

To: Mark Giesbrecht, Dean, Faculty of Mathematics, UW

Cc: Karen Parkinson, Occupational Health, UW
Roydon Fraser, Academic Freedom and Tenure Committee, FAUW

Re: Reply to your letter dated June 30, 2023

Date: July 5, 2023

Dear Dean Giesbrecht:

Thank you for your letter of June 30, 2023 regarding a return-to-work plan and accommodation needs for myself. I thank both you and Karen Parkinson, Occupational Health, UW, for your efforts in this matter. On the one hand, some of your proposals are promising but, on the other hand, others give me great concern. I also feel that a major aspect of my needs, namely the issues of “reduced energy/pace” and “fatigue” have, most unfortunately, been overlooked even though they were listed in the medical documents provided to Occupational Health from my health professionals.

That being said, the purpose of this letter is to request from you clarification of some points in your letter. Before these matters are clarified, we shall not be able to proceed.

Firstly, you write (Paragraph 2):

This letter provides an update to the Accommodation Plan effective July 25, 2023. The revised plan includes all of the ongoing accommodations from your existing 2022 Accommodation Plan as well as revised dates and details related to the one-time accommodations that are designed to facilitate your transition to full-time employment. This information is based on medical documentation received by Occupational Health on June 21, 2023.

Can I then assume that you were recently in touch with Karen Parkinson of Occupational Health? In particular, I want to be assured that the notes from my MD (May 1 2023, June 21 2023) and my clinical psychologist (Mar 2, 2023) were taken into account in Ms. Parkinson’s communication to you. This might seem to be a silly question, Dean Giesbrecht, but it is not. In your letter, you make no mention of any recent consultation or contact with Ms. Parkinson. You may recall that in my June 27, 2023 e-mail to Ms. Parkinson, copied to you, I wrote the following,

Can you please confirm that you have advised the Dean on my return to work? I am NOT asking to know the what the "advice" was.

However, I simply want to be assured that someone from Occupational Health advised the Dean on the basis of the medical reports that were provided to Occupational Health over the past few months.

I cannot be expected to interact with anyone, including the Dean, until this question has been answered.

Unfortunately, I never received a reply to this request. In all fairness, I understand that Ms. Parkinson was away from work recently, which may explain why I have not heard from her. As such, I would have hoped that an answer would have been provided in your letter. At this point, Dean Giesbrecht, you may be thinking that a recent consultation between yourself and Ms. Parkinson should be clear from the second paragraph of Page 2 of your letter,

The following accommodations have also been reviewed and approved by Karen Parkinson (UW Occupational Health), who indicates that these have addressed all your requirements fairly and are reasonable accommodation solutions.

Unfortunately, that such a recent consultation would have taken place is **not** clear to me since the points that you list in your letter after the above-cited paragraph were provided by Ms. Parkinson in her letter to you dated October 24, 2022 - **more than eight months ago!** As such, it is unclear exactly how and when the “following accommodations” were “reviewed and approved” by Ms. Parkinson. Once again, Dean Giesbrecht, I am simply asking to be informed - not only about the accommodations but also about the **exact procedures and times** involved in their formulation, i.e., who was involved and when they were involved. This should not be too much to ask. In fact, it should be required information for the written record.

Let me now proceed with my second point, regarding Paragraph 3 of your letter,

That letter indicates the following restrictions and limitations arising from your medical condition, which impact your ability to perform regular duties, listed verbatim as follows:

I was confused by what you meant by “That letter” since there is no mention of any such “letter” in Paragraphs 1 and 2 of your letter. It most certainly could not be the “medical documentation” mentioned in your Paragraph 2 since none of the points “listed verbatim” after Paragraph 3 are to be found in those documents. In fact, the eleven points “listed verbatim” in your letter are to be found in Ms. Parkinson’s letter to you dated October 24, 2022.

Therefore, Dean Giesbrecht, could you please clarify what you mean by “That letter”?

I come to the final point which requires clarification. The penultimate paragraph of Ms. Parkinson’s letter dated October 24, 2022 is as follows,

I will be happy to arrange a meeting with Occupational Health, Professor Mann, Professor Mann’s FAUW representative (if he chooses), as well as you or the Chair, in order to discuss which accommodations are necessary in light of Professor Mann’s reported restrictions.

I was - and continue to be - extremely appreciative of Ms. Parkinson’s willingness to arrange such a meeting. My question to you, Dean Giesbrecht, is why I have never been invited by you to meet with yourself and Ms. Parkinson. As you well know, I

have been asking to negotiate in person with you and Ms. Parkinson – and others, if necessary – for a long time. Unfortunately this request has never been accommodated. I am not simply an “employee” who is expected to interact via e-mails and letters like an automaton. I am a human being who cares for his colleagues, students and institution, and who works best via personal communication.

As I have written in the past, I look forward to the possibility of working with you on the formulation of a suitable set of workplace accommodations. I do hope that we can proceed, but only after you have responded to the three points raised above.

Richard Mann
Cheriton School of Computer Science, UW