AGENDA

- 2:30 Introduction
- 2:35 About the Lecturers Committee
- 2:50 Policy Updates
- 3:05 Lecturers Survey Summary
- 3:20 Policy 76/77 Key Lecturer Issues
- 3:30 Open Discussion
- 3:55 Wrap-Up
THE LECTURERS COMMITTEE

- Assists the FAUW Board by providing input on matters pertaining to all aspects of the working conditions of Lecturers, and by communicating issues raised by Lecturers to the Board
  - Particularly concerned with the career paths of Lecturers – including terms and conditions of employment, teaching loads, and progression
  - Representation from Lecturers of all faculties

- Website:  https://uwaterloo.ca/fauw/lecturers
COMMITTEE MEMBERS

- Su-Yin Tan (Chair, Environment)
- Laura Deakin (Science)
- Amanda Garcia (Math)
- Allyson Giannikouris (Engineering)
- Dorothy Hadfield (Arts)
- Narveen Jandu (Health)
- Paul McGrath (Math)
- Geoff Malleck (Arts)
- Brent Matheson (FAUW Board representative, Math)
- Reza Ramezan (Math)
- Agnieszka Wolczuk (Renison)
WE REPRESENT LECTURERS!

- First FAUW meeting aimed primarily at lecturers in 2014
- Lecturers are teaching stream faculty appointments, which have been on the rise over the last decade
  - 9.5% of faculty appointments (96/1006) in 2009
  - 18.3% of faculty appointments (247/1352) in 2021
- Each of the university’s six faculties have lecturers
  - Many chairs, directors, and deans are dealing with lecturers for the first time
  - Policy needs to catch up to account for lecturers
OUR LONG-TERM VISION IS FOR ALL LECTURERS TO HAVE:

- Goal 1: A fair and manageable workload that doesn’t lead to burnout
- Goal 2: A clear, equitable, and consistent career progression pathway
- Goal 3: Salary equity and fair evaluation
- Goal 4: The opportunity to engage in professional development and scholarship
- Goal 5: Appropriate voice and representation in University governance
- Goal 6: A strong sense of connection and community
POLICY 14: PREGNANCY AND PARENTAL LEAVES (INCLUDING ADOPTION)

- Everyone is entitled to unpaid Pregnancy Leave and Parental Leave
  - The amount of supplemental benefits depends on which category the employee falls into
  - Eligibility categories are based on the expected time of employment at UW

- Four employee categories:
  - Category 1: Tenured/tenure-track faculty, continuing lecturers, positions without an end date
  - Category 2: Not in Category 1, with at least 5 years of expected employment (e.g., 3+3 DTLs)
  - Category 3: Not in Categories 1 or 2 with 2 to 5 years of expected employment; or on contract of 2 years or more (e.g., 2+2 DTLs, new 3-year DTLs)
  - Category 4: All other employees not in Category 1, 2 or 3 (e.g., sessionals, new <2-year DTLs)
POLICY 14: TIMELINE AND ACTIONS

- Public consultation period for P14 (Nov 27 to Dec 18, 2020)
- The LC received concerns related to P14, especially from definite-term lecturers
- The LC and the Equity Committee (EC) flagged the inequity and concerns in a memo to the FAUW Board of Directors
- The LC and EC presented the memo and potential solutions to the Board (Jan 21, 2021)
  - The Board decided to proceed with advocating for the current policy draft
POLICY 14: NEXT STEPS

▶ Ways forward?
  ▶ Address contract lengths in P76 (Faculty Appointments) and to identify teaching-stream faculty as “tenure-track”
    ▶ Would result in equal Category 1 benefits as other tenure-track faculty appointments
  ▶ If “tenure-track” status is not granted under P76, request FAUW Board to pursue further revisions to P14

▶ Advice for new DTLs:
  ▶ 5 years of employment (time served + time in contract) are required for maximum benefits under P14
  ▶ Contact AF&T and the FAUW Board with your concerns
LECTURERS SURVEY

Thank you for participating!

😊 Response rate: 80%
194 respondents
Full survey report is forthcoming
WHO ARE WE?

- 49% Continuing Lecturers; 50% Definite-term Lecturers; 1% part-time
  - Newer hires (less than 3 years at UW) are more likely to hold a PhD
WHAT DO WE TEACH?

‣ Most common workload (teaching/service/scholarship):
  ▪ 80/20/0 43%
  ▪ 60/40/0 13%
  ▪ 50/50/0 9%
  ▪ 15% have an assigned scholarship/research weighting in their contracts

‣ Most common course loads:
  ▪ 30% teach 6 courses per year (49% teach fewer; 20% teach more)
  ▪ 93% teach core or first-year courses
  ▪ 64% teach upper-year or graduate courses
NON-TEACHING TERM (NTT)

- 61% have had at least one non-teaching term
- Common activities during a NTT:
  - Increased service
  - Course development
- 63% with a NTT had their load redistributed to other terms and not reduced (hence, not a “true” NTT)
- Most common reason for not taking a NTT:
  - Difficulty redistributing workload
Preferred titles

Assistant/Associate/Full Professor, Teaching Stream

Tenure

“Tenure is just as important to teaching in the classroom as it is to research”
SCHOLARLY ACTIVITIES

- 15% of lecturers have an assigned scholarship workload component
- Scholarship isn’t just “publish or perish”
  - Includes pedagogical/professional development activities
  - Improves teaching and being current in one’s field
- 80% are engaged in pedagogical/professional development or scholarship activities (20% are inactive)
  - Most popular scholarship activities:
    - Presenting at conferences (70%)
    - Reviewing books or articles (59%)
    - Conducting pedagogical research (55%)
    - Publishing papers and monographs (54%)

Scholarship-related Activities

- Presenting at scholarly conferences
- Reviewing articles and/or books
- Conducting pedagogical research
- Publishing journal articles or monographs
- Conducting disciplinary research
- Serving on a Masters/PhD committee
- Refereeing masters theses/essays
- Other
- Serving on a research committee
- Serving on a seminar committee
SCHOLARLY ACTIVITIES

- 62% of lecturers without a scholarship component in their contracts are interested or maybe interested in having a scholarship component.

- Common thoughts about scholarly activities:
  - Scholarship should be an option, but not mandatory.
  - Those who wish to engage in scholarship activities should be given time and resources to do so.
  - The guidelines and expectations about a scholarship component must be clear.
    - 59% of those with a scholarship weighting feel that this is not the case.
1. Policy 76: Faculty Appointments
   - Open for revision since 2014

2. Support from Faculty Relations Committee for a new direction and renewal of committee membership
   - New mandate to focus on issues connected to teaching-stream faculty
   - Include revisions to P76 and P77 (Tenure and Promotion of Faculty Members)

3. Crossover membership between the committee and FRC
   - FAUW reps: Kate Lawson (English) and Su-Yin Tan (Planning/Geography)
   - Admin reps: David DeVidi (Associate Vice President, Academic) and Kevin Hare (Associate Dean Operations and Academics, Faculty of Mathematics)

4. Draft revisions to be completed by August 31, 2021
P76/77: KEY LECTURER ISSUES

Priorities identified by the Lecturers Committee:

▶ Terms of appointment
  ▶ Creation of Assistant Professor/Associate Professor/Professor, Teaching Stream appointments
  ▶ Tenure and promotion procedures parallel to those for existing professorial ranks

▶ Long-standing issues that disproportionately affect lecturers
  ▶ Elimination of revolving definite-term appointments
  ▶ Elimination of 2-years-less-a-day contracts
  ▶ Tenure (has explicit links with academic freedom in P77)
Opportunities for engaging in professional/pedagogical development and scholarly activities

- Establishing a true non-teaching term for those teaching a full load
  - Every 6th term has a commensurate reduction in teaching load and commensurate increase in professional/pedagogical/scholarly work
- Sabbatical leave eligibility
- Grant application eligibility
- Improved ability to renegotiate a change in assigned duties (e.g., change in service weighting; inclusion of scholarship)
P76/77: THE WAY FORWARD

- Increased communications with lecturers
  - FAUW website
  - Blog posts
    - Teaching-stream faculty policies at comparative institutions (e.g., U of T, McMaster)
    - What scholarship looks like for lecturers
    - Interviews for “meet the faculty” series

- Lecturers Survey 2021 report

- Member meetings
  - Lecturer consultation meetings by faculty in April to June