

Re: Your recent visit to CS staff

Richard Mann

Wed 6/7/2023 10:59 AM

To: CS Director <cs-direc@uwaterloo.ca>

Dear Raouf,

It has never been my intention to be anything but positive and collegial in my interactions. I do have a naturally loud speaking voice, which in the past has been misinterpreted as an indication of my emotional state.

While I understand your concern about my health situation, my interactions with staff members at the University have had no negative impact on my recovery process. In fact, continued informal contact with a variety of people has been positive and helpful. No consultations with my medical team on this issue are called for.

Richard

From: CS Director <cs-direc@uwaterloo.ca>

Sent: Wednesday, June 7, 2023 9:58 AM

To: Richard Mann

Subject: Re: Your recent visit to CS staff

Dear Richard

On at least two occasions raised voices have been noticed in your interactions, to the extent that this concerned observers. While no further action is being taken on these interactions, I do hope that future interactions with all staff and faculty are calm, respectful and collegial. For administrative support, please go through Lew as suggested. While the University will permit you to continue to reach out to staff informally, you remain on sick leave. You should confirm with your treating physician that these interactions will not impact or otherwise slow your recovery. If these interactions are impacting or slowing your recovery, or if these interactions become overly burdensome on staff, the University will not be able permit this practice to continue.

Best

Raouf

> On Jun 5, 2023, at 11:30 PM, Richard Mann <mannr@uwaterloo.ca> wrote:

>

> Dear Raouf Boutaba,

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> 1. It sounds as if you are suggesting I arrange all future interactions through Lewis Fraser.

> I would like to continue informal interactions with technical staff on a number of topics; most recently discussions about Raspberry Pi computing, microcontrollers and audio, for both teaching and research. I have always been polite and respectful of staff responsibilities and time limitations.

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> 2. May I ask why you use the word "calm" in your letter.
> I understand that I can contact Lewis Fraser ahead of time, for specific technical support issues.
> However, your letter implies that there has been some problem with my interactions with staff. If there is a problem may I know of it?
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> Sincerely,
> Richard Mann
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> _____
> From: CS Director <cs-direc@uwaterloo.ca>
> Sent: Monday, June 5, 2023 7:57 PM
> To: Richard Mann
> Subject: Your recent visit to CS staff
>
> Dear Richard,
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> I've become aware that you have come to campus, while on your leave to receive, some administrative assistance from CS staff. I'd like to suggest that in the future you pre-arrange a time to meet with support staff by contacting Lew (lewis.fraser@uwaterloo.ca<mailto:lewis.fraser@uwaterloo.ca>, or calling at 519-888-4567 x 45708); this will enable the staff to have information prepared for you in advance, and will allow the interactions to take place in a calm and productive manner.
>
> Best regards
> Raouf
> -----
> Raouf Boutaba
> Professor and Director, Cheriton School of Computer Science