



April 22, 2025

Ms. Beth Creary, Chair, Carleton University Board of Governors
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Dr. Wisdom Tetley, Carleton University President and Vice-Chancellor
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Ms. Creary and Dr. Tetty,

On behalf of the Association of Nova Scotia University Teachers, an advocacy organization for over 1,300 faculty across Nova Scotia, I write to express our solidarity with the members of the Carleton University Academic Staff Association (CUASA) as they work toward a fair and just collective agreement.

The working conditions of CUASA members are linked to the quality of education, research excellence, and overall student experience at Carleton University. CUASA members and their contributions in teaching, research, and service are the backbone of the university's academic mission.

ANSUT supports CUASA in its efforts to secure:

- Reasonable workloads that allow faculty to meaningfully engage in teaching, research, and service
- Access to mental health services that promote well-being and sustainability in academic work
- Fair and equitable assessment processes for tenure and promotion
- Wage adjustments that reflect the rising cost of living and protect against the inflationary erosion of compensation.

Carleton's future as a leading institution of higher learning depends on its commitment to research and academic excellence. This commitment must begin with a fair and equitable collective agreement for the faculty and academic staff who carry out the essential labour of teaching and scholarship. ANSUT is concerned by the direction of budgeting decisions that appear to undermine academic standards, weaken collegial governance, and exacerbate precarity among academic staff. Such choices not only diminish faculty well-being and academic freedom but also threaten the university's long-term academic integrity.

We urge the university's administration and Board of Governors to return to the bargaining table in good faith and to prioritize a resolution that respects the vital role CUASA members play in fulfilling Carleton's mission.

Regards,

A handwritten signature in blue ink that reads "Teresa Workman".

Teresa Workman
Association of Nova Scotia University Teachers (ANSUT)

cc. CUASA (cuasa@cuasa.ca)