Senate presentation

April 15, 2019
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
Member contacts FAUW

Unfair treatment concerns (individual)
- AF&T
  - Do nothing
  - Informal resolution
  - Tenure & promotion appeal
  - Individual/group files a grievance (MoA 9.2)
  - Other

General concern (Policy X should say Y)
- FAUW BOARD
  - Do nothing
  - Raise at Faculty Relations Committee (FRC)
  - Discuss 1-1 with Provost or Dean

Other concern
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:

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

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