

President's Note

OCADU's Library Needs a Focused Plan of Renewal

OCADU's library continues to struggle with labour and management issues. This month we learned the Head Librarian, Tony White, will take a 12 month leave of absence. In his stead, a staff member from People & Culture will be the 'on-site manager'. The Assistant University Librarian manager position is also vacant.

OCADU's library has been in chronic crisis since 2021 when OCADU's library was 'restructured', two positions were cut and four senior academic librarians were laid off. These cuts described as 'decolonial,' were no doubt budgetary as they followed an external review of OCAD U that recommended 'cost containments'. In one calendar year following the restructuring, there were five resignations and many positions remained unfilled.

The library is a critical resource for faculty and students. OCADFA recommends administration address the crisis in our library by investing the time and money needed to fix this problem. We need a transparent process to review the viability of the current structure, consult with our community and build a focused plan on rebuilding our library.

FLOW – A Time to Review

In two years OCADU's curricular map has been drastically changed through a process we know as FLOW. The primary motivator behind FLOW was and continues to be fiscal – money is saved by installing big box classes as required anchors in each program. In addition to the large classes, class caps in each course have risen.

There are no hard numbers in our MoA on class caps and each program has different ratios of students to faculty. What we've been told is caps are set by fire code – how many bodies can safely be in a room according to safety regulations. OCADFA believes class caps should be set by academic and labour standards. Larger classes have created increased workloads and diminished the student experience. Additionally, we continue to see the large big-box classes taught by sessionals.

Its time Administration reviewed FLOW's impact on students and faculty.

Some positive things have come out of the reforms - students now have more flexibility in choosing courses for example. However, the large scale changes that have been implemented need to be assessed and discussed.

Min Sook Lee, OCADFA President

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MEETING CALENDAR

Membership Meetings

- February 9, 10am Noon
- March 15, 10am Noon

Board Meetings

- January 5, 10am 11:30 am
- February 2, 2:00 3:30pm
- March 2, 10am 1130am
- March 30, 10am 11:30am
- April 27, 10am 11:30am

Grievance Committee

- January 30, 9:30 am
- March 1, 11am Noon
- March 29, 11am Noon

CALL FOR ACTION: #SessionalsCount

We encourage all members to add their name to the growing list of voices demanding meaningful job security that recognizes the long-term contributions many Sessionals make to OCAD University.

Take Action Here: [Sessionals Count Petition](#)

Vice-President's Note

Happy Winter Term 2023,

Expression of Interest

A friendly reminder, all Sessional faculty interested in teaching again in 2023-24 are to indicate so in writing to your Associate Dean by Feb 1st, 2023. This includes Sessional faculty who have Right of Reappointment. OCADFA recommends copying your Program Chair as well.

Sessional Drop-in:

This term, as OCADFA VP I am focusing on supporting and building our Sessional Community. Myself and June Pak (Negotiations Committee Sessional Representative) will be hosting our first SESSIONAL DROP-IN, an ongoing series held hybrid, both in-person at the new Faculty Lounge (MCA 258) and made accessible remotely via Microsoft Teams. Our inaugural SESSIONAL DROP-IN kicks off with OCADFA Executive Director Graeme Reniers as our guest for an ROR AMA.

Join us on Tuesday February 7th, 2023 from 3:00pm to 5:00pm for our first SESSIONAL DROP-IN. Ask us anything about ROR (Sessional Right of Reappointment), or just drop-in to meet us and other Sessional Faculty.

Sessional Task Force

In other news, we are reconvening our Sessional Task Force for the next phase of our Sessionals Count! campaign. The Sessional Task Force is open to any and all Sessional faculty with the aim of promoting and improving Sessional working conditions at OCADU. Please reach out to myself (ccaines@ocadu.ca) or June Pak (jpak@ocadu.ca) if you would like to participate.

Cliff Caines, OCADFA VP



Disability Caucus Update

OCADFA's newly formed Disability Caucus held its first meeting earlier this month. With 17 members participating, the uptake has been encouraging. It is clear that such discussions on disability at OCADU are long overdue, and there is a need to shift the language from disability as a liability to disability as an asset to the University. The Caucus Co-Chairs, Pam Patterson and Michelle Forsyth, have already been active advocating for a more accessible campus.

One tangible result of that advocacy is that an accessible large print PDF of the University's recently published Academic Strategic Plan is now available. That more accessible document can be found here:

[Accessible PDF, OCAD U Academic and Strategic Plan 2022-28](#)

The next meeting of the Disability Caucus is scheduled for February 14th at 10:00 a.m. If you're interested in joining OCADFA's Disability Caucus, feel free to reach out to either Pam, Michelle, or Graeme.



Tuesday February 7th
3-5pm
Faculty Lounge, MCA 258

Sessional Drop-in



&

stay tuned:

OCADFA

TA/RA Drop-in

TBA

Update from Negotiations

OCADFA has exercised our Bill 124 Reopener and is scheduled to meet soon with the Employer to have an initial discussion on compensation for the current MOA (2020-2023)

What's happening in our sector:

In December 2022, after Bill 124 was struck down by the Ontario court, CUPE 3902 Unit 3 (U of T Sessionals) ratified their collective agreement for 2021-2023. Their wages were not restricted by Bill 124 in their last collective agreement (2017-2021) or their current/new collective agreement (2021-2023), and their wage increases are as follows:

- » 4% year 1 (retroactive Sept. 2021)
- » 4% year 2 (retroactive Sept. 2022)
- » 3% year 3 (Sept. 2023)

our focus

Wrapping up our bargaining proposals based on the pillars outlined in the bargaining mandate:

- Compensation
- Fostering an Equitable and Fair Workplace
- Improving Job Security that recognizes the full range of contributions to the University
- Advancing Professional Development
- Protecting the Student Learning Experience via Manageable Workloads
- Improving Access to Benefits

We had an initial meeting with People and Culture on December 7th, 2022. I have requested that OCADFA's Negotiations Committee meet the University's bargaining team within the next two weeks or as soon as possible to set the ground rules and to schedule regular bargaining meetings. We aim to exchange proposals with the University.

Annie Tung will be attending/representing OCADFA at the CAUT Collective Bargaining and Organizing Forum: Friday, March 24 – Saturday, March 25, 2023 (Ottawa Marriott Hotel, Ottawa)

in solidarity - QUFA Disrespected Campaign

The Queen's University Faculty Association (QUFA) bargaining team has been tirelessly negotiating improvements in working conditions for faculty and academic librarians at Queen's University for six long months. On Tuesday, February 7, they will be back at the bargaining table for their last scheduled days of conciliation. Please show your solidarity with Queen's faculty and academic librarians today.

Take 1 minute and fill in your name and email address and click "[add your voice](#)" here to send an email to the Queen's administration telling them to negotiate a fair deal. Please circulate the link to the email campaign as broadly as possible via email and social media to your friends, family, and colleagues.

QUFA is pushing hard to end precarity and end exploitation of faculty and academic librarians who deserve support, reward, and respect for their immense contributions to their institution.

What Do QUFA Members Want?

- An end to precarity
- An end to exploitation
- Support, reward, and respect

Tell Queen's Administration to negotiate a fair Collective Agreement today!

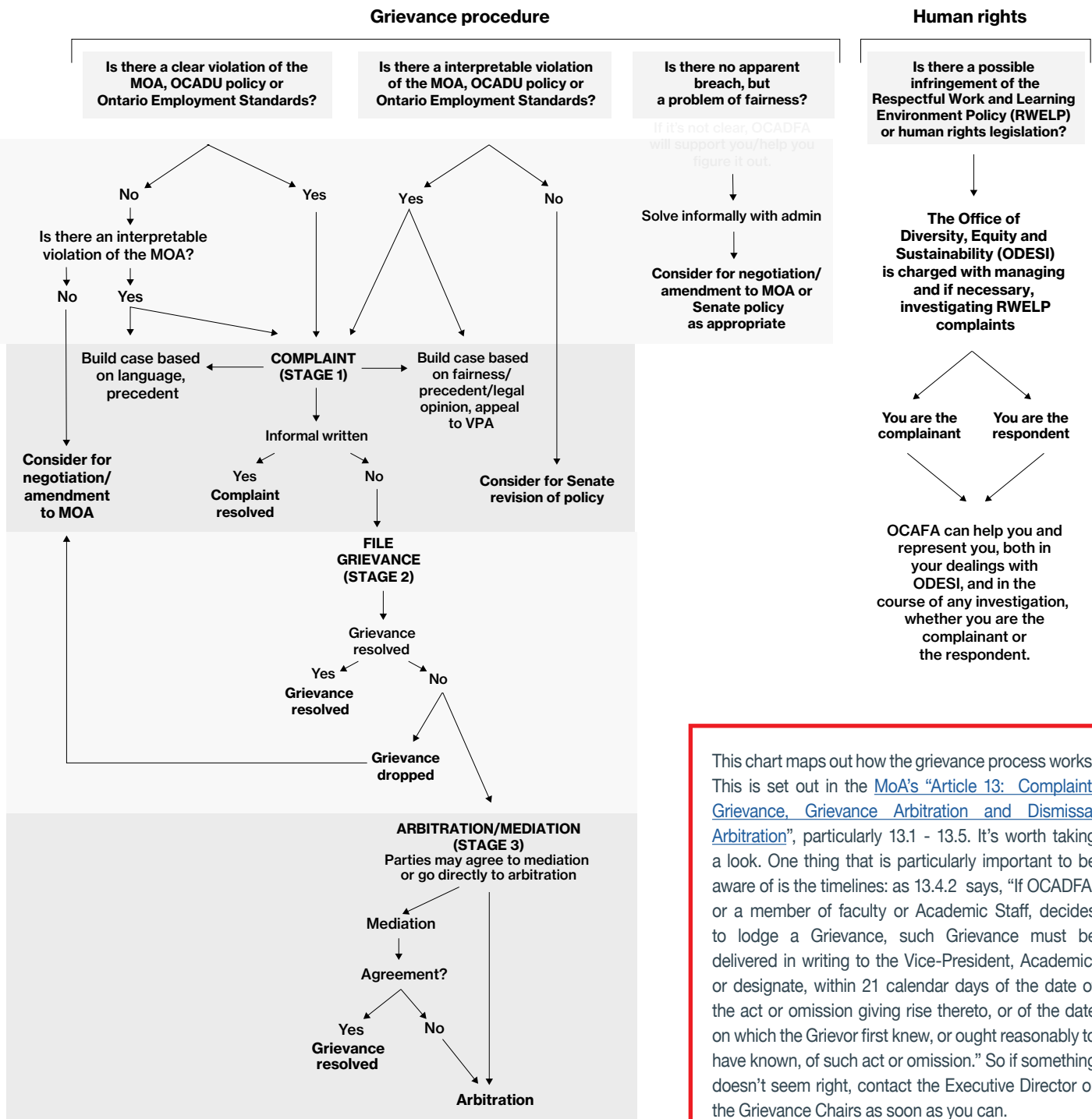
www.qufa.ca/disrespected



A NOTE FROM DORIAN LYNDE OUR NEW TA/RA REP

I'm happy to introduce myself as OCADFA's 2023 TA/RA Director! There has been progress in the last years towards TA/RA support, but there is much more work to be done. I'm looking forward to serving TA's and RA's in this important role, and hope to move towards increased equity for this often overlooked teaching position. Please reach out with any questions, concerns, or just to say hi!

Grievance flowchart



This chart maps out how the grievance process works. This is set out in the MoA's "Article 13: Complaint, Grievance, Grievance Arbitration and Dismissal Arbitration", particularly 13.1 - 13.5. It's worth taking a look. One thing that is particularly important to be aware of is the timelines: as 13.4.2 says, "If OCADFA, or a member of faculty or Academic Staff, decides to lodge a Grievance, such Grievance must be delivered in writing to the Vice-President, Academic, or designate, within 21 calendar days of the date of the act or omission giving rise thereto, or of the date on which the Grievor first knew, or ought reasonably to have known, of such act or omission." So if something doesn't seem right, contact the Executive Director or the Grievance Chairs as soon as you can.

OCADFA will provide advice and support at all stages, including advice to OCADA members on actions to take, providing an OCADFA representative at meetings, providing legal advice when appropriate

Legal advice will be consulted as OCADFA deems necessary. Almost all grievances are settled before Stage 3



Richard Hunt, Grievance co-chair (rhunt@ocadu.ca)
 Ali Qadeer, Grievance co-chair (aqadeer@ocadu.ca)
 Graeme Reniers, OCADFA Executive Director (greniers@ocadu.ca)

Jan25/23_rh

A look at OCADU's financial year end as of May 31, 2022

President Serrano held a series of Financial Townhall's in January for staff and faculty, where highlights of the University's latest **audited financial statements** were presented. With the Auditor General's **Special Report on Laurentian University** coming out just a few months ago, and with Ontario's post-secondary education sector continuing to endure chronic underfunding, it is more important than ever to pay close attention to the University's finances. The Financial Townhalls are a welcome move towards fiscal transparency, but its important for OCADFA to use these consultative opportunities to raise issues and work towards increased accountability in relation to the University's finances.

At \$6.3 million, OCADU has returned a significant surplus for the third year in a row in 2021-2022, amounting to \$27.5 million over the last three years. After subtracting gains on investment for a more accurate picture of operating surpluses, the University has accrued a surplus of \$12.3 million over this stretch.

OCADU is not alone, as this **Statistics Canada report** on the impact of COVID-19 on university finances for the prior year found "Canadian university reported record-high surpluses" during 2020/2021. Unprecedented highs in investment income buttressed by increased tuition revenue and operational cost-savings associated with the pandemic are credited as reasons universities have realized record surpluses, despite a continued drop in public funding.

A look at OCADU's financial year end of May 31, 2022 confirms our university fits the national trend. Total revenue has grown by 20% over the past five years, but almost all of that growth has been driven by increases in student fees. Student fees have jumped to

almost 60% of OCADU's total revenue, up from 49% five years ago, and 40% a decade ago.

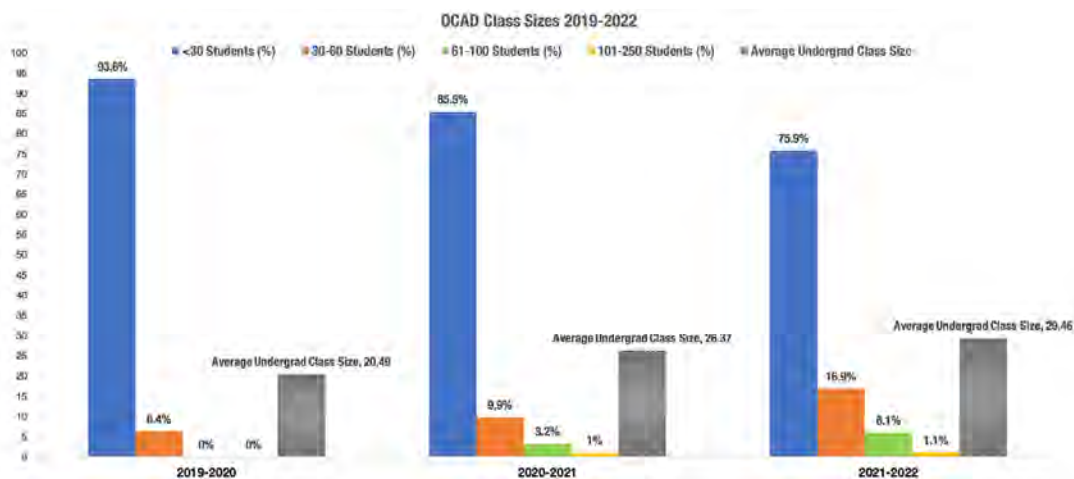
Despite significant growth in the student population (12% growth in the last five years), what the University spends on academic salaries and benefits have stagnated, which has also significantly contributed to OCADU's recent surpluses. At only 6% growth in the last five years, spending on academic salaries and benefits have increasingly been outpaced by spending on non-academic expenses, which have grown by 20% during this time.

OCADU's surpluses have come at the cost of under investing in faculty and academic staff. Stagnated salaries and benefits may partially be explained by the now repealed Bill 124 and the 1% cap on compensation increases, but we must also consider ballooning class sizes.

According to information disclosed to OCADFA, the average undergraduate section size in 2019-2020 was 20.49 students. In 2021-2022, that figure was 29.46. And its not only the already large class sizes that have become swollen either. In 2019-2020 OCADU offered 1,239 undergraduate sections with less than 30 students, representing 93.6% of all undergraduate sections. Just two years later that number shrunk to 834 sections, or 75.9% of all undergraduate sections.

OCADU may be realizing unprecedented surpluses, but it's come at the cost of faculty and academic staff working conditions, and student learning conditions. Our upcoming round of negotiations is a wonderful opportunity for the University to reinvest in its faculty, academic staff, and students.

Graeme Reniers, OCADFA Executive Director



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