

April 15, 2019



Senate presentation

Overview

- ▶ FAUW 101
- ▶ Some current topics of conversation in FAUW
- ▶ Some tentative data on UW sessional instructors





FAUW 101

Faculty grievances and appeals

Two distinct parts of FAUW

FAUW Board

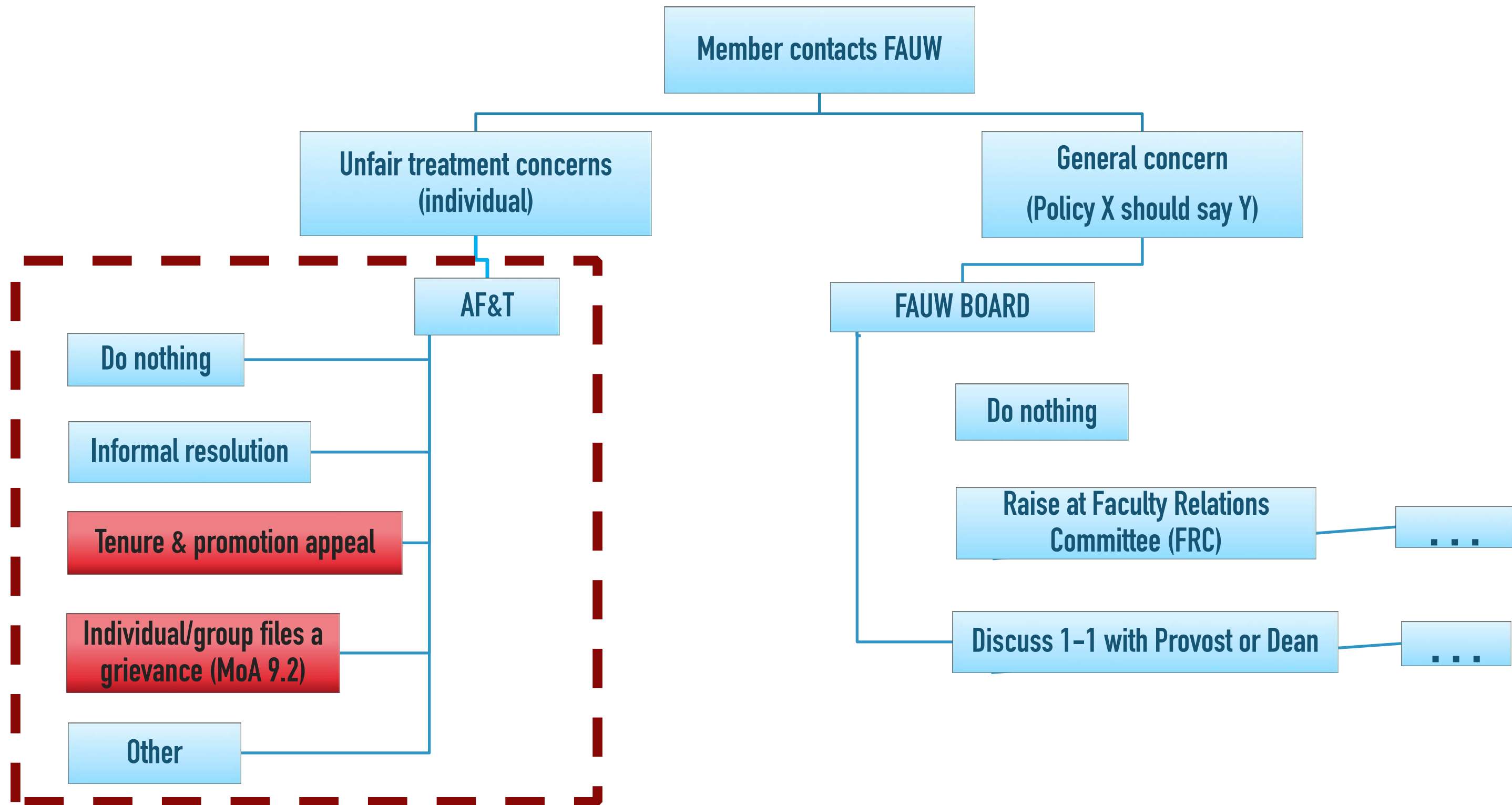
- ▶ 13 elected members
- ▶ Meets biweekly

Academic Freedom & Tenure Committee (Af&t)

- ▶ Chair is Lori Curtis
- ▶ 10+ other senior faculty
- ▶ One-on-one advice and assistance
- ▶ Confidential: Info stays within AF&T



Typical FAUW issue flowchart



Individual grievance or appeal

- ▶ Confidential within AF&T
 - ▶ Identities are accessible *only* by: AF&T chair, 2/3 FAUW staff, academic colleague
 - ▶ Individuals, not FAUW, decide if a grievance is filed
 - ▶ FAUW Board receives anonymized aggregate and generalized reporting on grievances and appeals
- ▶ FAUW has a legal duty to represent our members
- ▶ AF&T represents individual members
 - ▶ Ensures MoA and policies are followed
 - ▶ Helps with filing grievances and appeals
 - ▶ Provides a faculty colleague to attend meetings
 - ▶ From MoA & policy: “Members are entitled to be accompanied by a UW colleague ...”



uwaterloo.ca/fauw/help

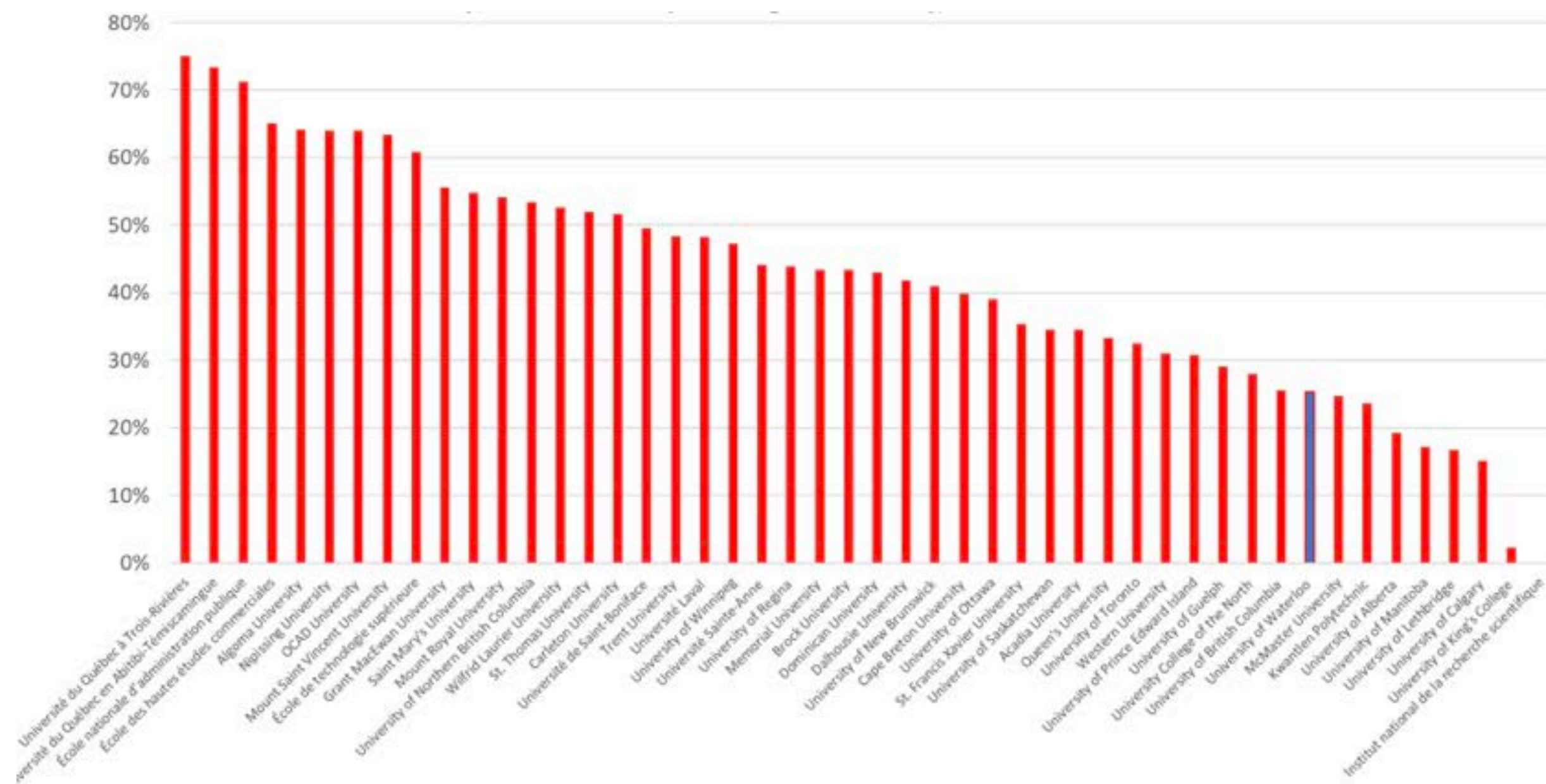
All kinds of confidential support

Some current topics for FAUW

- ▶ Policy drafting
- ▶ Ford government consultations
 - ▶ Postsecondary Education: Sustainability and Renewal. A Discussion Paper (February 2019)
 - ▶ Ontario Public Sector Compensation Growth Consultations (Apr-May, 2019)
- ▶ **Research professors and sessional instructors**

New info about sessionals at uw

- ▶ UW uses fewer sessionals than other institutions
- ▶ Part-time faculty/instructors as a percentage of all faculty/instructors from 2014–2017:

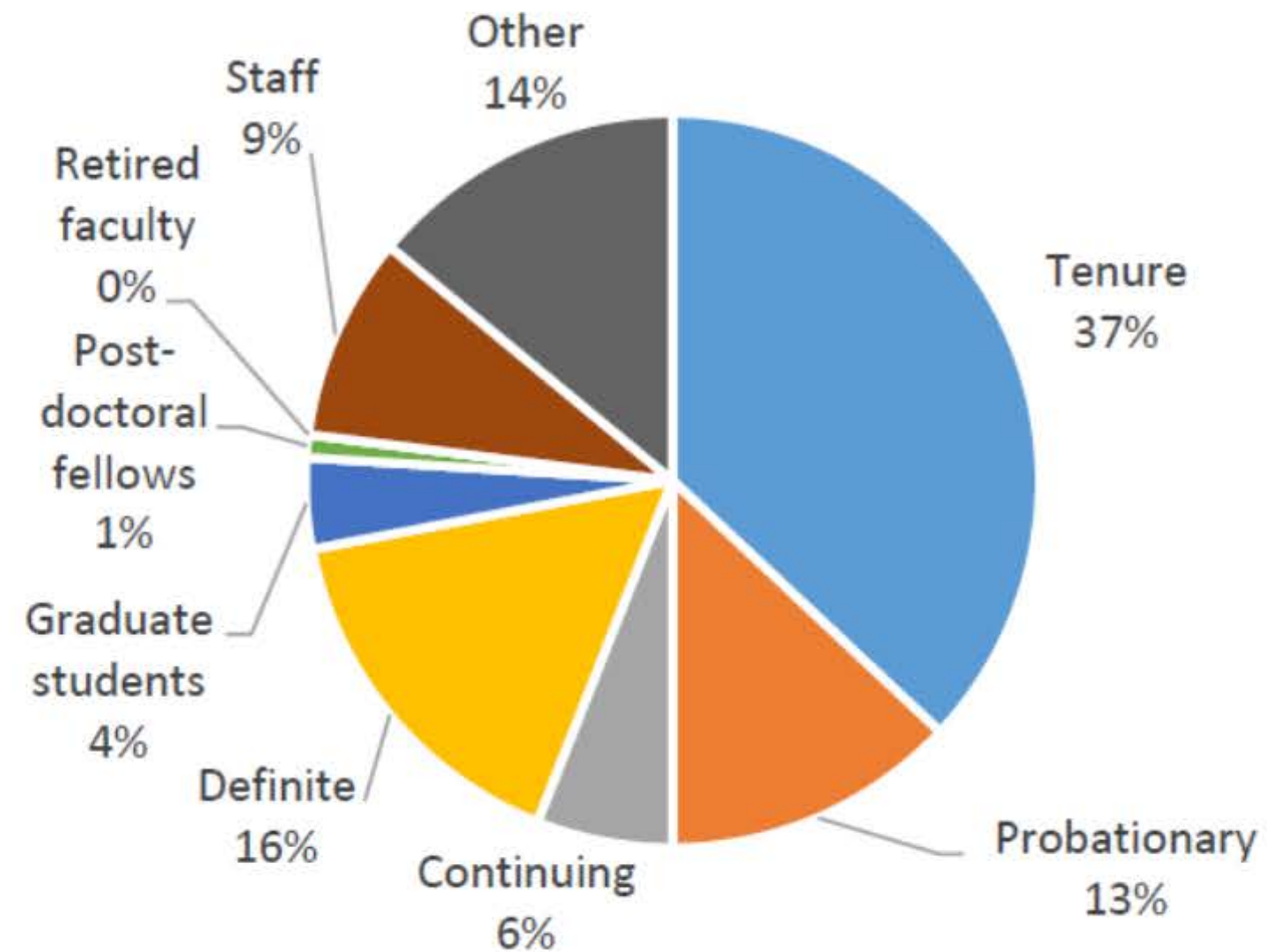


Above only includes universities that reported part-time contract faculty

Source: <https://www.policyalternatives.ca/publications/reports/contract-u>

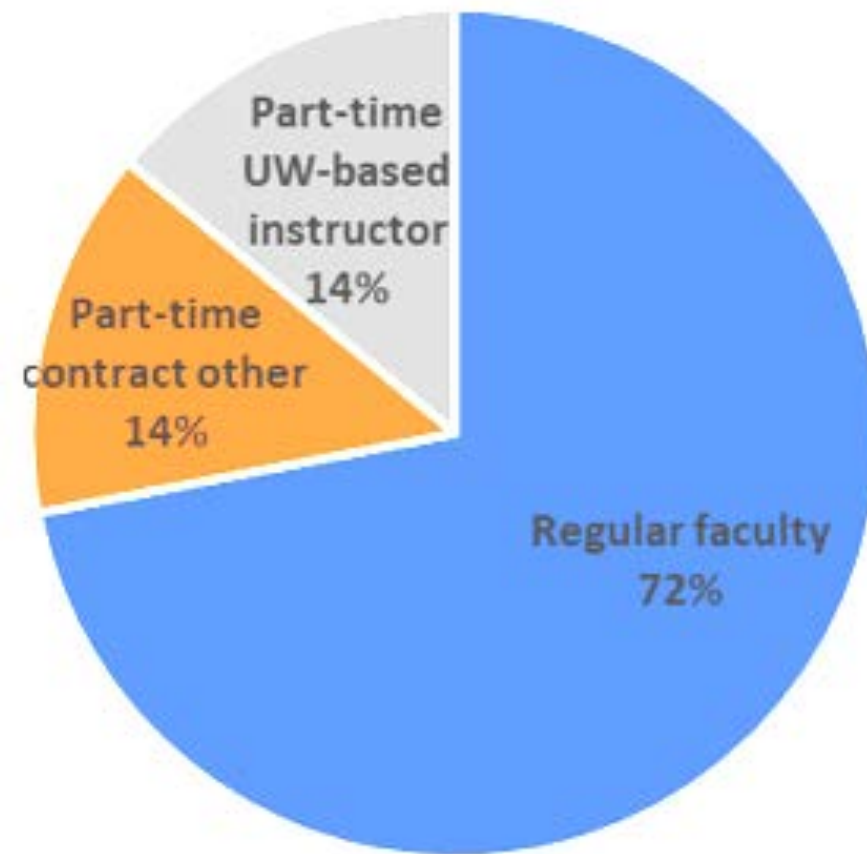
From FAUW senate talk last year

In 2014/15, from IAP analysis (course sections by appointment type):



Aggregated categories

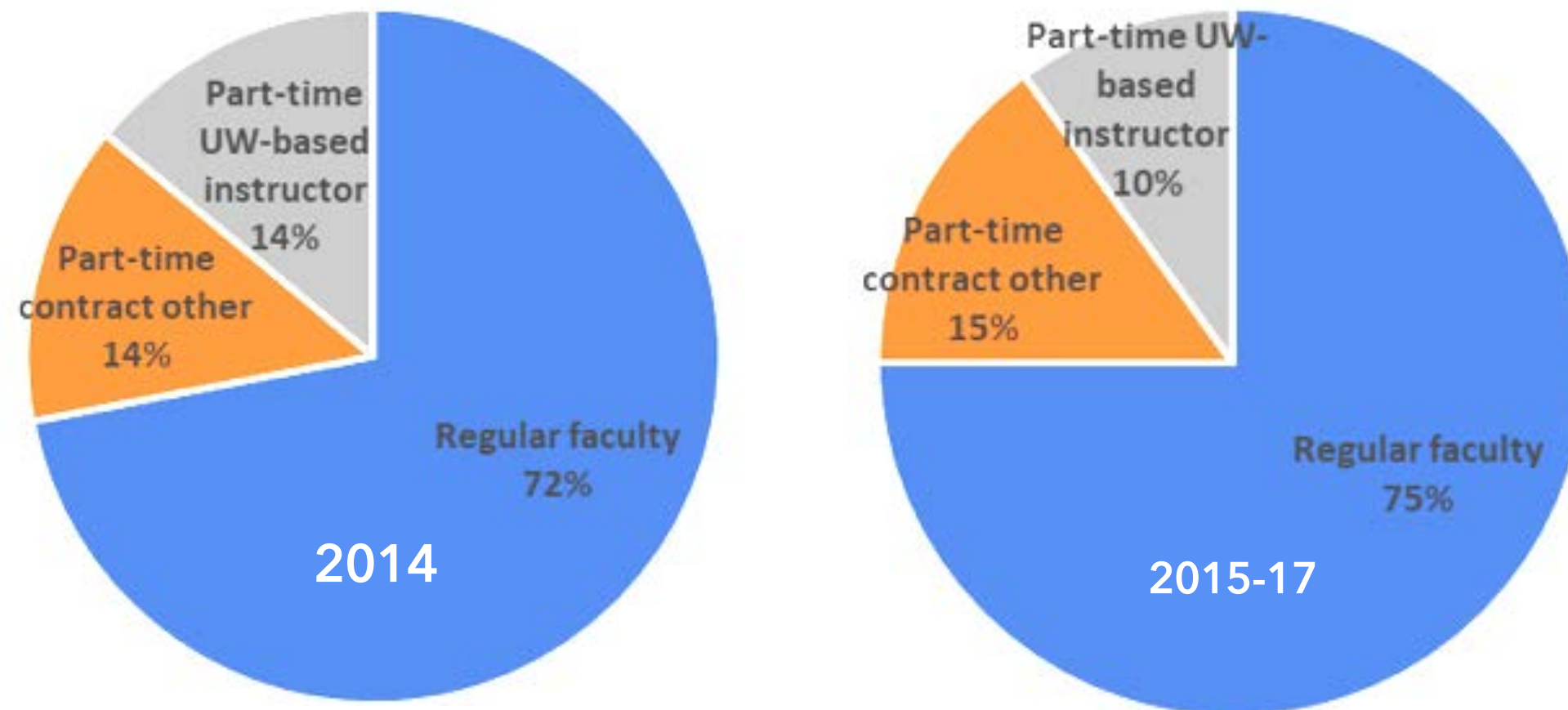
2014 teaching as % of course sections taught by instructor types:



- ▶ **“Part-time UW-based”** = grad-students, post-docs, research profs, staff, retirees ...
- ▶ **“Part-time other”** = one-course instructors, including industry professionals & other non-UW-affiliated instructors who may depend on sessional teaching as a primary source of income

(Preliminary) new data

2014 and (tentative) 2015-17 teaching at UW as % of course sections taught by instructor types:



Sources

- 2014/15 is UW-IAP analysis provided to FRC
- 2015-17 is Faculty level analysis provided to FRC in 2018

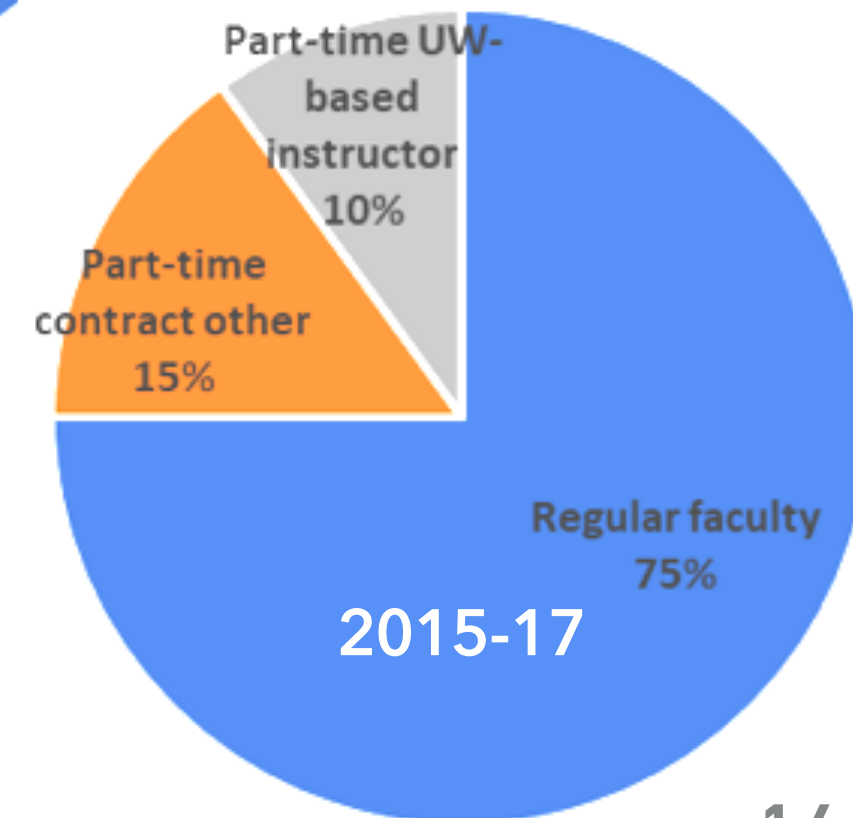
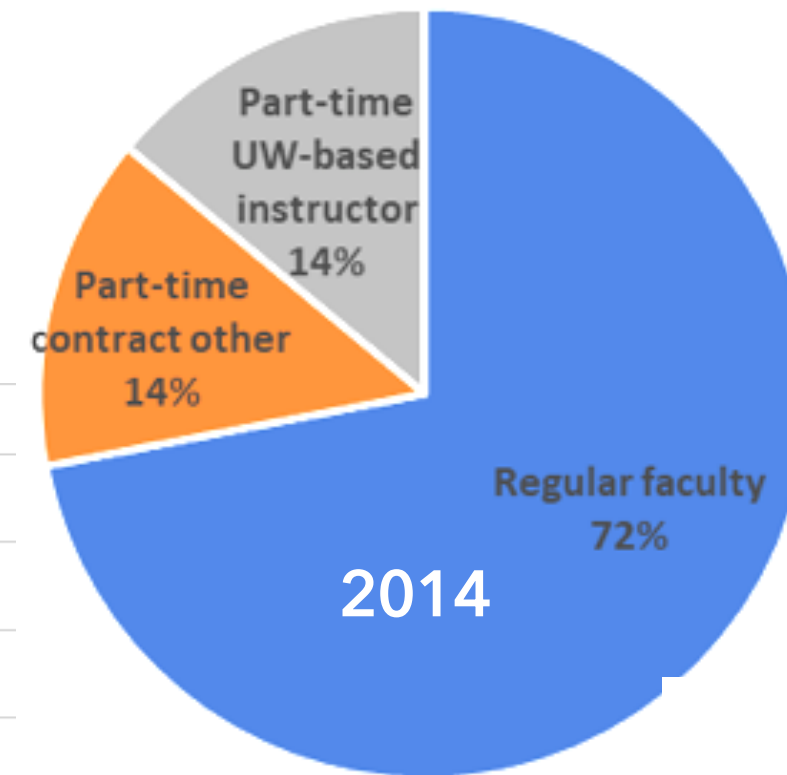
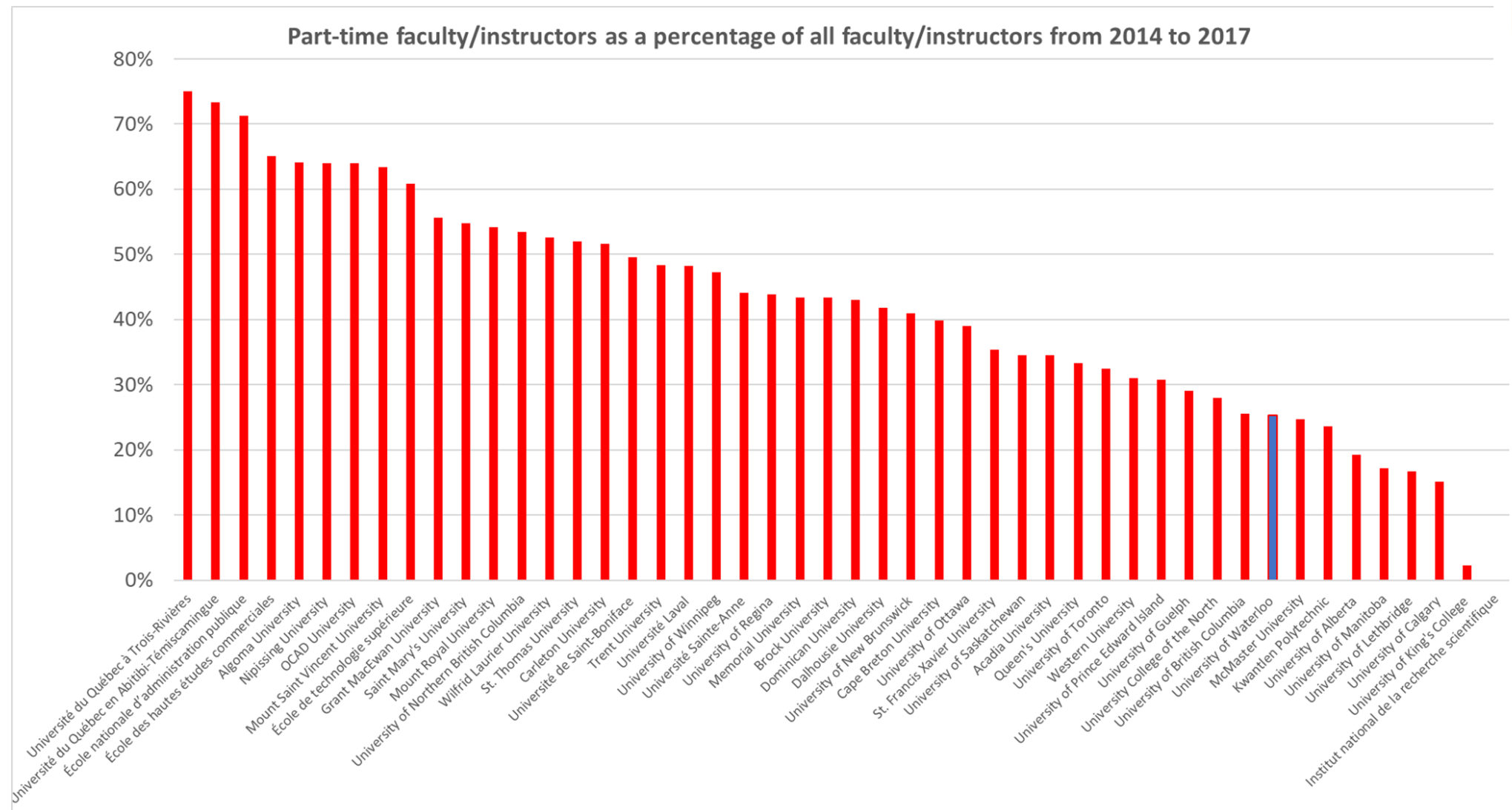
Note: 2015-17 data is based on reporting from individual Faculties and is not consistent.

“Part-time other”

- ▶ **Part-time other:** one-course sessional instructors that include industry professionals plus other non-UW affiliated instructors who may depend on sessional teaching as a primary source of income
- ▶ Sessional instructors in this category (~15% of UW course sections) are not all industry professionals
- ▶ Snapshot analysis by FAUW for a single term for units with highest sessional appointment rates shows such sessional instructors of concern are:
 - ▶ Teaching 5-10% of course sections in multiple departments
 - ▶ Teaching 20-40% of course sections in another group of departments
- ▶ Better and continued data would be useful

Moving forward with a shrinking budget

- Collegial discussions are very important
- There's good news in the data below





Thank you

Questions?