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Faculty Association of
the University of Waterloo

FAUW's Purpose and Guiding Principles

Previous (April 2026) proposed version	Current (May 2026) proposal, following feedback and consultation
Article 2 – Purpose The purpose of the Association shall be to advocate for the terms and conditions of employment of all University of Waterloo employees who are recognized by the University as represented by FAUW in the Memorandum of Agreement (MoA Article 2.1.1) and all others who are admitted as members of FAUW as per Article 5 of this Constitution.	Article 2 – Purpose The purpose of the Association shall be to advocate for: • the maintenance and improvement of terms and conditions of employment of its members; • academic freedom, tenure and permanence; • collegial governance; and, • a workplace that is inclusive and supportive of the full range of the membership's diversity. The Association shall represent its members in the processes determining the terms and conditions of their employment.
Article 3 – Objectives FAUW aims to defend and advocate for: a) The principles of academic freedom and collegial governance at the University of Waterloo and in the academy more broadly.	Article 3 – Guiding Principles FAUW shall be guided by the following principles: a) fairness for and equitable treatment within the University community;

b) The right to equitable and fair treatment of its members in their relations with the employer. c) The advancement of the University of Waterloo's academic mission by promoting an environment that supports quality teaching and research.	b) democratic accountability, by which the Association represents an informed membership; c) honesty, professionalism, and ethical behaviour; d) natural justice in its dealings and operations.
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Some remarks about the changes:

The Purpose describes the core reasons for FAUW's existence. The Guiding Principles are how we go about what we do. The committee believes these two belong in the Constitution and should not be easy to change.

Objectives (the language used in the current Constitution) are more specific and strategic, and we believe belong in FAUW's multi-year Strategic Plan, which is reviewed annually and refreshed every 2 years.