



fauw

**Faculty Association of
the University of Waterloo**

Standing for academic freedom,
equity, and collegial governance
since 1957.

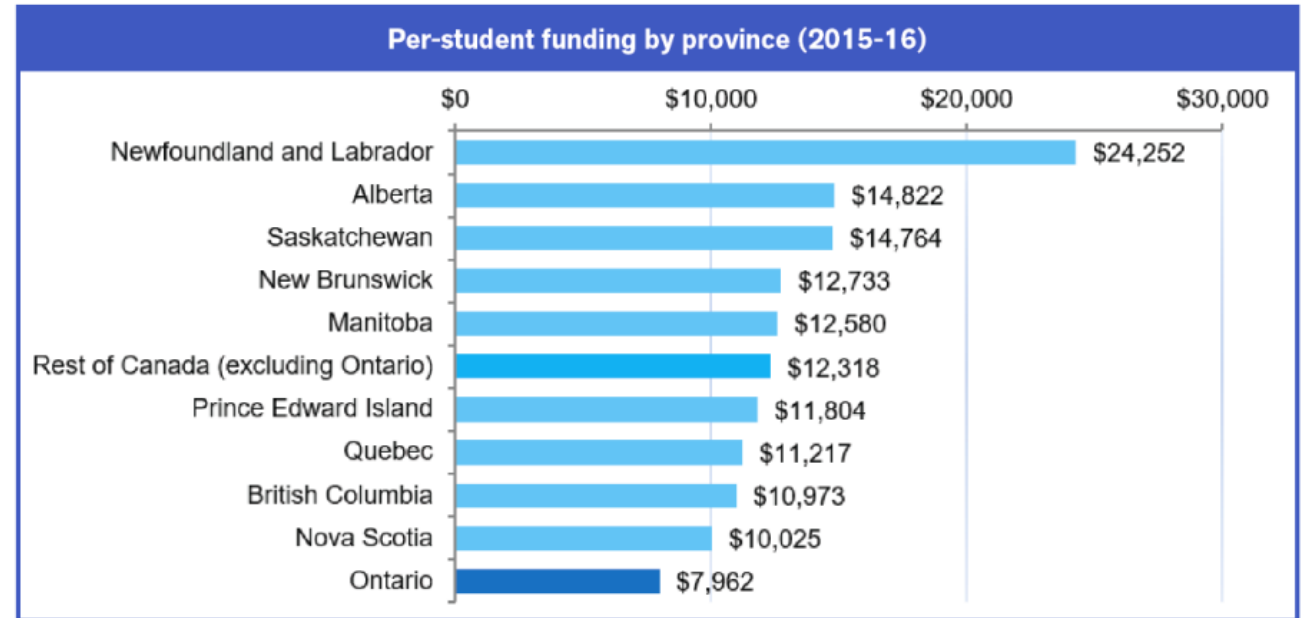
UW SENATE MEETING APRIL 16, 2018
BRYAN TOLSON
FAUW PRESIDENT

OUTLINE

- Recently I lobbied at Parliament Hill for the first time
 - Lobbied for OCUFA
 - Ontario Confederation of University Faculty Associations
 - I brought three key messages to four local MPPs
1. Share these OCUFA lobbying messages (data)
 2. Compare local UW data to the Ontario-wide data

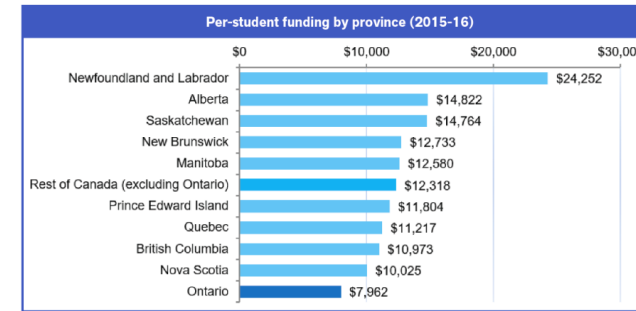
RE-INVEST IN HIGH-QUALITY UNIVERSITY EDUCATION

- Ontario trailing for last 8 years
- Low funding = high tuition
- Ontario has the highest fees in Canada – 76% higher!
- Mar 28 Liberal budget not good: 0.1% decrease in operating budget for universities over next 3 years —worse when inflation considered



UW CONDITIONS

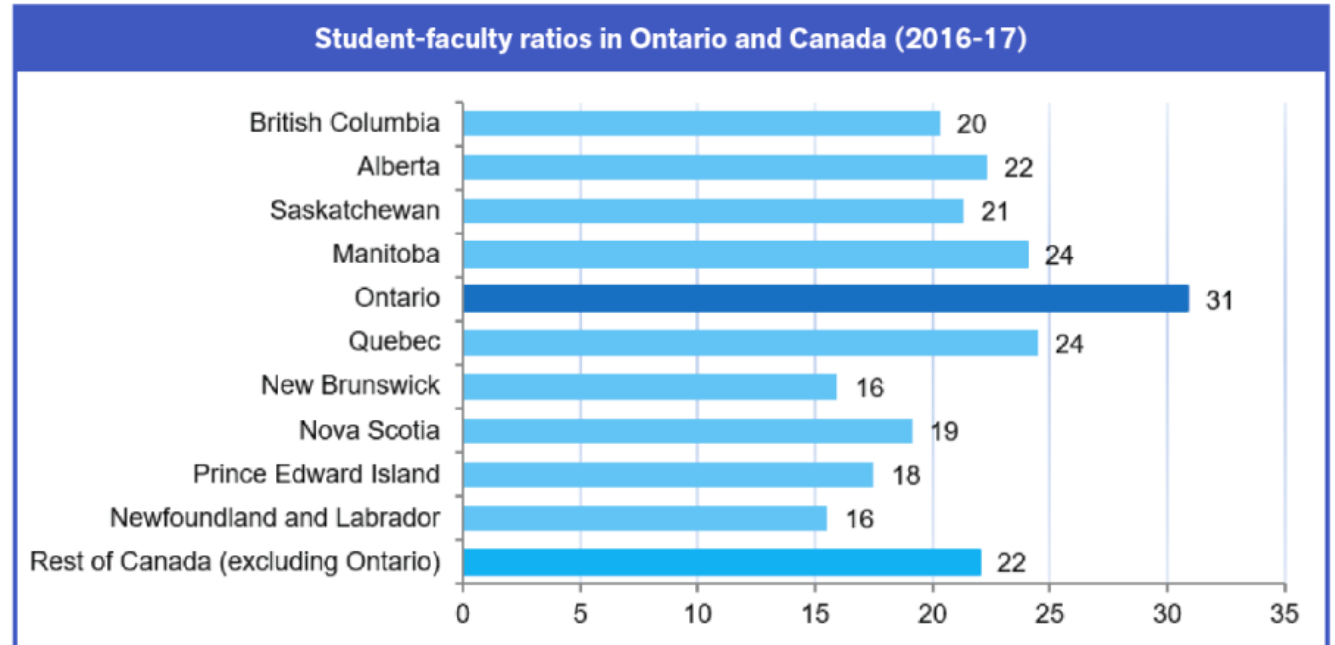
RE-INVEST IN HIGH-QUALITY UNIVERSITY EDUCATION



- Last Senate meeting I noted that costs for non-academic support units grew more compared to costs for the faculties
- Such differential relative cost increases may be completely justifiable and I asked my question with the sad provincial funding data in mind
 - More government regulations likely a big driver in differential
- Increased bureaucratic costs + reduced funding levels = **FRUSTRATION**

FACULTY RENEWAL STRATEGY NEEDED

- Students (UG+G) per full-time faculty member
 - UW data within OCUFA dataset shows ratio of 29.9
- In Ontario, full-time faculty hiring has not kept pace with student enrolment



FAIRNESS FOR CONTRACT FACULTY

- Council of Ontario Universities (COU) report¹ analyzed **2014/15** academic workforce data:
 - 58% of instructors (academic staff) were contract faculty (sessionals and faculty with definite term appointments)
 - 52% of instructors were part-time
- Over **15%** of contract faculty have been working as contract faculty for over **15 years**²
- Dependence on contract faculty has increased over last **10-15** years

1. COU-OCAV Faculty @ Work report [here](#)

2. 2016 OISE study [here](#)

UW TEACHING AND HIRING DATA

- Who are we hiring at UW?
- Who teaches our students at UW?

CURRENT DEFINITE TERM LECTURERS

- FAUW does not represent <1 year lecturers
- Above counts are all definite-term lecturer FAUW members as of March 2018
- Total length of time employed at UW not analyzed

Current appointment length	Count of individuals
< 364 days	? but >0
364 days	? but >0
12 – 13 months	17
2 years less a day or two	18
2 years	18
2 years & 1 month to 3 years	53
> 3 years	8

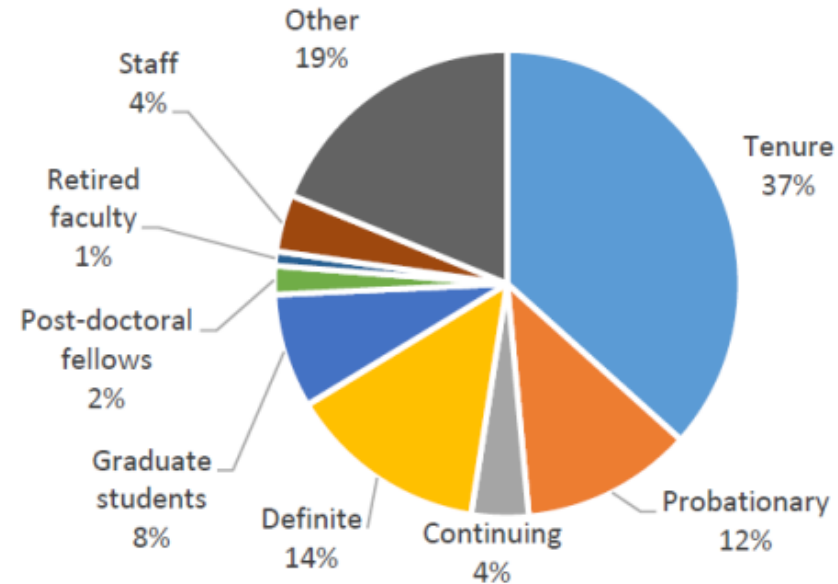
WHO TEACHES OUR STUDENTS AT UW?

- Tenured + Probationary % of all instructors: **49% at UW (vs. 42% in ON)**
- Contract faculty % of all instructors: **48% at UW (vs. 58% in ON)**
- UW data for % of course enrolment taught by appointment type also available

2014/15 Composition of UW Instructors

Includes all individual instructors teaching courses (undergraduate or graduate, including shared teaching) in 2014/15.

Appointment types are as recorded in HR, or as identified by Faculty submissions.

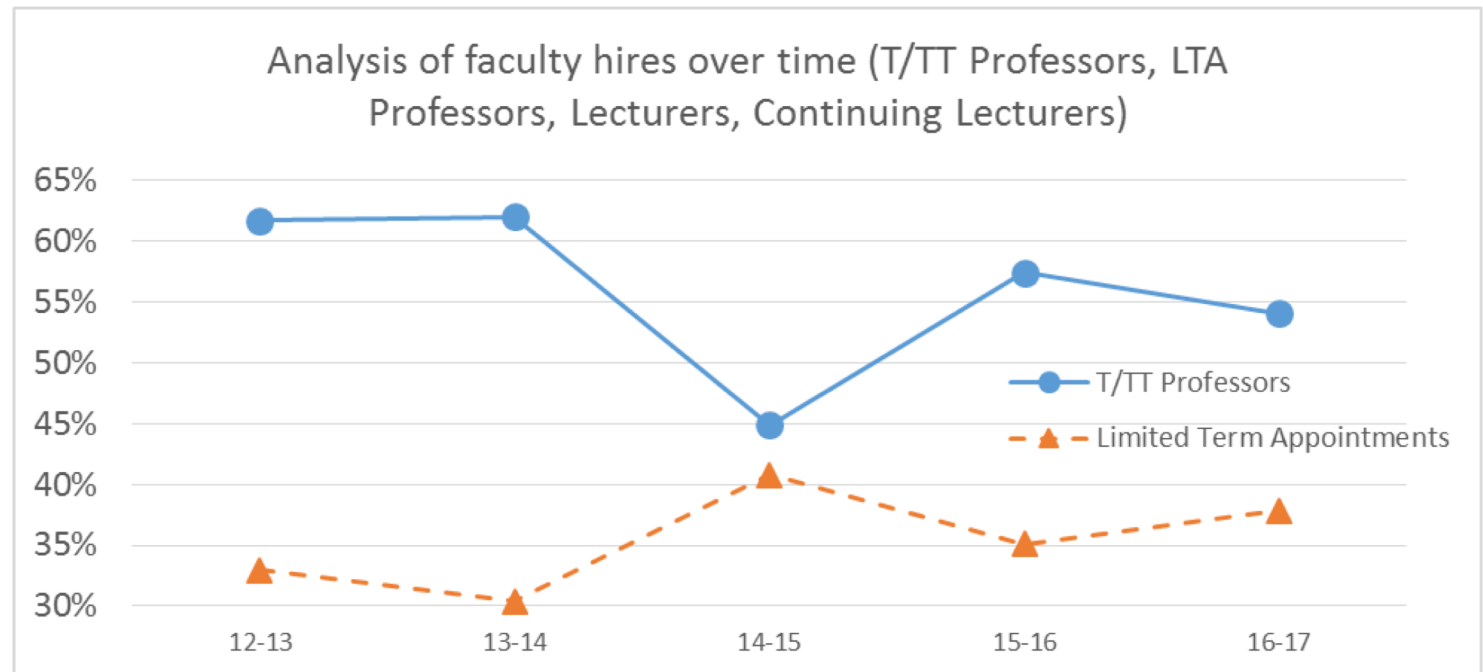


CURRENT CONDITIONS IN 2017/18?

- Not yet analyzed but I'll share some indications ...

FACULTY HIRING DATA FOR 2012/13 - 2016/17

- All LTA (e.g., definite term) and permanent complement hires, *not* including Research Professors or sessionals
- Note Continuing Lecturer series not shown above



SENATE AGENDA 'SESSIONAL' TEACHING APPOINTMENT ANALYSIS: 2014/15-2017/18

1. # of *individuals* from Senate agenda appointments (teaching) *not* including regular faculty appointments under Policy 76.
2. Based on an OAT query counting the number of (primary) sections (meets) offered in each term. Excluded the non-academic subjects and only considers sections with 10 or more students.

	Sessional ¹ teaching appt's	Courses ² offered
# W 2015		
# W 2018		
% increase		

SENATE AGENDA 'SESSIONAL' TEACHING APPOINTMENT ANALYSIS: 2014/15-2017/18

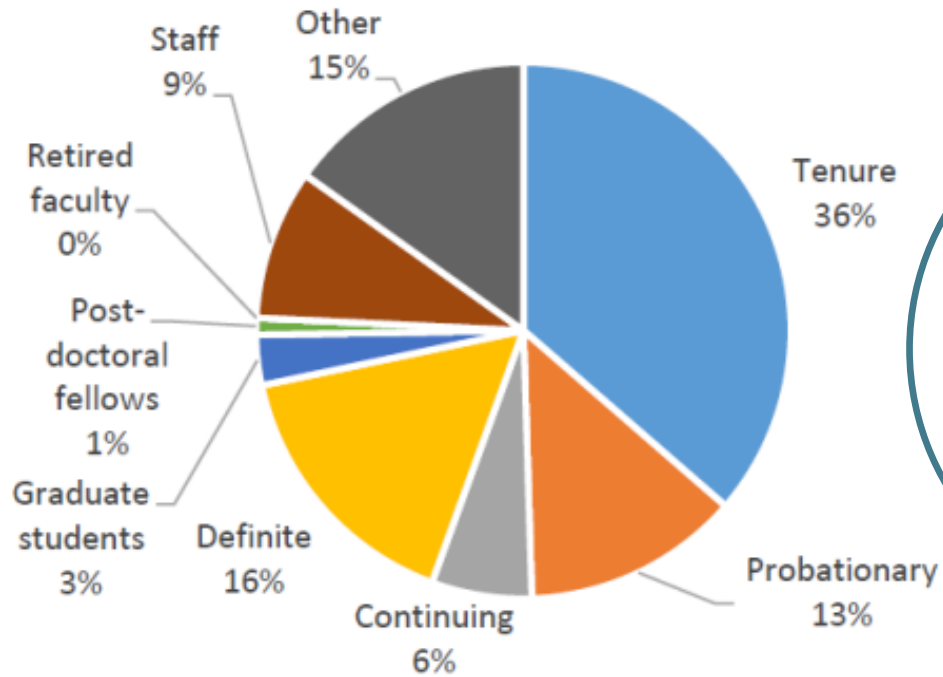
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2. Based on a OAT query that counts number of (primary) sections (meets) offered in each term. Excluded the non-academic subjects and only considers sections with 10 or more students.
3. 25% of individuals appointed in W2015 also appointed in W2018

	Sessional ¹ teaching appt's	Courses ² offered
# W 2015	258 ³	2009
# W 2018	288	2158
% increase	12%	7%

SENATE AGENDA 'SESSIONAL' TEACHING APPOINTMENT ANALYSIS: 2014/15-2017/18

- Current reporting in Senate Agenda for sessional appointments is incomplete
 - They are almost all incorrectly given the title 'Lecturer'
 - Sessional instructor vs definite-term lecturer sometimes indistinguishable
 - How many courses they teach not included
 - How many past terms they were appointed is not recorded

CURRENT & FUTURE CONDITIONS



2014/15



2017/18



TARGETS?

(by course enrolments per appointment type)

SUMMARY

- UW better in many respects compared to others ... at least in 2014/15
- Senate reporting on appointments needs improvement
- I hope Senate will regularly evaluate who is being hired and who teaching at UW (and how much)
- Our current strategic planning process should address who should be teaching at UW (and how much)