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
OCUFA MESSAGE 1

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
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
OCUFA MESSAGE 2

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) report\(^1\) 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

<table>
<thead>
<tr>
<th>Current appointment length</th>
<th>Count of individuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 364 days</td>
<td>? but &gt;0</td>
</tr>
<tr>
<td>364 days</td>
<td>? but &gt;0</td>
</tr>
<tr>
<td>12 – 13 months</td>
<td>17</td>
</tr>
<tr>
<td>2 years less a day or two</td>
<td>18</td>
</tr>
<tr>
<td>2 years</td>
<td>18</td>
</tr>
<tr>
<td>2 years &amp; 1 month to 3 years</td>
<td>53</td>
</tr>
<tr>
<td>&gt; 3 years</td>
<td>8</td>
</tr>
</tbody>
</table>
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.

Source: COU-OCAV Faculty @ Work report and UW-IAP analysis for this report
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

**Source:** Provost’s office records of Senate Agenda listed appointments
UW TEACHING AND HIRING DATA


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.

<table>
<thead>
<tr>
<th></th>
<th>Sessional ¹ teaching appt’s</th>
<th>Courses² offered</th>
</tr>
</thead>
<tbody>
<tr>
<td># W 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td># W 2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>% increase</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sources: Senate Agenda listed appointments as summarized by FAUW & Online Academic Tools (OAT): https://oat.uwaterloo.ca
UW TEACHING AND HIRING DATA

SENATE AGENDA ‘SESSIONAL’ TEACHING

1. # of individuals from Senate agenda appointments (teaching) not including regular faculty appointments under Policy 76.

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

<table>
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<tr>
<th></th>
<th>Sessional teaching appt’s</th>
<th>Courses offered</th>
</tr>
</thead>
<tbody>
<tr>
<td># W 2015</td>
<td>258³</td>
<td>2009</td>
</tr>
<tr>
<td># W 2018</td>
<td>288</td>
<td>2158</td>
</tr>
<tr>
<td>% increase</td>
<td>12%</td>
<td>7%</td>
</tr>
</tbody>
</table>

Sources: Senate Agenda listed appointments as summarized by FAUW & Online Academic Tools (OAT): https://oat.uwaterloo.ca
SENATE AGENDA ‘SESSIONAL’ TEACHING

• 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
(by course enrolments per appointment type)

2017/18

TARGETS?
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)