



Huron University College Faculty Association

April 23, 2025

Dear President Tettey and Chairperson Creary,

I am writing to express HUCFA's support for CUASA as you navigate a tense period in your collective bargaining process. As you know, the working conditions determined by the collective agreement are the foundation upon which the quality of Carleton's teaching, research, and student experience rests. This reality is too often forgotten in university labour relations.

More specifically, we understand that some of the sticking points relate to wages, the use of student evaluations to determine faculty advancement, and the provision of health benefits. We are currently living in very uncertain times, where the very livelihood of many academics has come under attack. Supporting faculty in these three areas is of the utmost importance to ensuring that CUASA members can focus entirely on the job at hand, not worrying about what their future might hold.

In fact, it is surprising to learn that Student Experience Questionnaires are a point of contention in this round of bargaining. The research is very clear that these types of evaluations produce biased results that favour male faculty from the majority culture. It is likewise fairly clear that the impact of these evaluations is overwhelmingly negative for faculty who are women, racialized, LGBTQIA+, non-native English speakers, who teach controversial subjects, or who teach quantitative subjects.¹ If you are going to keep them, you ought not be cutting back mental health benefits in the way you seem to be trying here.

Like all workers, faculty members need a stable work environment where they feel valued and supported. CUASA members are currently paid below the sector norm for comprehensive universities in Ontario. Given the significant rise in the cost-of-living, it is important that Carleton University demonstrate the confidence it has in its faculty and librarians, working to bring parity of their salaries within the sector and ensuring that they are able to maintain wages that allow them to thrive in Ottawa.

For the most part, though, I am writing to ask that you recognize the stress and uncertainty that comes with arbitration and tense labour relations. CUASA's demands at the bargaining table are in keeping with our sector and promise to bring stability for the faculty and librarians at Carleton. We hope that you will show the confidence that you have in these colleagues by coming to the table with a fair and equitable offer that will avoid labour action.

Thank you for taking the time to hear our concerns.

Thomas Peace, President, Huron University College Faculty Association

¹ See, for example, Athanasia Daskalopoulou, "Understanding the impact of biased student evaluations: an intersectional analysis of academics' experiences in the UK higher education context," *Studies in Higher Education*, vol. 49, no. 12 (2024), 2411-2422; Brenda Stoesz, et al., "Bias in Student Ratings of Instruction: A Systematic Review of Research from 2012 to 2021," *Canadian Journal of Educational Administration and Policy*, no. 201 (2022), 39-62; Troy Heffernan, "Sexism, Racism, Prejudice, and Bias: A Literature Review and Synthesis of Research Surrounding Student Evaluations of Courses and Teaching," *Assessment & Evaluation in Higher Education*, vol. 47, no. 1 (2021): 144-154.