



fauw

**Faculty Association of
the University of Waterloo**

Standing for academic
freedom, equity, and collegial
governance since 1957.

LECTURERS' TOWN HALL
DECEMBER 7, 2016

WHO FAUW REPRESENTS

“Regular faculty”

- lecturers
- assistant professors
- associate professors
- professors
- clinical faculty
- part-time faculty with definite term appointments of one year or more

WHO FAUW DOES *NOT* REPRESENT

- faculty with admin positions at the level of dean or above;
- sessional instructors
- research professors
- other “special appointments” such as visiting professors
- graduate students, postdoctoral fellows, research assistants, or research associates

GOVERNING DOCUMENTS

Memorandum of Agreement (MoA)

Governs the relationship between the University and faculty

University policies

Changes to University policies categorized “F” (faculty), “FS” (faculty & staff) or “A” (admin) need approval from FAUW

FAUW’s Constitution

Governs FAUW’s own activities and procedures

BOARD OF DIRECTORS

The core of FAUW's decision-making and governance; everything filters through the Board.

Voting members:

- President
- Past President
- one director elected by and from each Faculty
- one director elected by and from lecturers
- four at-large directors

[Meet your current
Board members](#)

FACULTY RELATIONS COMMITTEE

Changes in working conditions (except salary) are negotiated on an ongoing basis; FRC approves policy/MoA changes, resolves non-policy issues.

5 representatives each from the FAUW Board and University administration meet *every two weeks*.

FAUW FRC members receive direction from the Board.

COMMITTEES

The Board appoints people (often but not always Board members) to University and joint committees, and creates its own committees to advise on specific issues (Lecturers, Status of Women & Equity, etc).

LECTURERS COMMITTEE

Advises the Board on matters pertaining to all aspects of the working lives of lecturers, and provides a conduit for lecturers to bring issues to the attention of FAUW and FRC.

Membership:

- Lecturers from all faculties
- Continuing and definite term
- Non-lecturer members from FAUW, policy revision committees

2015 SURVEY REPORT

A 2015 survey provided a better picture of the experiences of lecturers at Waterloo.

[Download the report.](#)

Who to talk to:

[Heidi Engelhardt](#)

[A committee member in your faculty](#)

2014 LECTURERS TOWN HALL

- **Nomenclature:** Strong consensus for revision of “Lecturer” and “Continuing Lecturer” to titles indicating professorial status
- **Promotion to Continuing:** Lack of clarity, transparency, consistency in attaining the status of Continuing Lecturer
- **Non-teaching term:** While the ‘1 non-teaching term in 6’ clause already enshrined in policy 76 is being granted in some units, many Lecturers never have this opportunity for professional development and renewal. Others taking this break must “make up” for “missed” teaching by doing overload in other terms.
- **Compensation:** Very different salary thresholds for teaching- versus research-track faculty have major impact on lifetime incomes

[Read more on the FAUW blog.](#)

2015 LECTURERS SURVEY

- **Career path:** Desire for new titles and ranks, a clear, transparent process for teaching faculty parallel to that research-track faculty.
- **Non-teaching term:** Recognition that teaching stream faculty are academics expected to remain current in their fields and thus require time for professional development.
- **Workload:** Need a transparent process for determining 'normal' loads for both research- and teaching-track faculty, and oversight to ensure that this is not exceeded.
- **Reiterative short-term contracts:** Should be strongly discouraged.
- **Compensation:** Not addressed by the survey, but came up frequently in comments.

[Download the report.](#)

CURRENT ISSUES

- Career path for lecturers (including new ranks/titles)
- Non-teaching term (protected time for professional development)
- Workload (a process for defining “normal” teaching loads)
- Compensation (addressed in the next round of negotiations)

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[Heidi Engelhardt](#)

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