

MARCH 30, 2021



LECTURERS TOWN HALL



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

SIX LONG-TERM GOALS

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%**

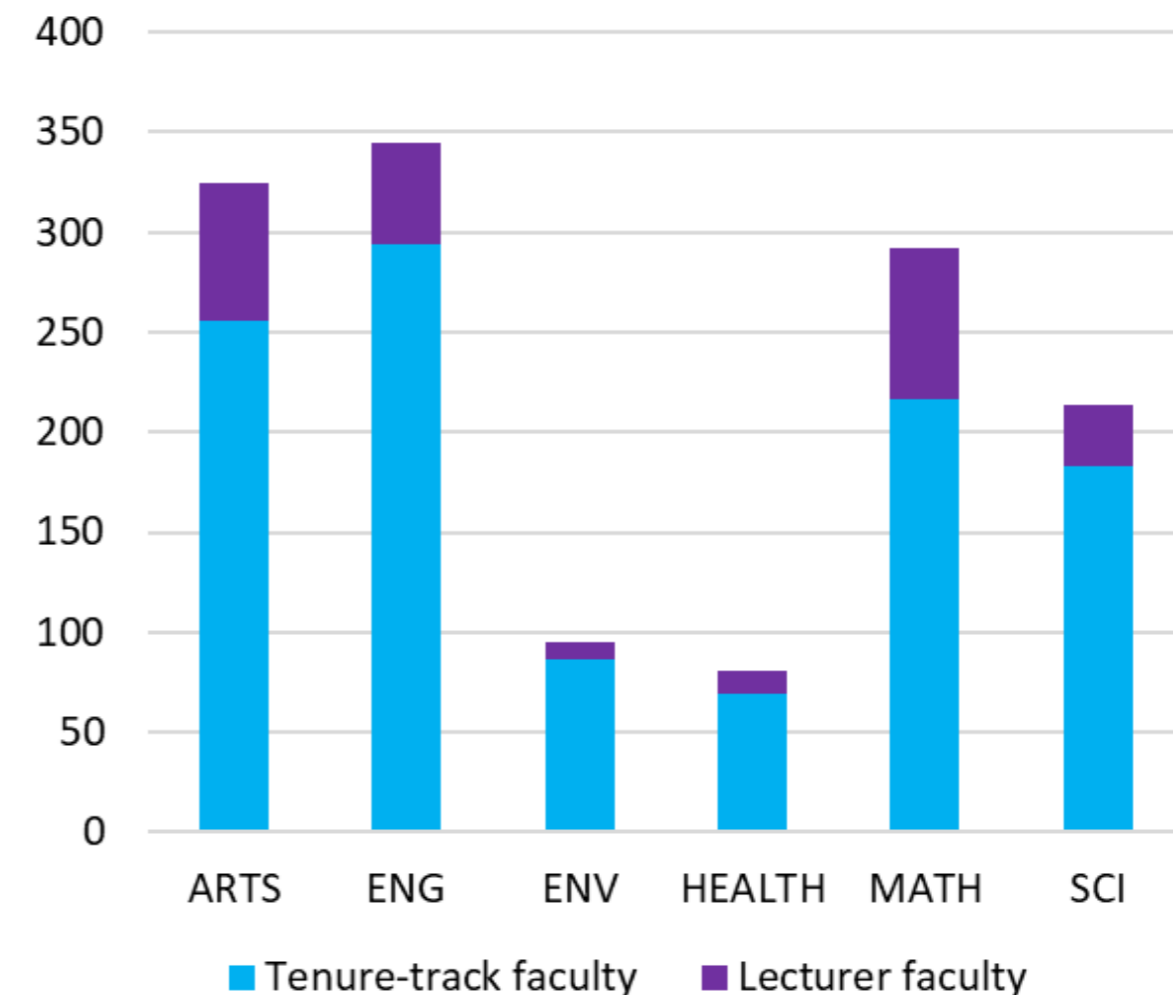
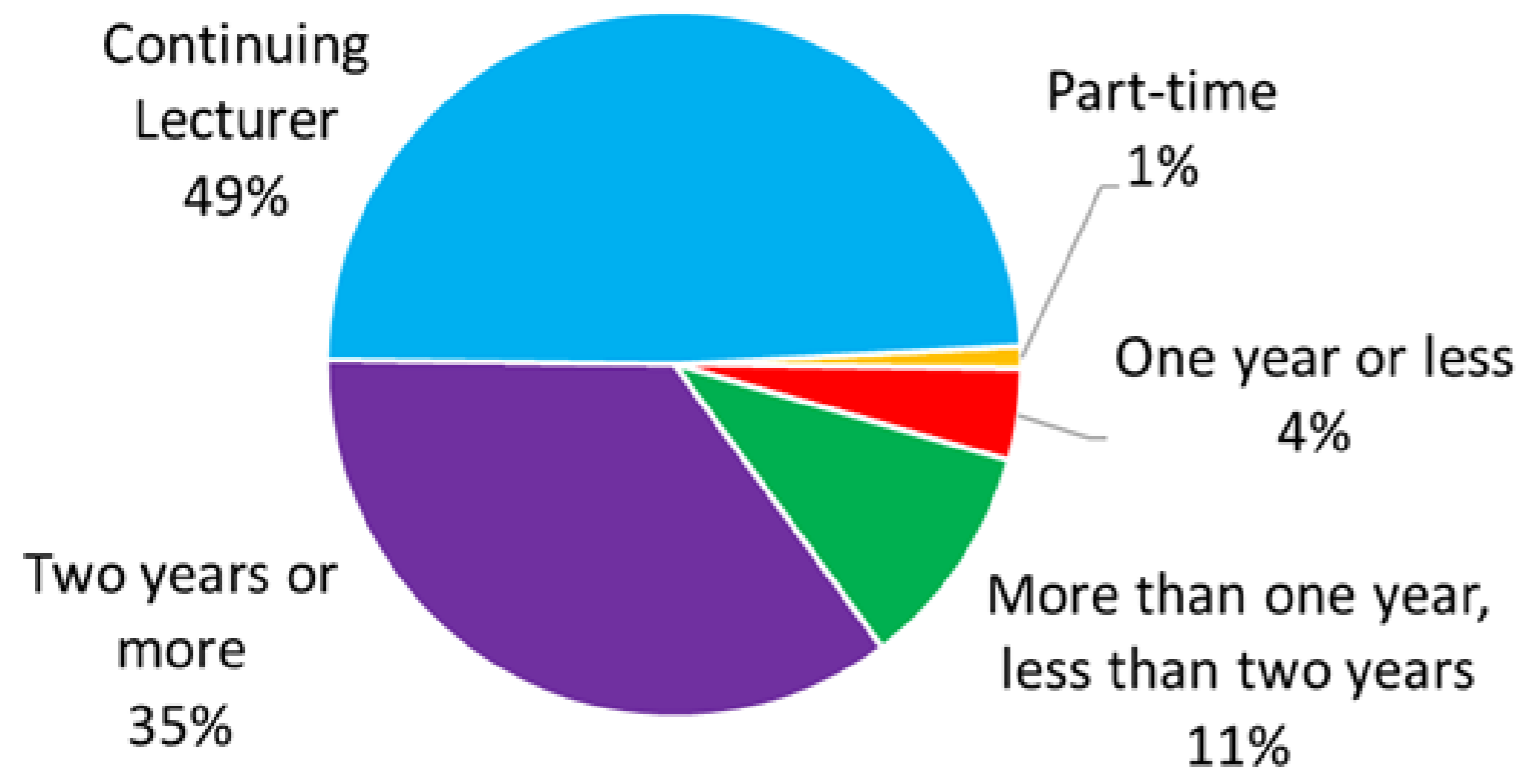
194 respondents

Full survey report is forthcoming



WHO ARE WE?

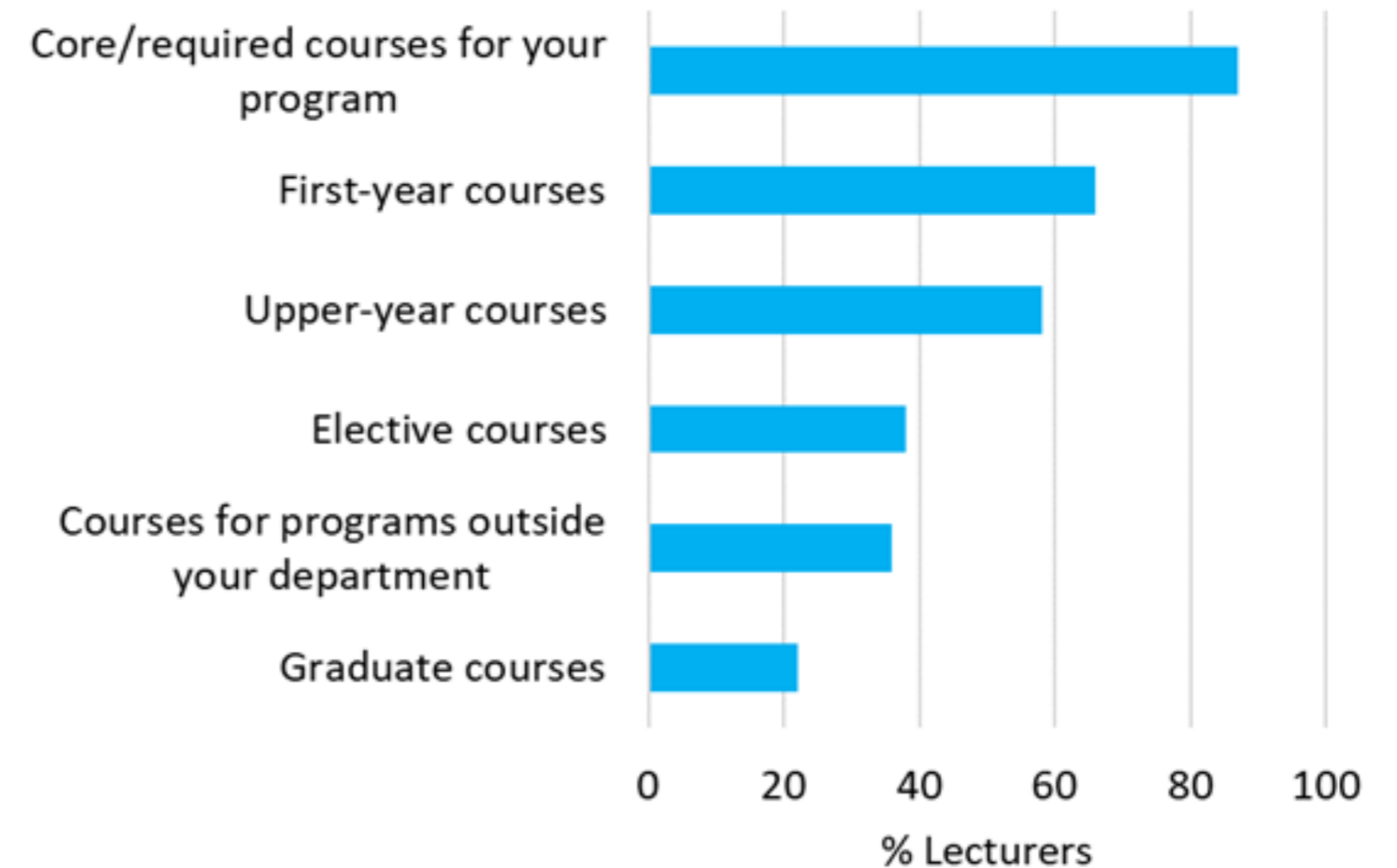
- ▶ 49% Continuing Lecturers; 50% Definite-term Lecturers; 1% part-time
 - ▶ Newer hires (less than 3 years at UW) are more likely to hold a PhD



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

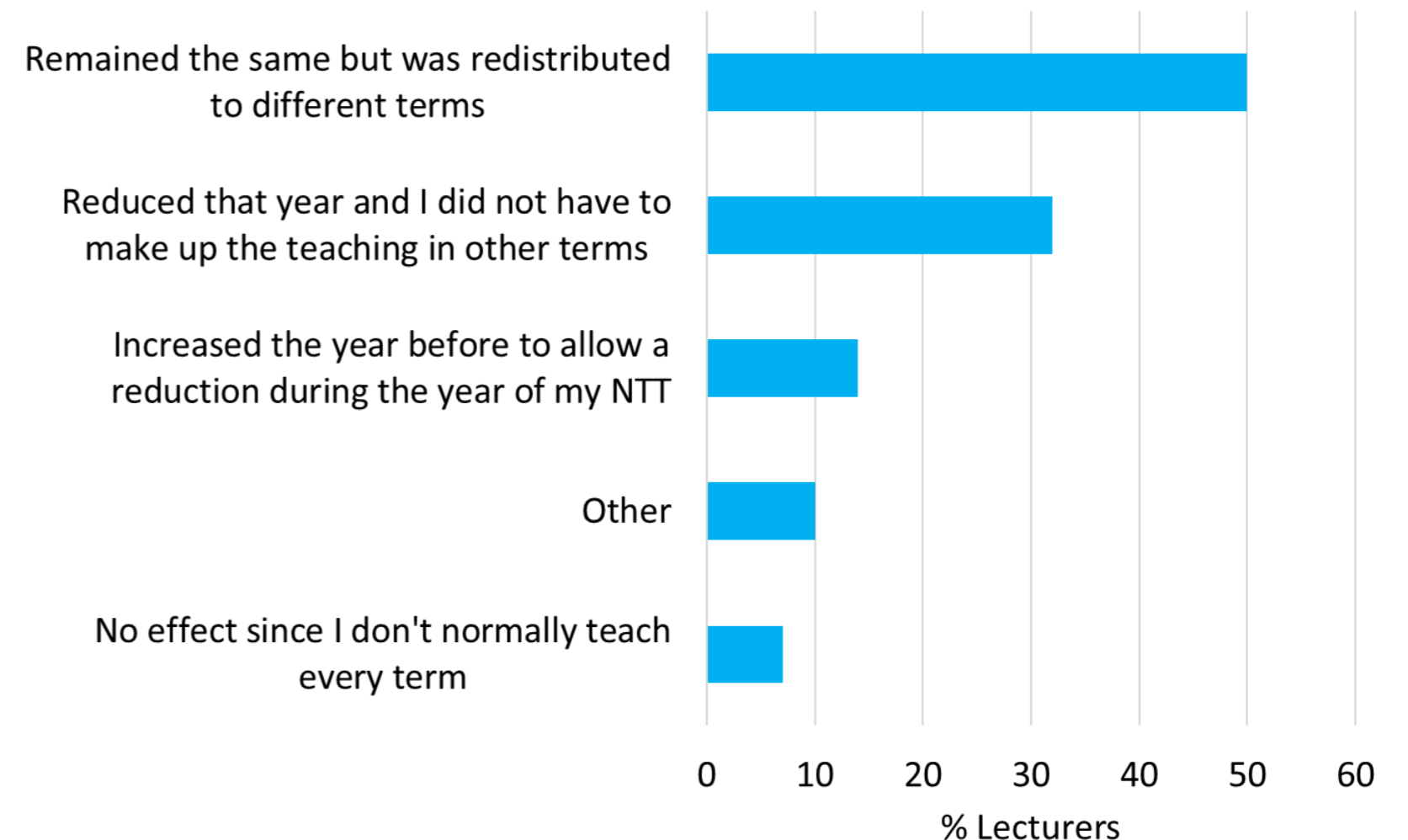
Types of Courses Taught



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

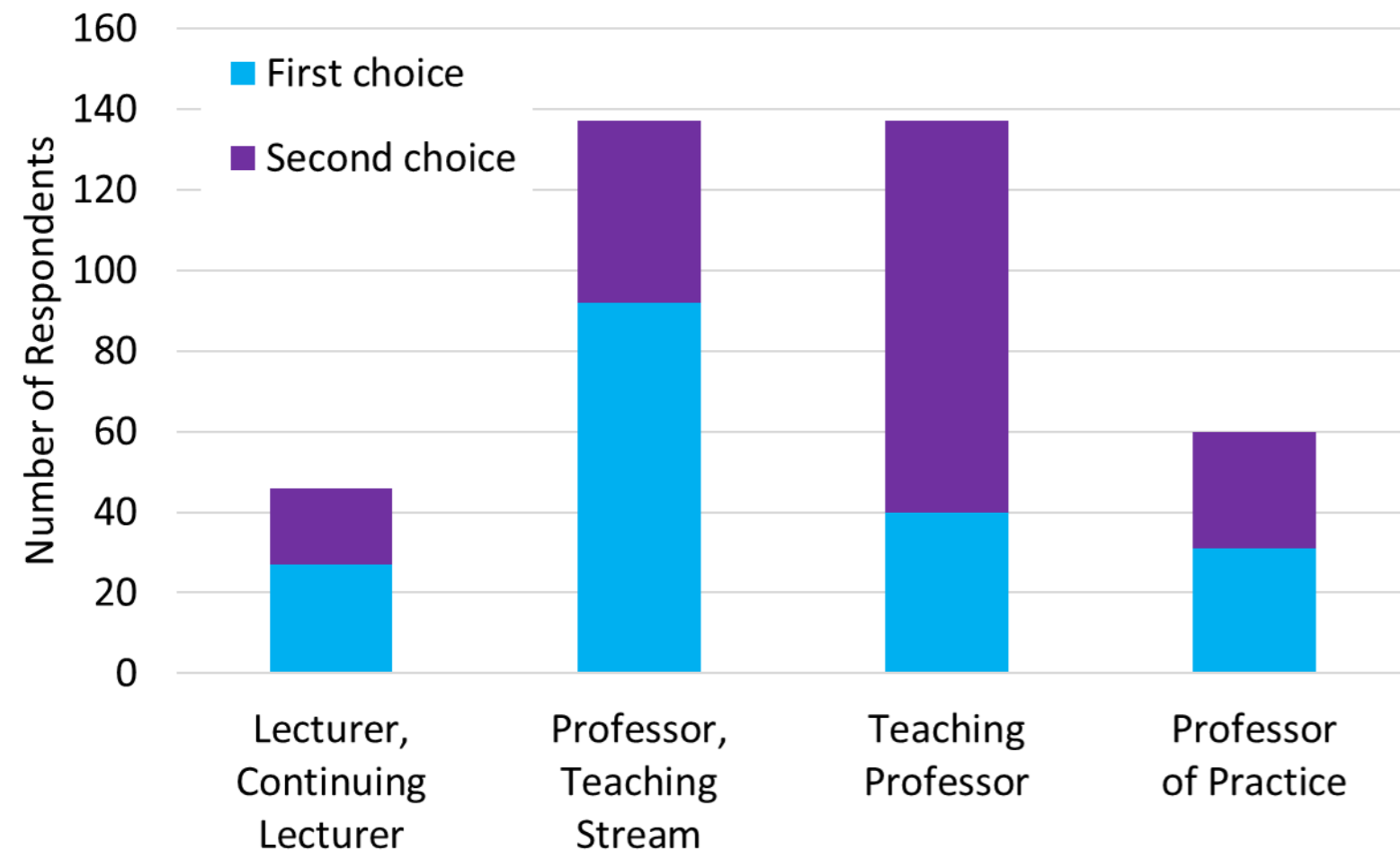
Non-Teaching Term Effect on Course Load



APPOINTMENT TITLES AND TENURE

Preferred titles

Assistant/Associate/Full Professor, Teaching Stream



Tenure

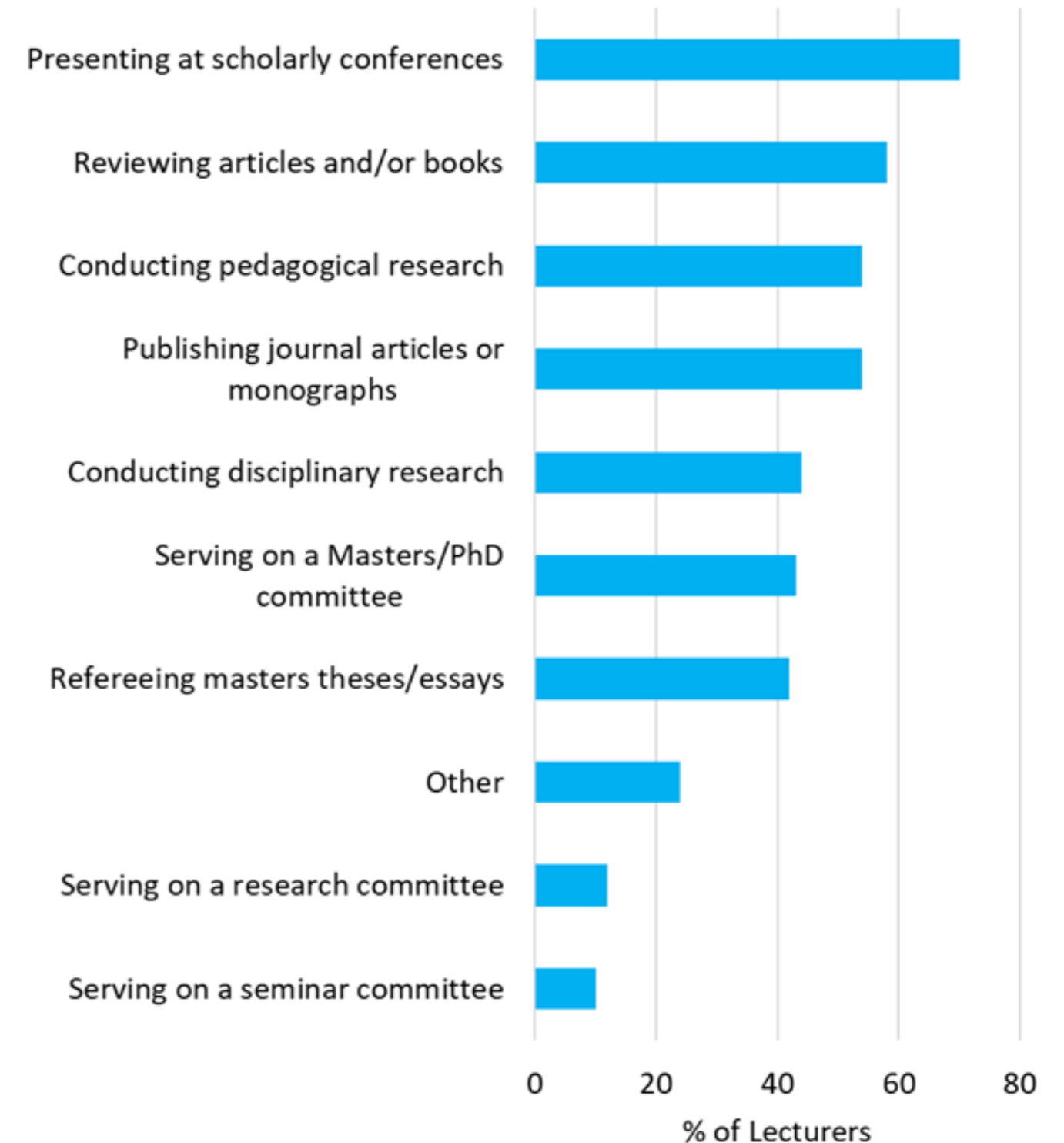
“Tenure is just as important to teaching in the classroom as it is to research”



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%)

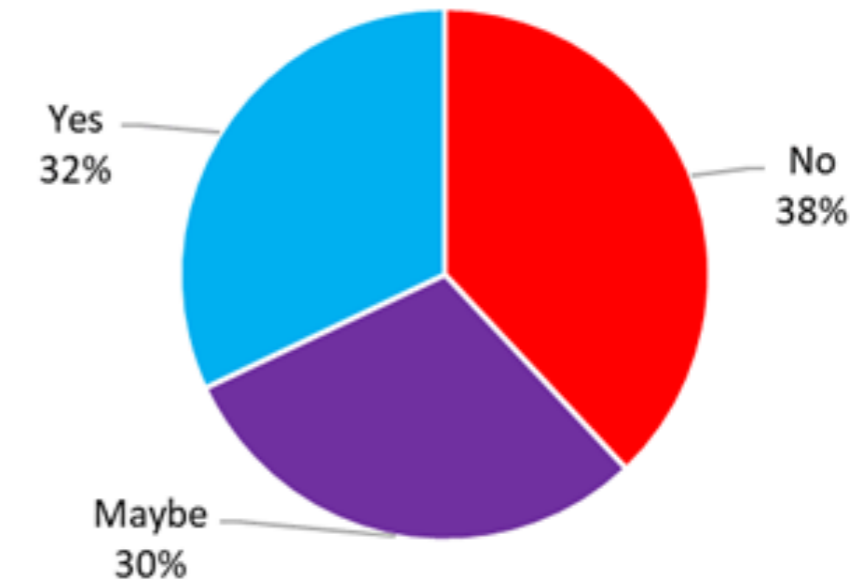
Scholarship-related Activities



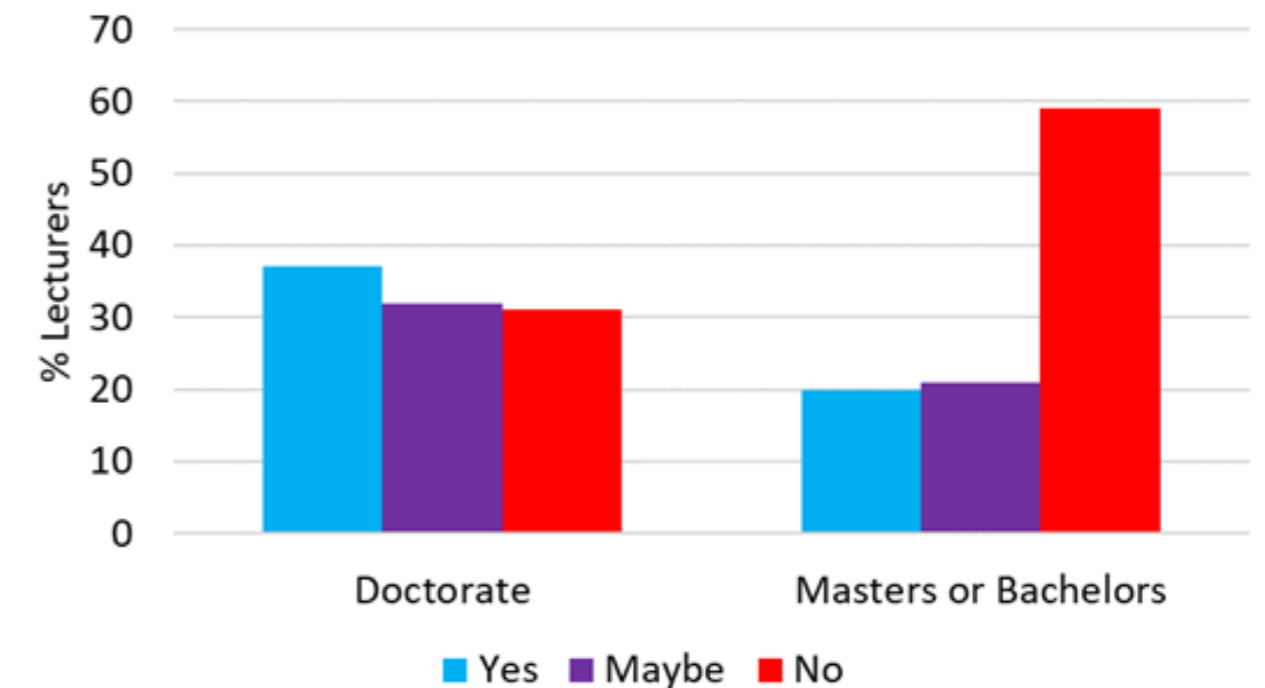
SCHOLARLY ACTIVITIES

- ▶ 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

Desire for Scholarship Component
(excludes lecturers with non-zero scholarship at present)



Desire for Scholarship Component vs.
Highest Degree



P76/77 HISTORY & PROCESS

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)

P76/77: KEY LECTURER ISSUES (CONT.)

- ▶ 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