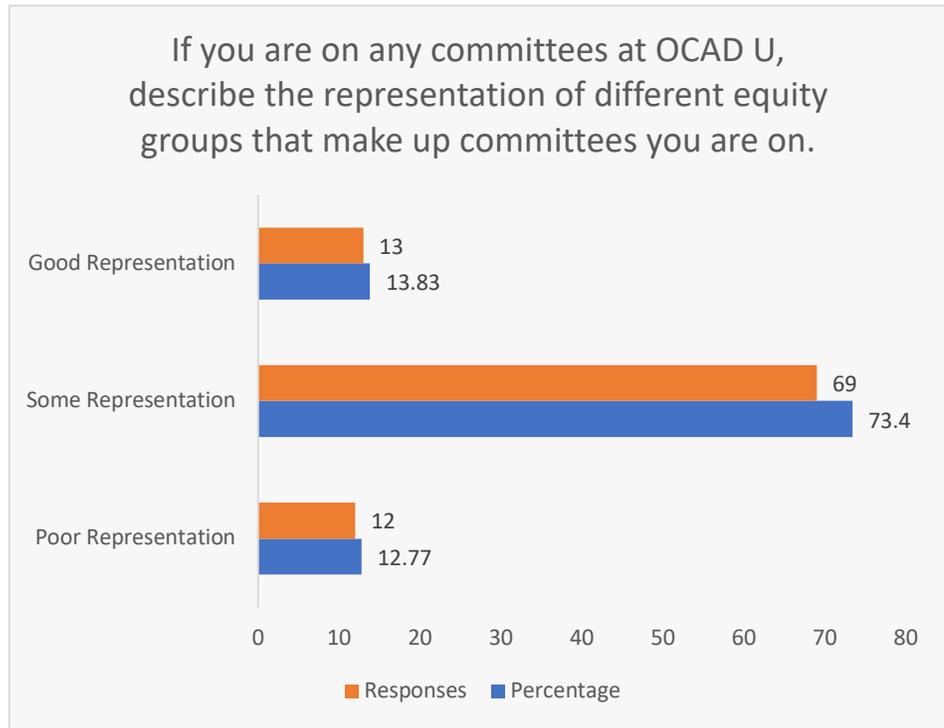
## Diverse Membership

While hiring practices at OCAD U can be improved so that academic staff and faculty better reflect the student body and Greater Toronto population, we can be proud to represent a diverse membership.



## Equity

Our survey indicated there is a lot of room for improvement in terms of equity seeking group representation on committees, with relatively few respondents indicating there was “good representation.”



The same can be said for representation of different labour categories on committees.

A troubling 29.81% of respondents indicated they have been affected by systemic inequalities experienced while working at OCAD U.

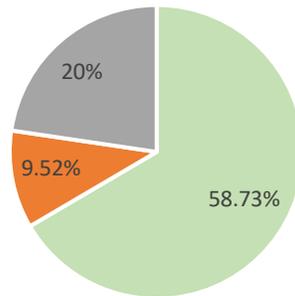
<b>Are your workplace and work at OCAD U affected by systemic inequalities that you experience as a member of an equity-seeking group?</b>		
<b>Answer Choices</b>	<b>Responses</b>	
Not particularly	13.25%	20
Not for me, but I notice others affected by it	21.19%	32
Yes, though I just try to deal with it	13.25%	20
Yes, to the degree that it affects me professionally	4.64%	7
Yes, to the degree that it affects me personally and professionally	11.92%	18
N/A or I am not a member of an equity-seeking group	33.77%	51
<b>Total</b>		<b>151</b>

### Comfort with Reporting

What makes this issue even more problematic is the lack of comfort members indicated they feel when it comes to reporting if something inequitable happened to them. While a majority of members indicated they would be comfortable contacting OCADFA, we recognize there is room to improve that number. Less than 20% of members indicated they would comfortably contact their Dean’s office, and comfort levels in contacting the HR office were mixed at best.

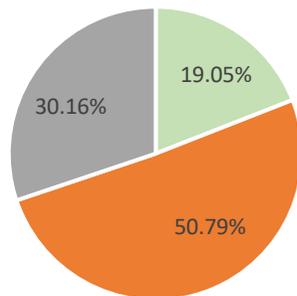
These levels of discomfort reporting occurrences of inequity point to a larger cultural shift and renewed commitment to equity that needs to happen in the OCAD U community.

If there was something inequitable happening to you, would you feel comfortable contacting OCADFA?



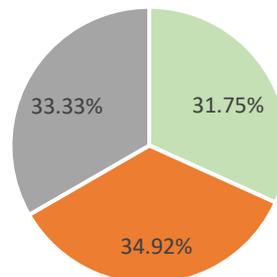
■ Yes ■ No ■ Not sure

If there was something inequitable happening to you, would you feel comfortable contacting the Dean's office?



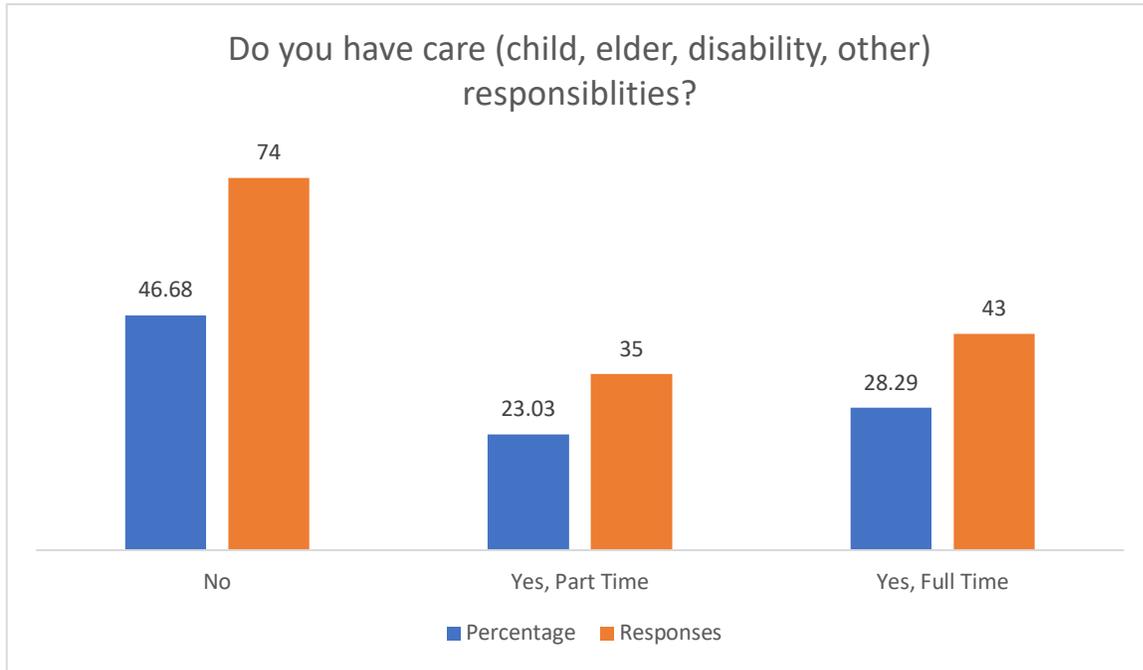
■ Yes ■ No ■ Not sure

If there was something inequitable happening to you, would you feel comfortable contacting the HR office?



■ Yes ■ No ■ Not sure

Care Responsibilities



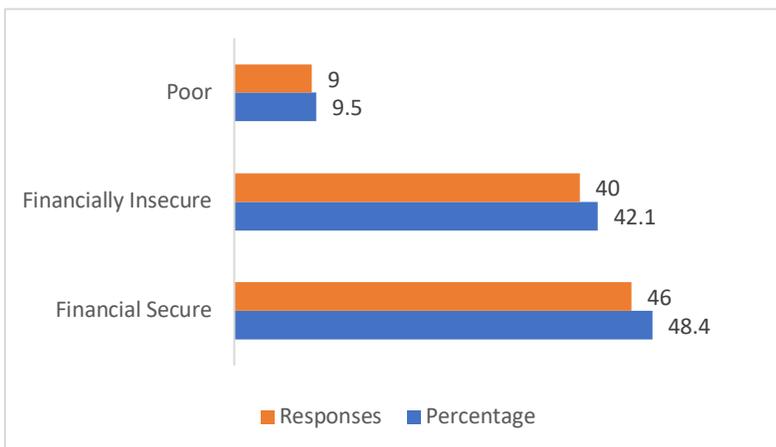
A majority of members also reported having care (child, elder, disability, other) responsibilities outside of work, with a significant proportion indicating these responsibilities can be considered full time. This figure underscores another equity area we need to accommodate and take seriously.

## Compensation

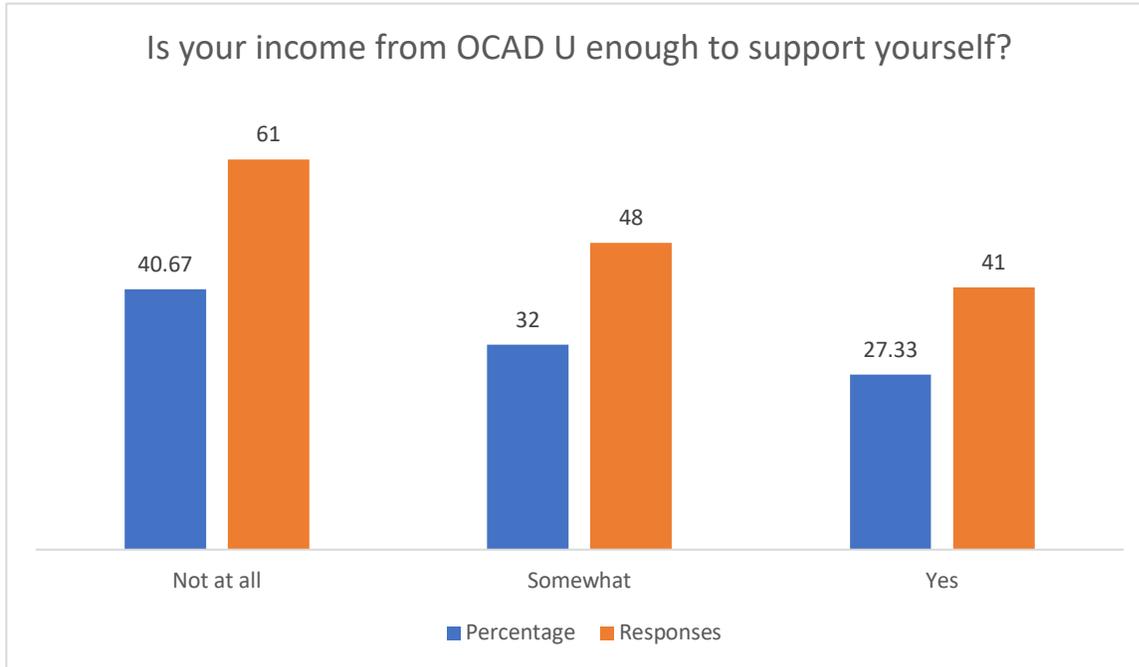
Our members report a highly disparate range of compensation.

What's your annual take-home pay from OCAD U (what you make each year after taxes and deductions?)		
Answer Choices	Responses	
Rather not say	5.33%	8
Under \$10,000	14.00%	21
\$10,000 - \$20,000	12.67%	19
\$20,000 - \$30,000	4.00%	6
\$30,000 - \$40,000	10.00%	15
\$40,000 - \$50,000	7.33%	11
\$50,000 - \$60,000	5.33%	8
\$60,000 - \$70,000	6.00%	9
\$70,000 - \$80,000	6.67%	10
\$80,000 - \$90,000	7.33%	11
\$90,000 - \$100,000	5.33%	8
\$100,000 +	4.67%	7
<b>Total</b>		<b>150</b>

Troublingly, a high degree of members identify as either “Financially Insecure” or “Poor”



That a minority of members affirmatively reported their income derived from OCAD U is enough to support themselves, and 40.67% reporting it isn't, further underscores a compensation problem at OCAD U.

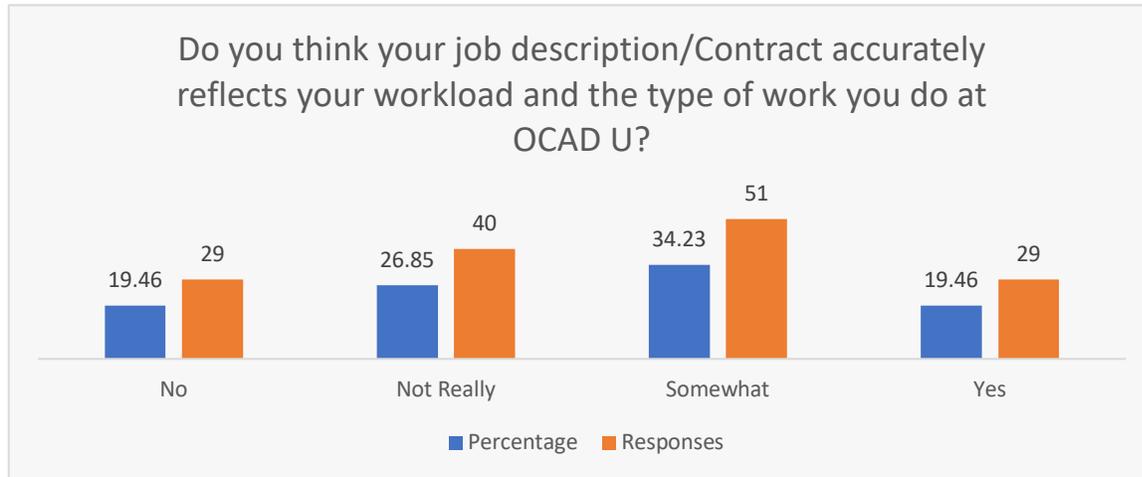


As a result, 40% of respondents indicated they work elsewhere even though they'd rather not.

Do you work at other places besides OCAD U?		
Answer Choices	Responses	
Yes, and that's how I like it	22.00%	33
Yes but I would rather not, but I need to	40.00%	60
No	36.67%	55
No, and I am struggling to make ends meet despite working here so much that I can't manage any other employment	1.33%	2
Total		150

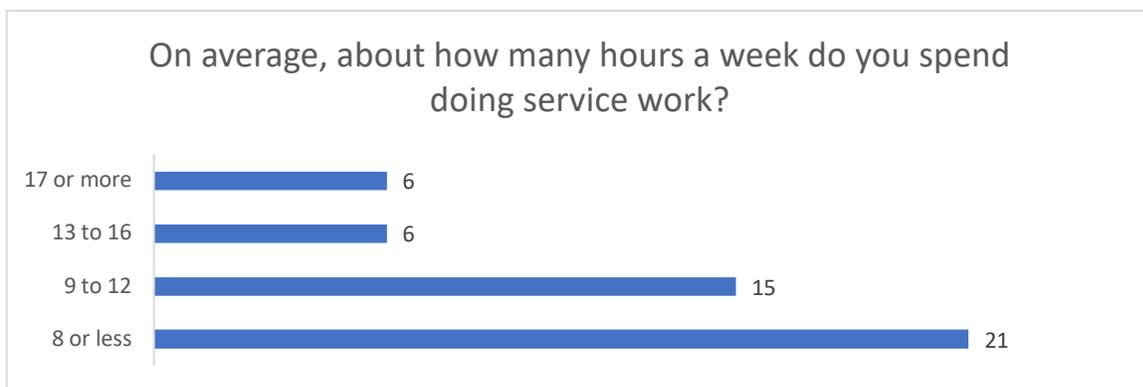
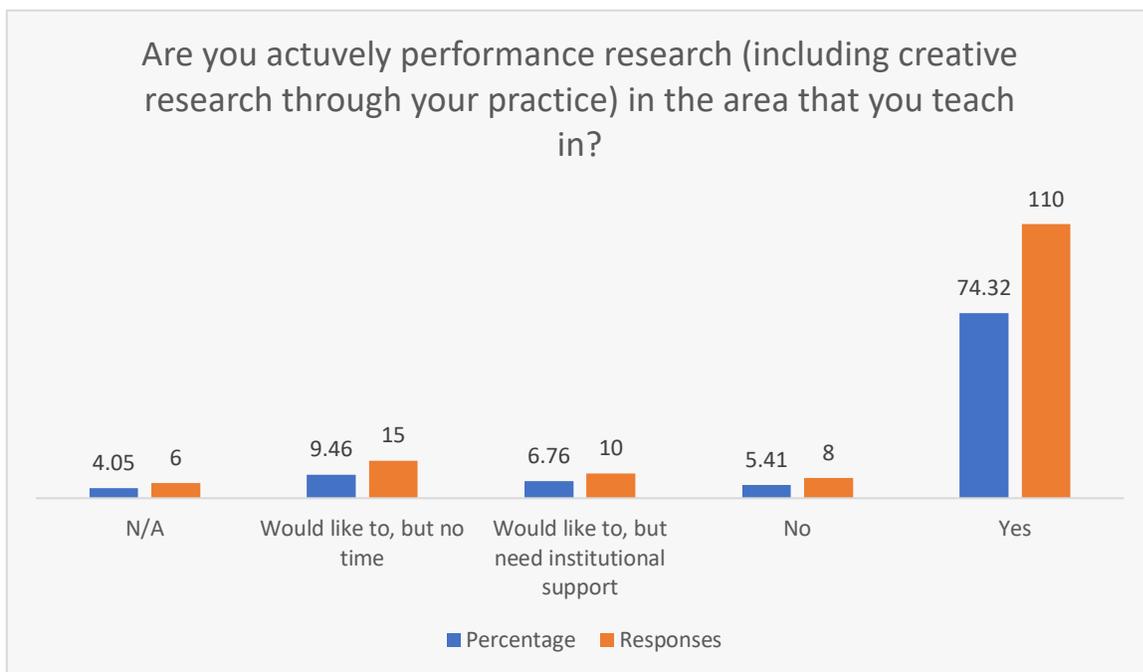
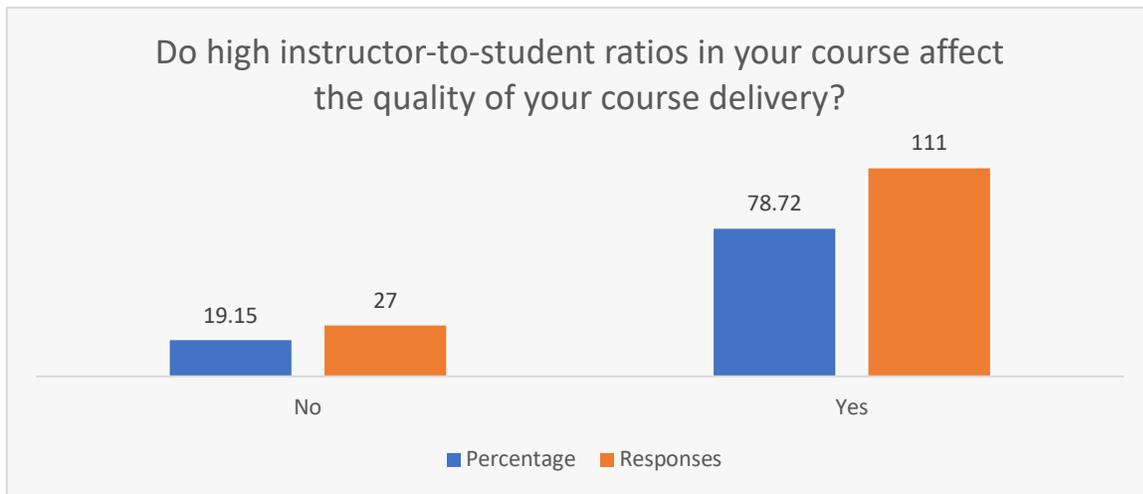
## Workload

Regarding workload, there are several indications that job descriptions and contract hours are inaccurate, that faculty assignments are not sustainable, and that the quality of course delivery has been impacted by instructor-to-student ratios.



**In your observation, is OCAD U's model of faculty assignment to service, research, and teaching roles sustainable?**

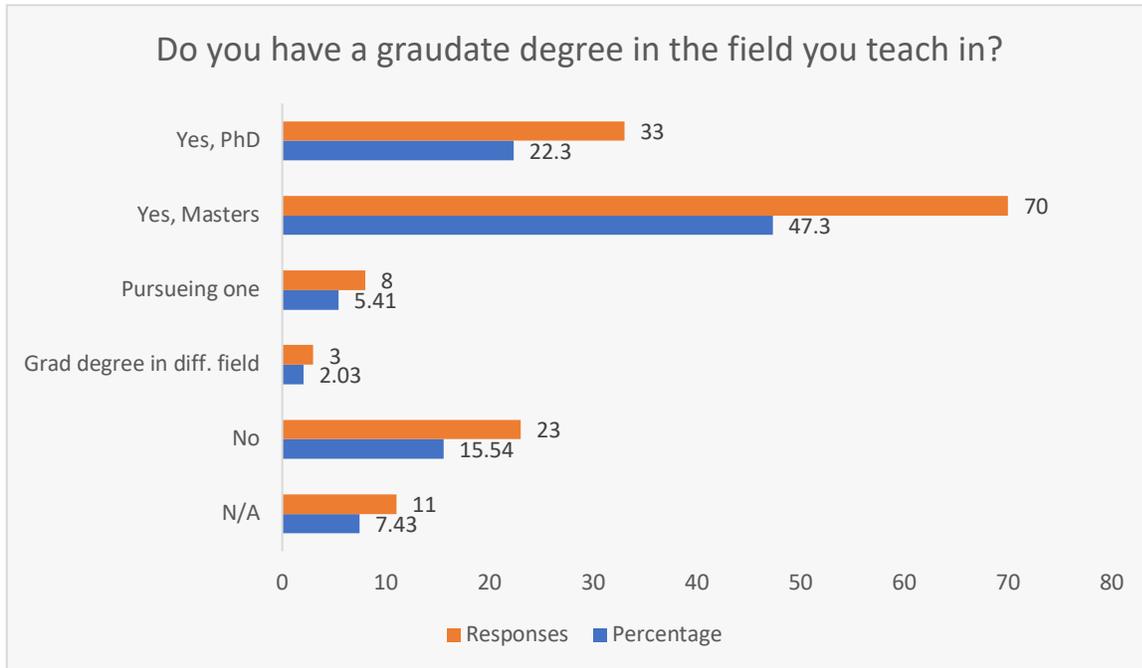
Answer Choices	Responses	
	Percentage	Count
No	63.43%	85
Yes	10.45%	14
Yes, because the budgetary constraints mean that this is the best that the Admin can do for us and our students	20.90%	28
<b>Total</b>		<b>134</b>



<b>What kinds of service work do or have you done in the last four years? Check all that apply.</b>		
<b>Answer Choices</b>	<b>Responses</b>	
Committee work, including curriculum and new course development, the Board of Governors, Senate and related committees, and other standing and ad hoc committees	98%	49
Serving as a Cross-Appointed Faculty Representative and/or assisting in the communication of information from home Faculty and program meetings to cross-appointed faculty from other Home Faculties	38%	19
Admission interviews and portfolio review	92%	46
Participation in University projects/activities/ceremonies, including Annual Student Exhibition, Scholarships & Awards, Graduation, National Portfolio Day, and other special events	88%	44
General student advising, advising student groups, and advising students, re. special projects	88%	44
Mentoring of junior and/or Sessional faculty	74%	37
Serving on Committees with Faculty Representation	92%	46
Assisting with University fundraising, sponsorships, marketing and public relations, including acting as a University spokesperson/ambassador	56%	28
OCADFA service	20%	10
Special assignments and administrative responsibilities; Assisting with resource and facility development, including Fabrication Studios, Library, AV & Imaging Services, Academic Computer Centre, OCAD U Gallery, etc.	32%	10
Representing OCAD U on external boards, juries, committees, or as a thesis or program adviser	80%	40
Researching other educational institutions and their pedagogical practices, studio facilities, learning resources, etc.	58%	29
<b>Total</b>		<b>50</b>

## Professional Qualifications/Practice

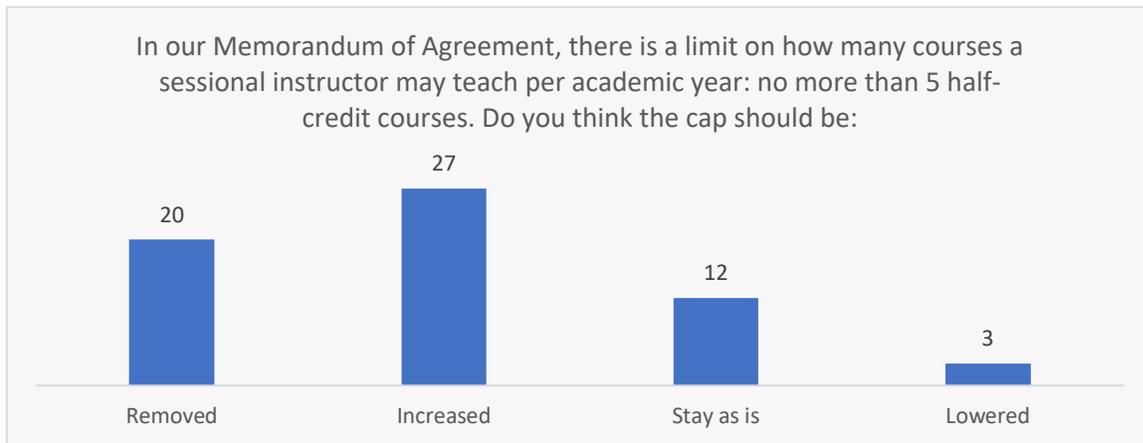
The survey indicates we represent a highly educated qualified workforce who, on top of their other duties at OCAD U, continue to engage in a related professional practice.



## Hiring/Promotion Process and Overall Job Security

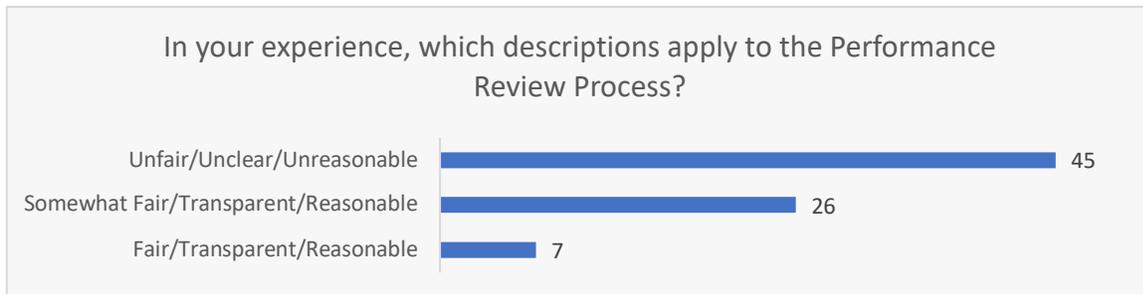
### Hiring

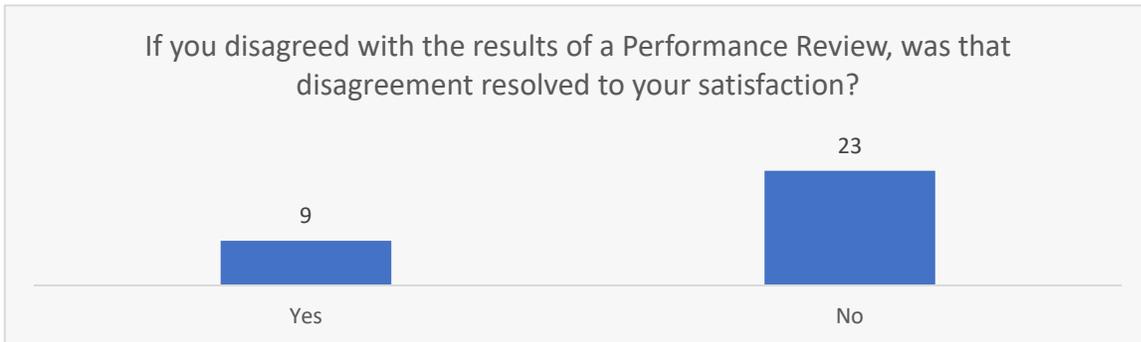
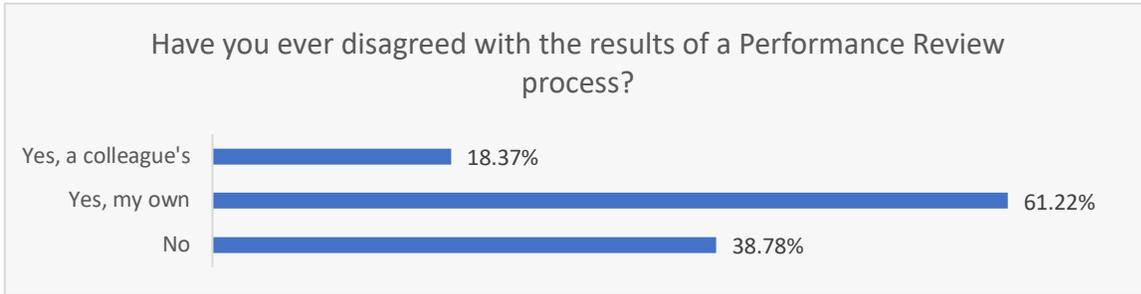
Reviews on the faculty hiring committee process were mixed, while there were clearer indications that many members would like to see the sessional teaching cap to be either increased or removed altogether.



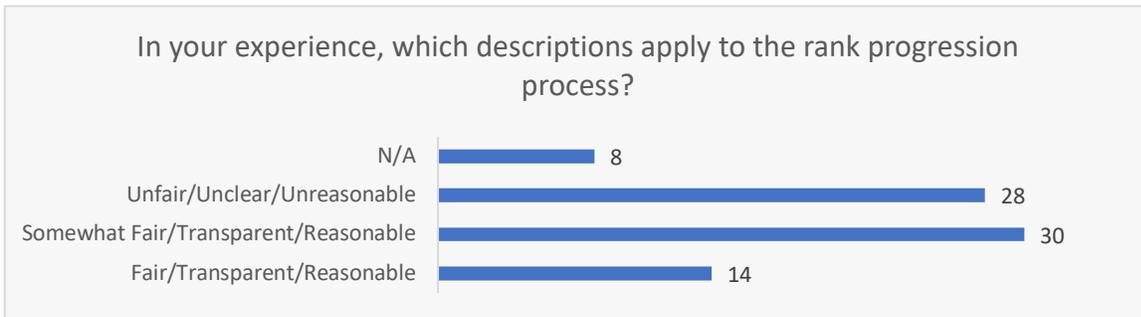
### Performance Review and Promotion

The Performance Review Process remains either murky or unreasonable to many members, with many disagreeing with the results and not having that disagreement satisfactorily resolved.



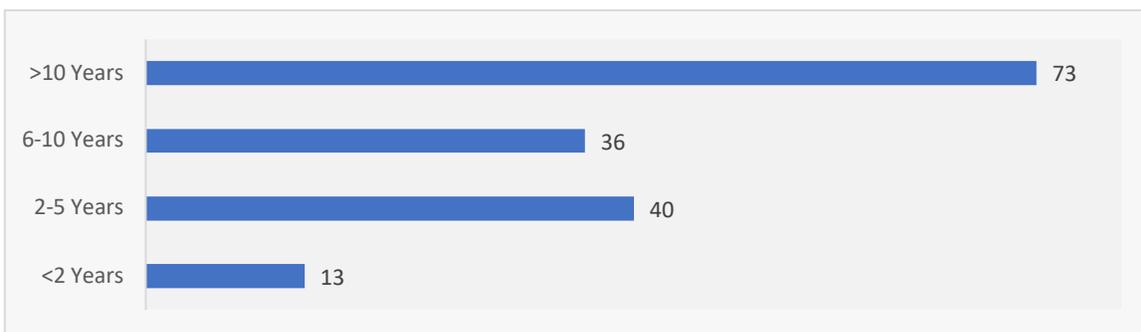


There is also room for improvement in the rank progression process.



## Job Security

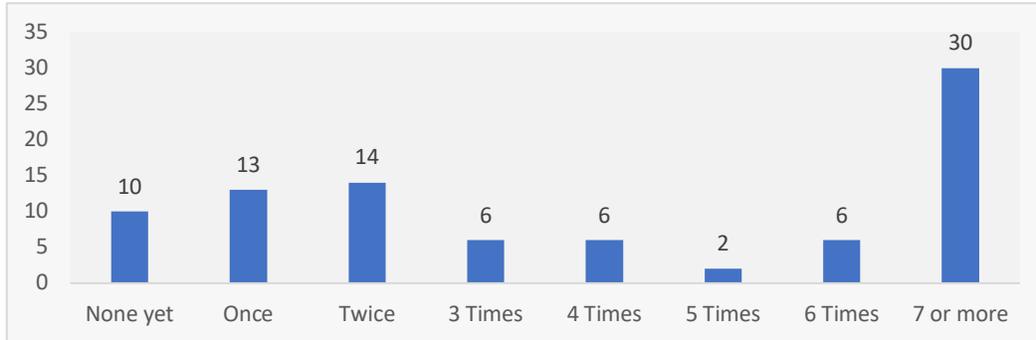
Many of our members have been working at OCAD U for a long time.



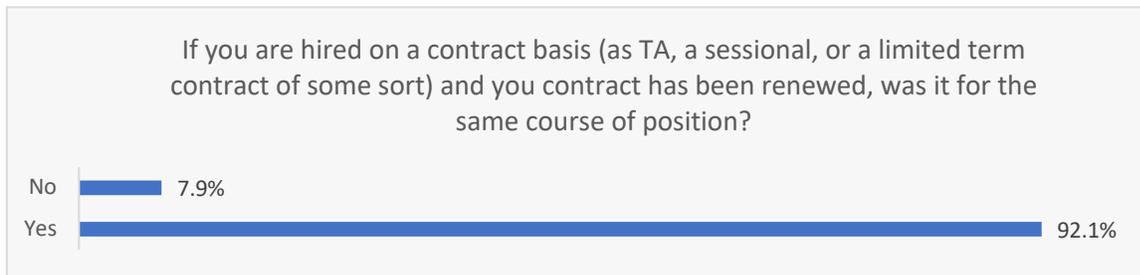
# **OCADFA**

This is consistent with many members indicating their contracts have been renewed multiple times

We asked: if you are hired on a contract basis, (as TA, a sessional, or a limited term contract of some sort) how many times have you had a contract renewed? Sixty-two remembers, representing 41.61% of those who responded, indicated this question did not apply to them. For those whom it did apply, the results varied significantly.



What’s important to note that is that for those of whom who are hired on a contract basis, over one-third have seen their contract renewed 7 or more times. Furthermore, the vast majority of those renewals were for the same course or position.



Nonetheless, a worrisome majority of respondents indicated job security at OCAD U, or lack thereof, has affected other aspects of their life.

<b>Has job security at OCAD U affected how you plan other aspects of your life?</b>		
<b>Answer Choices</b>	<b>Responses</b>	
No	23.33%	35
Yes	60.00%	90
Yes, and I have not been able to do things that are really important to me because of it	16.67%	25
Total		150

## The Effects of COVID-19

This survey was conducted in July 2020, and we expect there to have been intensified COVID-19 related impacts to employment conditions at OCAD U during the Fall 2020 semester.

Nonetheless, the information gathered in July illustrate COVID-19 has had a tumultuous impact on the membership. The table below indicates that a sizeable majority of members are working more intensely due to COVID-19, confirming what we have been hearing anecdotally – even before the Fall 2020 semester.

<b>Have COVID-19 affected the intensity of your work pace or how many hours you are working? Check all that apply</b>		
<b>Answer Choices</b>	<b>Responses</b>	
I am working with about the same degree of intensity as before	9.49%	13
I am working somewhat more intensely than before	25.55%	35
I am working much more intensely than before	29.20%	40
I am working so much more intensely than before that I am concerned it is not sustainable	18.25%	25
I am working less hours than before	14.60%	20
I am working about the same hours as before	4.38%	6
I am working somewhat longer hours than before	13.14%	18
I am working much longer hours than before	17.52%	24
<b>Total Responses</b>	<b>137</b>	

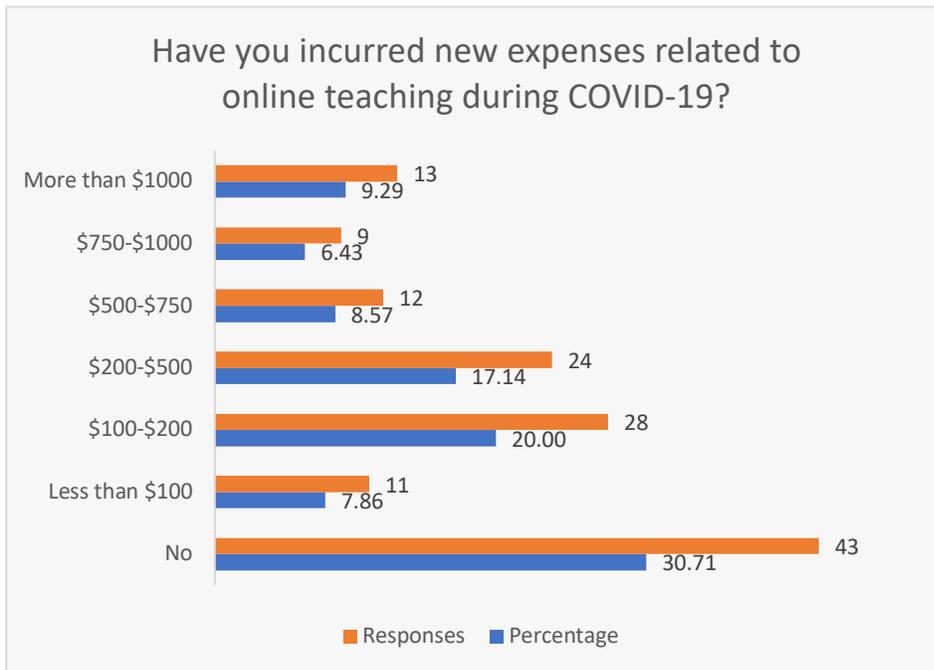
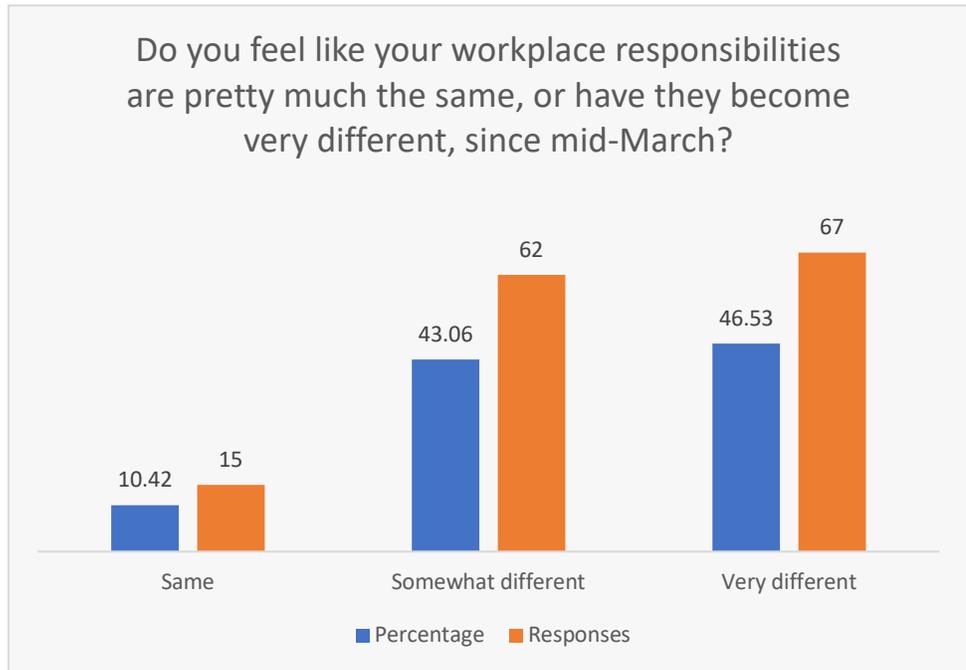
This intensified workload and is coupled with an increased concern over job security.

<b>Are you concerned that you may lose your job at OCAD U, or a portion of your work, due to COVID-19?</b>		
<b>Answer Choices</b>	<b>Responses</b>	
I have already lost work that I was anticipating being contracted for	13.70%	20
I am very concerned that I may lose work	24.66%	36
I am somewhat concerned that I may lose work	26.03%	38

I am not concerned that I may lose work	4.79%	7
I am not concerned that I will lose my job but I am concerned for some of my colleagues	30.82%	45
<b>Total</b>		<b>146</b>

The stress of increased hours and job loss fears are amplified by the need to adapt to changing workplace responsibilities.

Furthermore, most members reported incurring new expenses related to online teaching, with nearly a quarter reporting



expenses of over \$500. Extra expenses associated with working from home would have only compounded since July 2020, representing a significant offloading of the costs associated with a university unto our members.