

# FAUW Lecturers Committee

## 2020 Town Hall Meeting Report

On February 25, 2020, the Faculty Association (FAUW) Lecturers Committee hosted a meeting open to all lecturers. The session was attended by 45 people plus the Lecturers Committee and other FAUW representatives.

Invited guests included David DeVidi (associate vice president, academic), David Rose (policy 76 drafting committee chair), Bryan Tolson (FAUW president), Dan Brown (incoming FAUW president, Benoit Charbonneau (FAUW chief negotiator), Kate Lawson (OCUFA chair of the board).

This report is an integrated summary of the discussion at the Town Hall meeting.

### The Lecturers Committee

The [Lecturers Committee](#) serves in an advisory capacity, providing input to the FAUW Board on issues affecting lecturers. Right now, we are particularly concerned with the career paths of Lecturers and teaching loads. The committee has representation from all Faculties.

### Lecturers at UW

Lecturers are teaching-track regular faculty appointments. The number of lecturers at UW has almost doubled over the last decade:

- 9.5% of faculty appointments (96/1006) in 2009
- 17.3% of faculty appointments (227/1311) in 2018

There are lecturers in every Faculty. Many chairs, directors, and deans are dealing with lecturers for the first time.

### Committee long-term goals

There are five goals that define what we want to see for lecturers at Waterloo in the long-term, which also drive our committee's current actions.

#### 1. Lecturers have a clear, equitable, consistent career progression pathway

The committee is waiting on a draft of Policy 76 – Faculty Appointments in order to provide feedback. We are preparing for this by conducting research on career progression guidelines for teaching faculty (particularly at McMaster and UofT).

FAUW's Academic Freedom & Tenure Committee held a lunch & learn on definite-term contracts in January, and we have a blog post coming out soon that describes the *current* path to continuing status at Waterloo.

## 2. Lecturers have salary equity

The committee is monitoring merit scores through the new histograms to watch for possible inequities in performance reviews and teaching evaluations (especially for online courses). We are also collecting statistics on gender and faculty rank, with the FAUW Equity Committee.

A long-term objective is equal salary thresholds and floors, and we are engaging with the FAUW salary negotiator and Policy 76 drafting committee to explore potential pathways.

## 3. All lecturers have the opportunity to engage in research/scholarship

We would like to see all lecturers have the option to have a scholarship component in their contract (e.g., a 10% weighting). We are planning a blog post about how lecturers engage in research/scholarship this term. We are also following a discussion at Senate about how lecturers are evaluated on research and collecting information about access to research funding (e.g., LITE grants), with a plan to identify and address any barriers that might exist.

## 4. Lecturers have appropriate representation and voice in University governance

There is inconsistency across campus about lecturer participation in department, Faculty, and University decision-making structures (e.g., voting on a dean, evaluating continuing lecturer appointments through DTPCs). We are compiling a list of where lecturers are included and excluded and asking FAUW to release a position statement about lecturer eligibility for University governance bodies. We believe that most cases in which lecturers are excluded from participating in decision-making, outdated policy language is the source of the problem (i.e., the policy pre-dates lecturer appointments becoming common).

## 5. Better connection and community among lecturers

Lecturer roles vary widely between units. We are trying to create a more cohesive and empowered lecturer caucus by building a network of Faculty and department contacts, hosting events, issuing blog posts, and communicating as a committee. We are also exploring the possibility of a lecturer mentorship program.

## How to participate in the Lecturer Committee's work

The next call for applications will be in April. We are looking for one Math representative and are open to other applicants as well. The committee Terms of Reference are at [uwaterloo.ca/fauw/lecturers](http://uwaterloo.ca/fauw/lecturers).

You can communicate with the chair or your faculty representative(s) at any time (listed at [uwaterloo.ca/fauw/lecturers](http://uwaterloo.ca/fauw/lecturers)).

## Discussion and questions

We received a number of questions online ahead of time. Questions were grouped into common themes or categories.

### Policy 76—Faculty Appointments

David Rose, new chair of the P76 drafting committee spoke generally about the P76 drafting process. He noted that the Lecturers Committee survey results and other reports were very helpful in the process. The committee is meeting every two weeks now and working on final wording. The transition for current lecturers to new positions will be sorted out by another body *after* the new policy is approved. He hopes to have a draft to Faculty Relations Committee this term.

*Note: The approval process dictates that a draft goes to FRC, and then FRC decides on the consultation plan and timeline.*

David DeVidi noted that previous administrators set up a policy revision process that is proving to be inefficient and that needs fixing. He also noted that the policy drafting committee was tasked with fixing quite a number of issues, not just lecturer appointments.

### Additional Policy 76 questions:

**1. What have we learned from U of T's transition to teaching stream professors?**

Our committee has conducted extensive research into how teaching stream faculty appointments work at other universities, such as McMaster and the U of T. We are strongly advocating for similar policy changes, such as introduction of professorial ranks, changes in titles, etc. that we have witnessed at other universities.

**2. How can inconsistencies with the continuing lecturer process within and between faculties be handled?**

The committee has been collecting data about how continuing lecturer processes operate in different faculties across campus and we are preparing a blog post summarizing some of these findings for release later this term. The process is currently inconsistent across units. Policy 76 revisions will hopefully standardize these procedures across campus.

**3. Why do lecturer appointments have to go through UARC before becoming continuing?**

All regular faculty appointments of duration two years or more have to go through UARC. This is in Policy 76.

**4. How are spousal hires versus competitive hires handled?**

Spousal hires are covered in the last section of Policy 76.

### Performance evaluations

Performance evaluation requirements and expectations are detailed in Faculty-level guidelines and department-level addenda to those guidelines. If these documents are not clear enough, it is up to *faculty members* to update them. Department addenda have to be reviewed/updated by

October 15 this year—start looking at them now! The FAUW APR guide has links to these documents at [uwaterloo.ca/fauw/apr](http://uwaterloo.ca/fauw/apr).

David DeVidi responded to questions about what the University is doing/going to do to reward or incentivize innovation in teaching, saying that the strategic plan includes things like a teaching and learning incubator process, noting that there is already money available for improving teaching and learning spaces, and cautioning that some people would take issues with equating “innovative” teaching with “good” teaching.

## Workload and non-teaching terms

The practice for non-teaching terms varies across campus (whether a lecturer has to “make up” the teaching in another term or not). Many units do *not* treat this as teaching relief, meaning that your normal annual teaching load still applies for that year and is *redistributed* around the non-teaching term. Some units do provide lecturers with non-teaching terms where the normal annual teaching load is proportionally decreased to allow for professional development activities. This practice is inconsistent and will hopefully be addressed by Policy 76 revisions.

FAUW is collecting data about normal workloads and how workload is tracked across campus. FAUW can’t, however, do anything to standardize workloads—which are set by departments (and, to some degree, by the Faculty). We can only collect and share this information to highlight inconsistent practices across units. This is something *you* can make sure is documented in your department addendum!

## Equitable treatment

Members can challenge inequitable treatment via the FAUW Academic Freedom & Tenure Committee (AF&T): [uwaterloo.ca/fauw/help](http://uwaterloo.ca/fauw/help)

### **1. What recourse do lecturers have if accused of presenting controversial material?**

You have academic freedom. Some of the language is out-dated re: lecturers, but all faculty have academic freedom. Hate speech is not tolerated, but otherwise, academic freedom has been well-tested here. (And making the process for getting continuing status more rigorous will help!) If you’re worried, you can discuss the content with AF&T ahead of time (or after).

### **2. Lecturers are often asked to do online teaching – how to obtain legal support for understanding IP contracts and negotiating how these courses will be used?**

Negotiate IP issues before agreeing to develop or teach the course. Talk to AF&T.

### **3. I have heard of situations where a lecturer is going to teach an upcoming class, which is taken away in favour of a research faculty member. How can we change this “classist” system to a “first come, first served” basis?**

The chair is responsible for equitable assignment of duties. If you believe they’re not assigning classes equitably, talk to AF&T.

## Sabbaticals

Policy 76 precludes lecturers from having sabbaticals, although sabbaticals should be addressed in Policy 3. The Lecturers Committee believes lecturers should be eligible and has made recommendations to the drafting committee to exclude statements that preclude lecturers from having sabbaticals in Policy 76. However, sabbaticals are not a primary focus of the committee right now until Policy 3 is opened for revision.

## Leaves

Leaves are generally the same for lecturers as tenure-track faculty. Eligibility for full benefits is what matters (e.g., two years of continuous service), *not* appointment type. Pregnancy/parental leaves are different for birth parents and non-birth parents, not male vs female parents. Get the details in the FAUW leaves guide: [uwaterloo.ca/fauw/leaves](http://uwaterloo.ca/fauw/leaves). Your contract is *not* extended by a leave.

## Open question period

### 1. What do you do if you don't get adequate notice about your contract being renewed?

See the Academic Freedom & Tenure Committee. AF&T always starts with a friendly intervention (e.g., an email to a chair making sure they're aware of a policy) and never goes further than you're comfortable with. Not everything escalates to a formal process.

### 2. Does FAUW have resources for providing legal advice?

We can ask CAUT or OCUFA for a legal opinion.

### 3. Has FAUW considered hiring an in-house employment lawyer?

No, this hasn't been discussed by FAUW. Doing so would significantly raise dues (which are currently half of what most faculty associations charge). In addition to access to CAUT and OCUFA, FAUW does have a budget for legal advice, though, and when broad issues arise affecting a lot of members, FAUW hires a lawyer.

The Lecturers Committee would like to thank lecturers and invited guests for attending and engaging in the Lecturers Town Hall event. We invite feedback and suggestions by contacting the committee chair or your faculty representative. We look forward to seeing you at the next Lecturers Committee event!