

JANUARY 27, 2022
SAFE RETURN TO CAMPUS



FAUW LECTURERS TOWN HALL

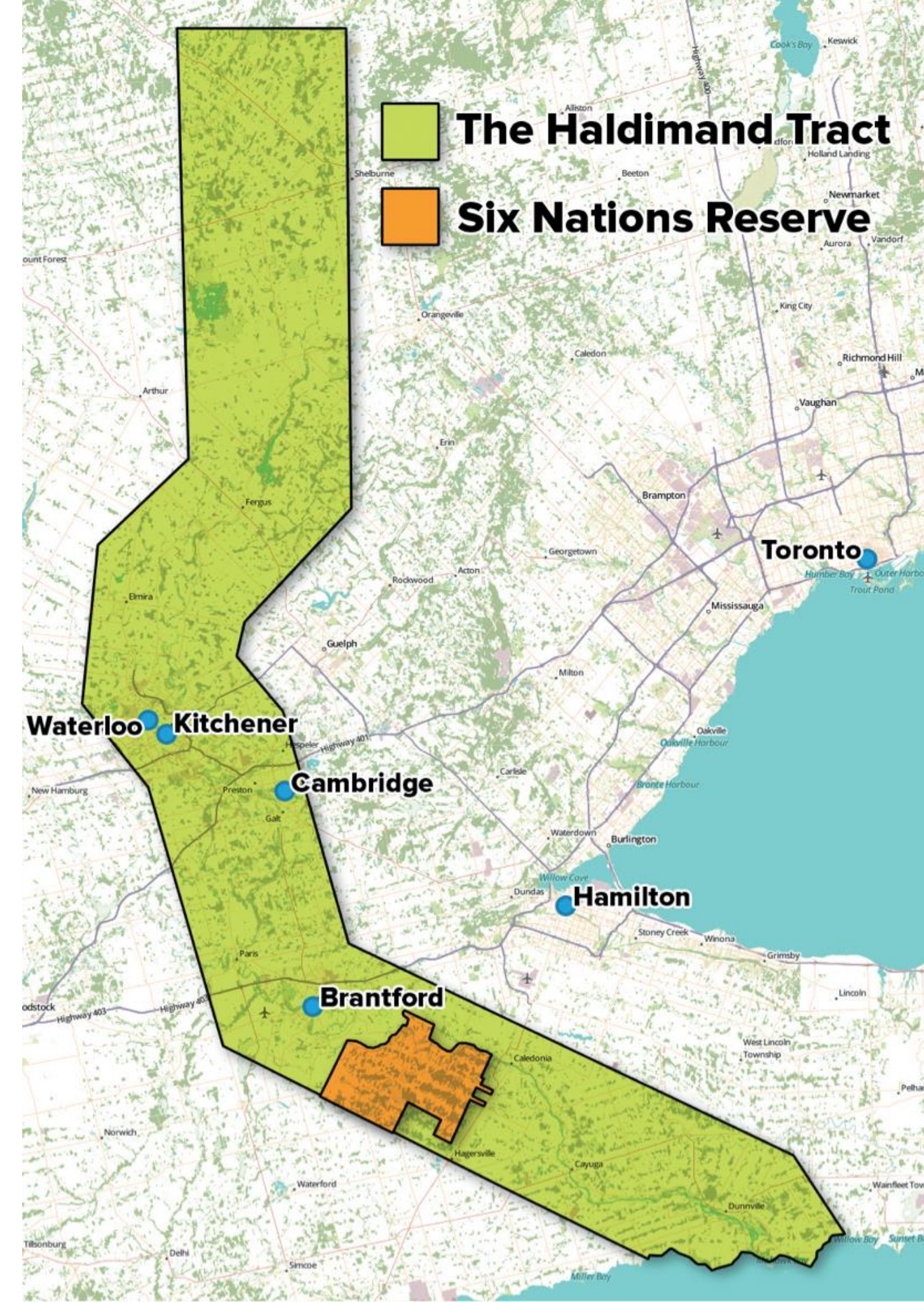
SITUATING OURSELVES

The **Waterloo, Kitchener, and Cambridge** campuses of the University of Waterloo are situated on the Haldimand Tract, land that was granted to the Haudenosaunee of the Six Nations of the Grand River, and are within the territory of the Neutral, Anishinaabe, and Haudenosaunee peoples.

The **Stratford** campus is on the territory of the Anishinaabe, Haudenosaunee, and Ojibway/Chippewa peoples. This territory is covered by the Upper Canada Treaties.

uwaterloo.ca/fauw/land

native-land.ca





AGENDA

- ▶ **Introduction**
- ▶ Live poll
- ▶ Environmental scan of universities
- ▶ Overview of questions/concerns received
- ▶ Strategies and ways forward
- ▶ Open discussion & wrap-up

FAUW LECTURERS COMMITTEE

- ▶ **Environment:** Su-Yin Tan (Chair)
- ▶ **Arts:** Dorothy Hadfield & Laila Rohani
- ▶ **Engineering:** Rania Al-Hammoud, Allyson Giannikouris & Jennifer Howcroft
- ▶ **Health:** Elena Neiterman
- ▶ **Math:** Amanda Garcia, Paul McGrath & Reza Ramezan
- ▶ **Science:** Sarah Ruffell
- ▶ **Renison:** Agnieszka Wolczuk
- ▶ **FAUW Board representative:** TBD



RETURN TO CAMPUS

- ▶ Jan 21 admin announcement:
 - ▶ Most in-person instruction will resume on February 7 including labs, seminars, lectures, and tutorials
 - ▶ Some “large” lectures will continue online until February 28
 - ▶ Cited vaccine mandate and high levels of compliance
- ▶ Instructional space can operate at full capacity during scheduled class time only
- ▶ Social distancing and masks required at all other times
- ▶ Online COVID screening required before coming to campus

FAUW RESPONSE

- ▶ Jan 25 blog announcement with list of demands to administration:
 1. Adequate supply of K95 or KN95 respirators
 2. Rapid Antigen Tests be provided, as soon as they are available
 3. Assessment to determine whether booster shots should be mandatory
 4. Provide update about safety upgrades to campus infrastructure
 5. Faculty have the autonomy to consult with their students and to decide whether courses should continue online or in-person
 6. Faculty Councils and Senate have robust discussions about safe return to campus
 7. Meaningful consultation on decisions related to safe return to campus
 8. Until meaningful consultation takes place, the administration stop claiming it is occurring
 9. COVID survey results be released to the campus community

PURPOSE OF A LECTURERS TOWN HALL

- ▶ **Why focus on Lecturers?**
 - ▶ Lecturers have undertaken **much of the work and effort** to transition to online learning and now back to in-person learning
 - ▶ As teaching-intensive faculty, we are **affected the most with changes to course delivery modes** in the middle of term
 - ▶ More precarious workers (e.g., definite-term lecturers) with **short-term contracts**
- ▶ **A forum for Lecturers to voice and discuss common concerns**
 - ▶ We do NOT have answers to all of your questions
 - ▶ Many unknowns and inconsistencies
 - ▶ Help our Committee to advocate for Lecturers more effectively
 - ▶ Inform recommendations we will make to the FAUW Board and Faculty Relations Committee (FRC) representatives

A photograph of a wooden dock extending from the bottom left towards the center of the frame. The dock is made of light-colored wooden planks. At the end of the dock, there is a black metal handrail. The dock is situated on a calm body of water, likely a lake. In the background, there are rolling green hills and mountains under a clear blue sky with some light clouds. The sun is visible in the upper left, creating a soft glow.

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POLL #1

- ▶ **Do you feel prepared to return to campus on Feb. 7?**
 - ▶ Yes (22%)
 - ▶ No (32%)
 - ▶ Somewhat/maybe (42%)
 - ▶ Not sure/prefer not to say (2%)



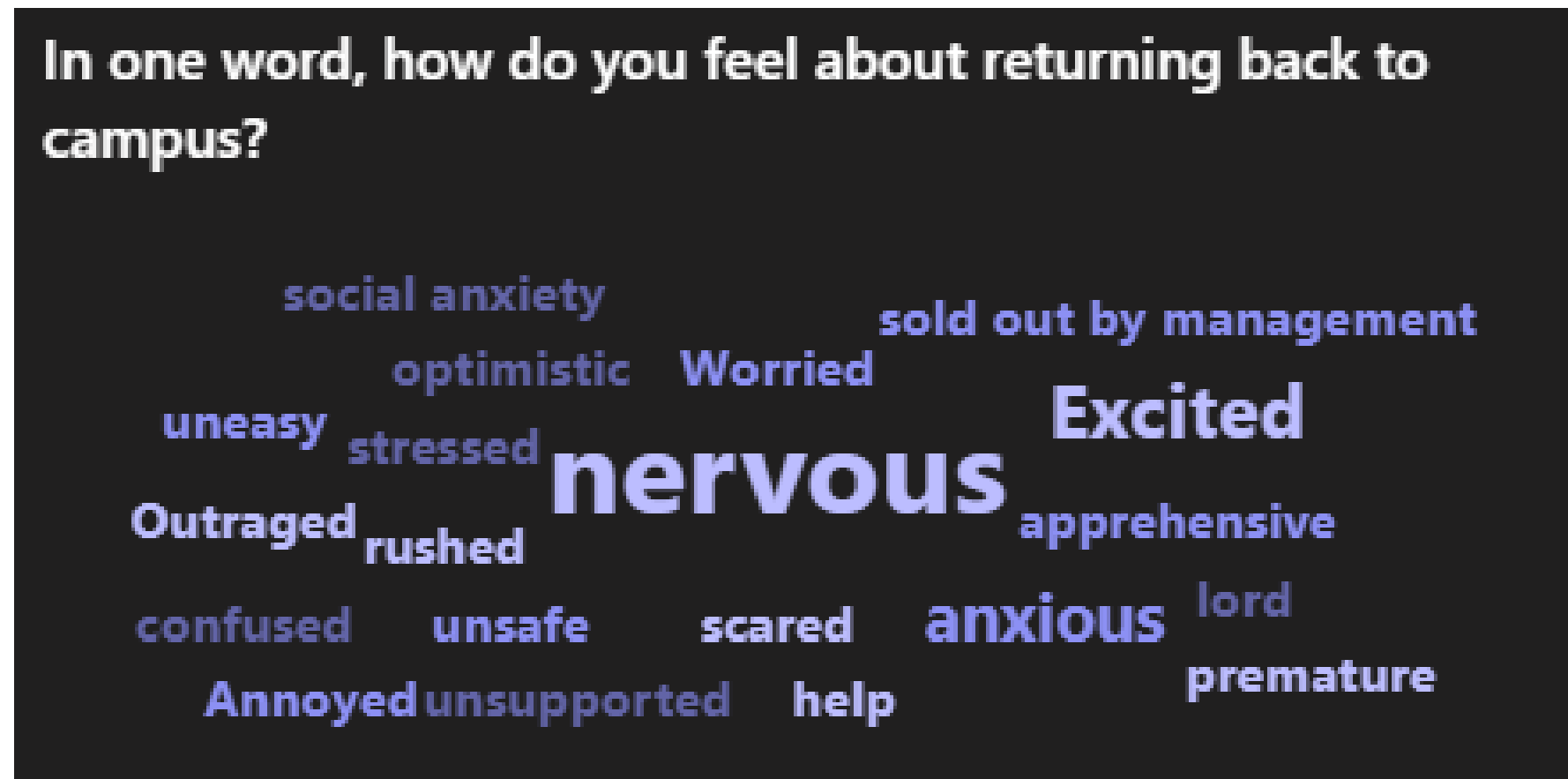
POLL #2

- ▶ **If you are teaching this term, would you prefer to stay teaching online for the rest of the term?**
 - ▶ Yes (56%)
 - ▶ Maybe (7%)
 - ▶ No (31%)
 - ▶ Not sure/prefer not to say (4%)



POLL #3

- ▶ In one word, how do you feel about returning back to campus?
 - ▶ Word cloud:



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ENVIRONMENTAL SCAN OF UNIVERSITIES

- ▶ Ontario U15 universities (McMaster, Queen's, U of T, UOttawa, Western)
- ▶ **Performance Evaluations for 2021**
 - ▶ Student surveys not used (McMaster, UOttawa) or inclusion optional (Western)
 - ▶ Modification of usual evaluation (UofT, McMaster, Western, Queen's)
- ▶ **Workload**
 - ▶ Additional teaching support, e.g. TAs, staff, funding (UofT, UOttawa,)
 - ▶ Additional support for simultaneous modes of delivery (McMaster, Queen's, UOttawa)
 - ▶ Additional compensation, e.g. pay, future workload reduction, credit for high workloads/converting courses to online (Western, UofT, Queen's)
 - ▶ Members can choose to stay with the same delivery mode they planned from the beginning of the course (UOttawa)

ENVIRONMENTAL SCAN (2)

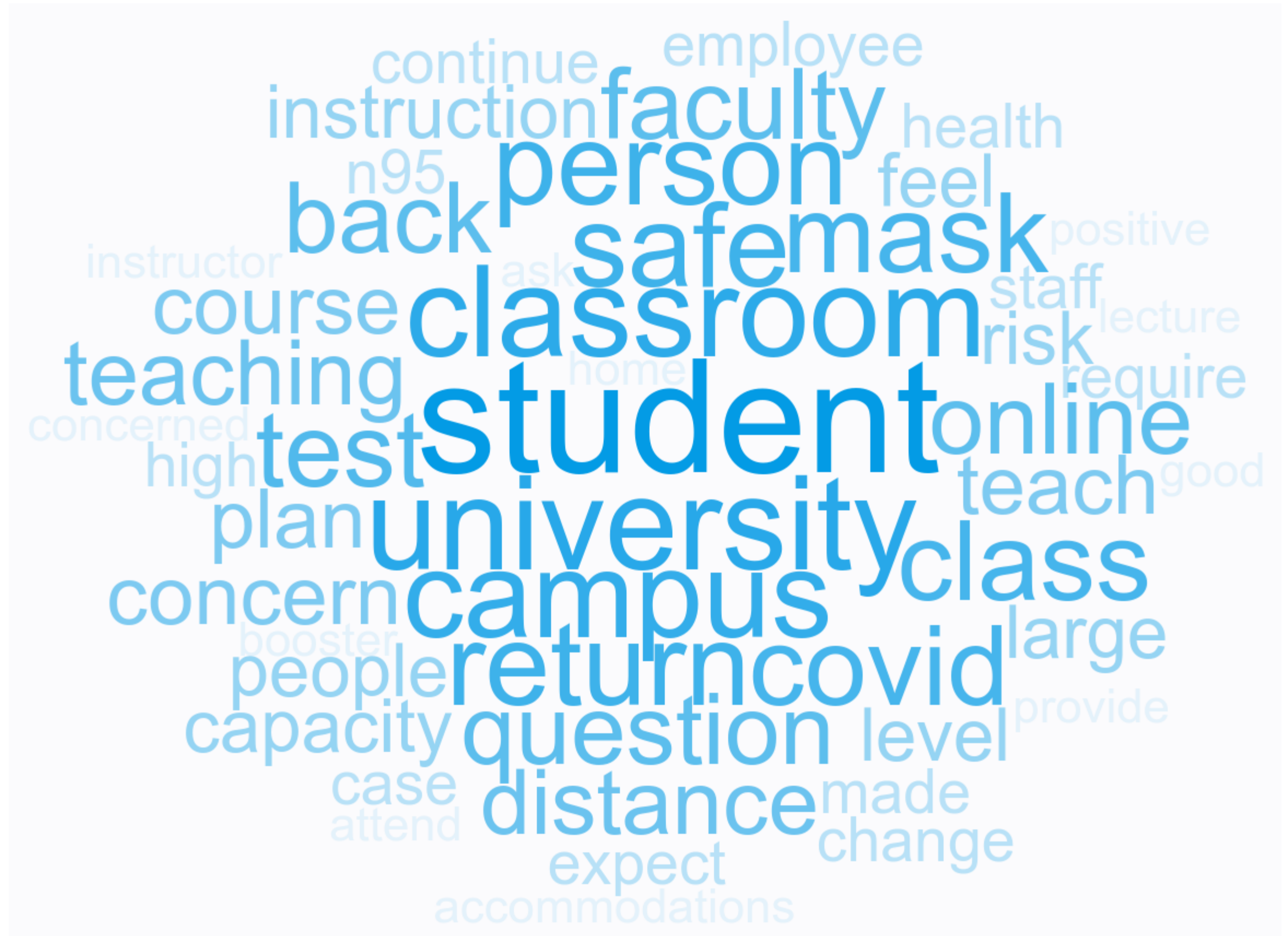
- ▶ **Faculty Professional Expense Reimbursement (FPER) Plan**
 - ▶ Ability to rollover full balance from previous year (Queen's)
 - ▶ COVID fund for teaching expenses (UofT)
- ▶ **Communication with Faculty Association**
 - ▶ Regular meetings and written notice of changes in delivery (McMaster, Queen's, UOttawa)
- ▶ **Air Quality (Queen's)**
 - ▶ Meet the public health guidance on air change rates
 - ▶ Provide list of measurements of the ventilation for all classrooms with seating capacity over 100 and other spaces
 - ▶ Regular inspection, maintenance, and updates on the above
- ▶ **Tenure Clock Extensions (for UofT and McMaster, includes teaching stream)**

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QUESTIONS WORD CLOUD



IN THE CLASSROOM

- ▶ What is the **masking requirement**?
- ▶ What options do we have if we believe there is an **unsafe situation** in the classroom?
- ▶ What are **physical distancing/capacity requirements**?
- ▶ **Ventilation and air quality:** What steps have been made to ensure **aerosol transmission** of COVID-19 is minimized?



MASKS, PPE & VACCINATION

- ▶ Will the university provide **N95s or KN95s** to faculty/students/staff?
- ▶ Can I claim masks as an expense on **FPER**?
- ▶ Will the university provide **PPE** to faculty?
- ▶ Does “fully vaccinated” include **3rd dose**?
- ▶ Is there going to be an **enhanced vaccine certificate mandate** from the university soon?
- ▶ What recourse do faculty with **comorbidities** or loved ones with comorbidities have if they are concerned about the risks?

TESTING & TRACKING/TRACING

- ▶ Will **rapid tests** be provided for faculty, staff, and students?
- ▶ Can I claim rapid antigen tests on **FPER**?
- ▶ How will **tracking and reporting** work?
- ▶ How will **outbreaks** be reported on campus housing?
- ▶ Will I be informed if a **student in my class tests positive**, or if students in my class are living in a place where an outbreak occurs?
- ▶ Will there be any **contact tracing** done of confirmed positive cases?

STUDENTS & TEACHING ASSISTANTS

- ▶ What are the expectations for **supporting students who have to self-isolate?**
- ▶ What am I supposed to do about **students who are not in Waterloo** or Canada at the moment and not able to return to campus?
- ▶ What means do **students have to voice their concerns** about return to campus?
- ▶ If the **majority of students in my class want to stay online**, can I offer to teach remotely?
- ▶ What steps should we take if a **Teaching Assistant** refuses to engage in in-person teaching or in-person exam proctoring because they feel unsafe?

IN THE EVENT OF ILLNESS

- ▶ If I am **symptomatic**, do I stay home and continue to teach remotely?
- ▶ What happens if I **get sick but haven't been tested yet?**
- ▶ **What happens if I get COVID?** Who will teach my classes?
- ▶ If the **instructor is sick and cannot offer online exams**, does this entail an INC situation?



WORKLOAD & MERIT

- ▶ What considerations will be given for the **extra workload** made for reverting to in-person teaching mid-term?
- ▶ How will **merit** be impacted? Will there be any **formal adjustments or accommodations** being made to merit evaluated over this time period?
- ▶ What will happen with the **Student Course Perception Project** and modified course evaluations?



SAFE RETURN

- ▶ If a lecturer/faculty member **does not feel safe to return to campus**, what accommodation can/will the university provide?
- ▶ Can I, as the instructor, **cancel an in-person class, or move an in-person class online**, if I feel the in-person classroom situation is not safe?
- ▶ How is this going to affect a **Definite-Term Lecturer (DTL) contract**? Is there a risk that a DTL contract will not be renewed if they don't return to working on campus?
- ▶ **What are my rights** if I am not comfortable returning to campus on Feb. 7th given my **personal health risk and that of my family**?



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OVERALL STRATEGIES

- ▶ Actions at other universities:
 - ▶ Open letters and petitions (Western, Guelph)
 - ▶ Language in Collective Agreements
 - ▶ Negotiations during collective bargaining
 - ▶ Filing grievances (Queen's, PEI)
 - ▶ Letters of understanding
 - ▶ Student strikes (McGill) and walk-outs (SFU)



WAYS FORWARD

- ▶ At UWaterloo:
 - ▶ Faculty working conditions are negotiated via the Faculty Relations Committee (FRC) comprised half of FAUW and half admin, which meets biweekly
 - ▶ Memorandum of Agreement (MoA) and policies
 - ▶ No workload policy
 - ▶ Challenges of filing grievances or access to legal counsel
 - ▶ No access to any form of organized job action
 - ▶ No protections under the Ontario Labour Relations Act
 - ▶ Other ways to negotiate??





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THANKS FOR COMING!

please send feedback to su-yin.tan@uwaterloo.ca