

Dear President Tettey and Ms. Creary, Chair of the Board of Governors,

We write on behalf of the University of Victoria Faculty Association to express our deep and unwavering support for the Carleton University Academic Staff Association (CUASA) in its ongoing collective bargaining efforts. As fellow academic professionals, we understand the critical importance of fair working conditions, equitable compensation, and respect for academic freedom - not only for the wellbeing of faculty and librarians, but for the overall quality and integrity of post-secondary education as a whole.

CUASA's members—professors and librarians—are central Carleton's teaching and research mission. Their working conditions are directly tied to student success, research excellence, and the university's ability to serve the broader public good. The proposals CUASA are advancing are not radical; they are reasonable, necessary, and reflective of basic standards for a university committed to excellence and equity. Increasing already unsustainable workloads to address a structural deficit only threatens the quality of education. Rolling back mental health benefits undermines the wellbeing of the entire campus community and contradicts any stated commitment to a healthy and supportive workplace.

The continued use of the Student Experience Questionnaires SEQs in tenure and promotion decisions, despite extensive evidence of their inequitable impact, is unacceptable. SEQs are well-known to disadvantage racialized faculty, women, LGBTQIA2S+ individuals, non-native English speakers, and those teaching controversial or technical subjects. If Carleton is serious about equity, diversity and inclusion, it must abandon these flawed metrics.

We are concerned that CUASA members' real wages have declined by 8.5% since 2021 and remain 10.8% behind peers at other Ontario universities. Persistently low compensation will hinder Carleton's ability to recruit and retain top academic talent, making turnover an ongoing and costly challenge. In resisting these modest, reasonable measures, the university risks more than a breakdown in labour relations – it risks undermining morale, academic standards, and Carleton's hard-earned reputation. We urge the administration to reconsider any budgetary or governance decisions that would weaken faculty voice, diminish academic freedom, or increase precarity within the university.

We stand in full solidarity with CUASA and with the many faculty associations across Canada who support their efforts. We call on Carleton University to negotiate in good faith, to demonstrate that they respect the vital contributions of its academic staff, and to prioritize a sustainable and forward-looking vision for higher education.

Sincerely,

A handwritten signature in black ink, appearing to read "Adam J. Con", with a stylized flourish at the end.

Adam Jonathan Con, Ph.D.

Acting President, Faculty Association